

# Behavioral Support Plan (BSP)

In addition to a general staff protocol for handling escalating behavior, a **Behavioral Support Plan** is a valuable tool for implementing MTC.

A BSP provides care-givers a structure to analyze behavior and strategize support in a way unique to a given individual. Preparation can be accomplished by a single caregiver.

However, preparation of a BSP can be a valuable forum for gathering input from everyone involved.

Once complete, a BSP has numerous uses. For ongoing staff, it's a behavioral snapshot useful as a summary of current support strategies as well as a future gauge of progress. For new support staff, it's a quick study of the unique needs of the individual. A BSP can also serve as a detailed written record of an agency's support methods.

**Behavioral Support Plan for:**  
Betty Johnson

Date: 7/18/06  
page 1 of 4

Prepared by:  
Bob Peters

Additional contributions by:  
Betty, her support broker, home and work support staff.

**INTRODUCTION**


This Behavioral Support Plan (BSP) is designed to provide care-givers a positive and consistent approach to supporting a person's emotional control. This BSP should be updated on a regular basis to reflect the person's changing needs as well as staff's evolving support strategies.

This BSP consists of 3 interrelated and sometimes overlapping components:

- 1. Overview:** Description of personality traits and general life situation.
- 2. Stage/Support chart:** How a person signals a given behavioral Stage and tailored strategies for Support.
- 3. Stress Triggers/Support breakout:** A detailed examination of what triggers negative behavior in a person and Support strategies to prevent this.

Overview:  
Betty is a bright, engaging and caring person. Her idea of a good time is to go out to eat and take in a movie or go dancing. Betty has a good job and lives in a nice apartment with her roommate of ten years. Betty is challenged with issues related to autism. These issues can impact her capacity to maintain emotional control. Any combination of seemingly minor life stressors can lead Betty to periods of tension and distress. For example, Betty's parents sometimes argue. This is a source of tension for Betty and can make visits difficult. However, with a guided effort on the part of caregivers, these difficult moments can be either averted or minimized.

This Behavioral Support Plan format is based on the ideas presented in:



Caregivers are encouraged to participate in this training

Let's look at what Betty's BSP might look like.

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## Behavioral Support Plan for:

Betty Johnson

Date: 7/18/06

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### Stage/Support Chart (part 1)

#### STAGE of challenging behavior

#### SUPPORT strategy

<b>ADAPTIVE:</b>	<b>REINFORCE:</b>
<ul style="list-style-type: none"> <li>- Smiling</li> <li>- Good eye contact</li> <li>- Good listener</li> <li>- Speaks slowly and clearly</li> </ul>	<ul style="list-style-type: none"> <li>- Help Betty with a healthy diet, avoid sugar and caffeine.</li> <li>- Make sure Betty uses her time-line.</li> <li>- Staff should be positive and upbeat in approach.</li> <li>- Betty likes attention and loves praise. Be genuine and animated. Betty likes "high fives."</li> <li>- She enjoys talking about her family.</li> <li>- Spend time looking at her family album together.</li> <li>- If Betty has to wait, help her stay busy so the time passes more quickly.</li> <li>- Establish positive activities that Betty can look forward to. Use these as incentives for good behavior. Betty likes dancing and going out to eat.</li> </ul>
<b>TENSION:</b>	<b>RESPOND:</b>
<ul style="list-style-type: none"> <li>- Furrowed brow</li> <li>- Pacing</li> <li>- Shaking her hands</li> <li>- Will repeat topics that are bothering her.</li> <li>- Sighing</li> </ul>	<ul style="list-style-type: none"> <li>- Staff make a conscious effort to appear calm.</li> <li>- Suggest that Betty take a break from chores or work projects.</li> <li>- Suggest she take a walk or look at her photo album.</li> <li>- Betty also likes listening to music. Suggest a music break.</li> <li>- When Betty appears more adaptive, carefully help her talk about what's bothering her.</li> <li>- Help Betty find a solution.</li> <li>- If Betty is showing tension in the morning, call to her staff at work to alert them and offer information on why she may be upset.</li> </ul>

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### Stage/Support Chart (part 2)

**STAGE of challenging behavior**

**SUPPORT strategy**

<b>EMOTIONAL DISTRESS:</b>	<b>DIFFUSE:</b>
<ul style="list-style-type: none"> <li>- Loud talking/yelling</li> <li>- Rapid pacing</li> <li>- Repeating angry statements</li> <li>- Flailing her arms</li> <li>- Irrational</li> </ul>	<ul style="list-style-type: none"> <li>- Staff appear calm with neutral presence.</li> <li>- Maintain a 3-4 foot distance and stand at an angle.</li> <li>- Call for back up staff.</li> <li>- Protect other people in the area.</li> <li>- Remove items that could be broken or destroyed.</li> <li>- Carefully direct Betty to take a walk. At home, Betty can go outside. At work, Betty can walk in the back warehouse.</li> <li>- Make sure her music and headphones are available.</li> <li>- When Betty appears calm, ask her to let you know when she wants to talk.</li> </ul>
<b>PHYSICAL DISTRESS:</b>	<b>PROTECT:</b>
<ul style="list-style-type: none"> <li>- Aggression: Hitting, pinching, pushing</li> <li>- Destruction: Pushing items off table</li> <li>- Self injury: Hand biting</li> </ul>	<ul style="list-style-type: none"> <li>- Staff remain neutral.</li> <li>- Maintain safe distance.</li> <li>- Prepare to self-protect.</li> </ul>
<b>RECOVERY:</b>	<b>TALK OUT:</b>
<ul style="list-style-type: none"> <li>- Appears relaxed and exhausted</li> <li>- Head down</li> <li>- Mild crying</li> <li>- Hand wringing</li> </ul>	<ul style="list-style-type: none"> <li>- Ask Betty if you can join her.</li> <li>- Ask if she is ok.</li> <li>- Help Betty think about why she is upset.</li> <li>- Offer to shake Betty's hand. This gesture helps her move on.</li> </ul>

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### Stress Triggers/pro-active Support Chart

Stress Triggers:	Pro-active Support:
1. Too much sugar in her diet	- Help Betty maintain a healthy diet.
2. Not getting enough sleep	- Help Betty achieve a 10:00 bedtime. - Remind Betty that she can tape record late night shows.
3. Caregivers who appear stressed	Make attempts to appear calm & relaxed with Betty.
4. When Betty feels like she is ignored	- Stay connected with Betty. She likes "small talk." - Let Betty know when you have to attend to someone else.
5. When Betty does not know the routine of the day	- Make sure Betty has her picture time line. - Talk with Betty about what will be happening next.
6. Concerns about family visits	- Foreshadow when visits will occur. - Include visits in the picture time-line.
7. Having to share staff attention with her roommate or co-workers	- Let Betty know when you need to help her roommate or co-worker. - Give her something to do while you are busy. - Let her know when you are coming back.
8. Being teased	- Use empathy. Let Betty know that you do not like getting teased either. - Remind Betty to ignore the other person, "Hey Betty don't let (name) ruin your day". - Remind Betty that she can ask for support if she is being teased.