



The Arc Answers...
Functional Behavior Assessment (FBA)
and
Positive Behavioral Support (PBS)

1. People do not *have* behaviors; rather they *use* behaviors for very specific reasons.
2. People with difficult behaviors should be treated with compassion and respect.
3. The best way to help someone change their behavior is to first understand the reasons behind the behavior.
4. Difficult and dangerous behaviors increase when an individual has problems without the skills or resources to solve them.
5. Functional Behavior Assessment (FBA) is the foundation of PBS. FBA is the process of learning about people before intervening in their lives.
6. FBA identifies the relationship of the behavior to environmental conditions and the needs of the individual.
7. PBS involves two types of intervention: Environmental Design (manipulating or changing the setting/environment) and Instruction (developing competencies so the person does not have to rely on difficult behaviors to manage their environment).
8. PBS Plans must fit with the on-going routines, values, priorities, and context of the settings in which the plan is to be implemented.
9. Systems change is a crucial element of FBA and PBS. All stakeholders must be involved.
10. The ultimate goal of FBA and PBS is improved quality of life.

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