



Positive Behaviour Support as a team approach

Collaboration is central to PBS practice. Stakeholder participation (e.g., family and friends; service providers) (with the person as the primary stakeholder) informs and validates assessment and strategies/intervention.

The PBS team will look different for each person, but will often include family members, service providers (support workers and service managers), allied health professionals, school staff (teachers, support staff, and school leaders), other community members, and the PBS practitioner. The person's PBS team might also consist of a support coordinator, who can help with coordinating meetings and facilitating effective communication pathways.



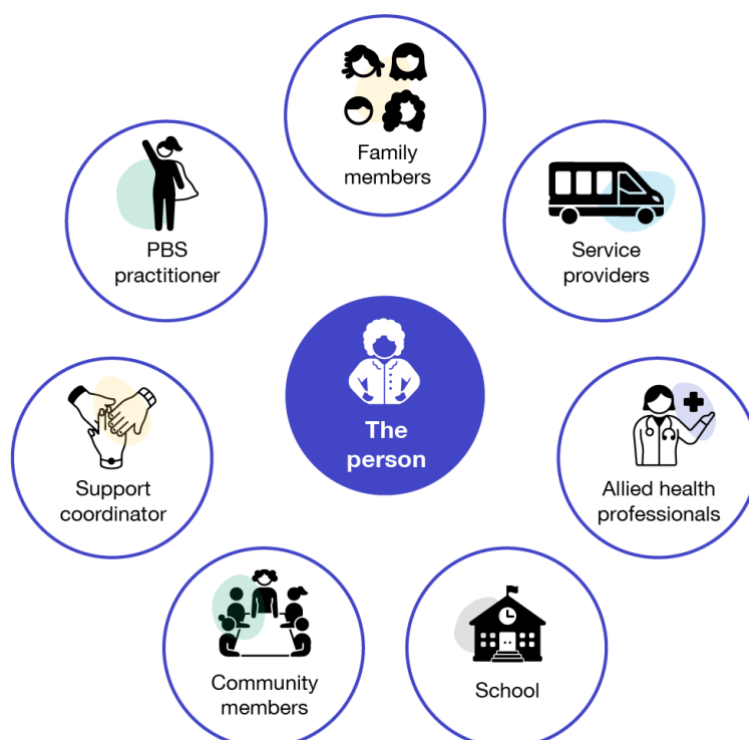
Each play a valued role in PBS process, with different expertise and experience, with collaborative PBS practice being about sharing knowledge/ experiences and working together to inform effective supports/strategies.


It's important to discuss how the team will work together to support effective process from the very beginning (e.g., roles and responsibilities, meeting schedules and communication). The person will also be involved in choosing their PBS team and deciding how they want to be involved throughout process.

Collaboration

It's important to differentiate between 'consultation' (e.g., asking for feedback/ discussing your ideas/processes with others) vs working 'collaboratively' with others (e.g., co-design and working together toward shared goals) to develop/co-produce PBS plans.

PBS practitioners will bring expertise around process (e.g., assessment, formulation, implementation and evidence-informed practice) - but will also support the person and others to consider the appropriate people to be involved, and how to support best outcomes.





Effective communication is core to collaborative practice. This emphasises the need to take time to understand the person's communication methods and preferences, and to ensure supports are in place where needed to facilitate the person's involvement. Where the person is under guardianship and/or has decision supporters, it's important that PBS practitioners ensure the person's rights, will and preference are promoted throughout process. [Supported decision making](#) may be required to ensure the person is involved the amount they prefer.

Communication is also key to collaborative practice among the PBS team.

Collaborative practice helps to:

- ensure that we understand and promote a person's values, culture, and communication methods/ preferences.
- establish shared assumptions about challenging behaviour (e.g., as having a purpose/function) and behaviour support (e.g., with a primary focus on quality of life improvement and building capable environments around a person)
- understand the perspectives/experiences of those providing support to help establish good working relationships
- understand perceived barriers/concerns and problem-solve solutions
- understand the pressures and challenges for others on the PBS team in working within their own systems, and establish shared goals that meet the needs of all stakeholders

It's important to remember that behaviour doesn't occur in a single context or setting – and likewise, behaviour support doesn't occur as a silo, and must involve an interdisciplinary and holistic approach.

Collaborative practice also involves the stakeholders in constant reflection – and being open to their views and practice being challenged.

Collaboration ensures the person's voice is heard and contributes to reflective practice across the team.

Sometimes members of the PBS team will have different ideas, and even disagree on process. In this situation it's important to take the time to listen – and use evidence to support collaborative problem solving and support data-informed decision making. This includes evidence supporting the person's preferences, with their voice central to conflict resolution.