

A Comparison of Treatments to Determine the Validity of the Performance Diagnostic Checklist as a Functional Assessment Tool

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The Shape of Behavior



ABSTRACT

- Functional assessments have predominantly been used in behavior analytic research to treat the abhorrent behaviors of populations with developmental disabilities. There are similar assessments being used within the area of organizational behavior management, such as the Performance Diagnostic Checklist (PDC). However, there is not much research to support the validity of using the PDC as a functional assessment tool to determine the function and treatment of problem behavior (i.e., employee performance and compliance with basic task analyses) within a corporation. The present study examines the validity of the PDC as a functional assessment tool by conducting a multiple baseline across participants to determine if using a functional based treatment versus a contraindicated treatment increases the employee compliance behavior (following a predetermined agenda for a parent training) of employees at an ABA clinic for children with autism.

- **KEYWORDS:** PDC, OBM, Autism



INTRODUCTION

- Austin (2000)
 - Developed the Performance Diagnostic Checklist (PDC)
 - Used to identify variables that may influence performance problems in organizational settings
- Rodriguez, Wilder, Therrien, Wine, Miranti, Daratany, et al. (2005)
 - Use of the PDC as a functional assessment in a restaurant setting
 - PDC results determined lack of appropriate antecedents, equipment, and processes, and consequences led to defecits
 - Functionally based package intervention was used as a treatment (i.e., task clarification, self-monitoring, equipment modification, goal setting, and graphic feedback)
 - Authors suggest analyzing individual treatment components as a means of future research



INTRODUCTION

- Rice, Austin, & Gravina (2009)
 - Use of the PDC as a functional assessment in a workplace
 - Determined potential function(s) of poor customer service (grocery store)
 - Implementation of a functionally based treatment
- The present study
 - Examines the validity of the PDC as a functional assessment tool
 - Attempts to determine if using a functional based treatment vs. a contraindicated treatment increases the employee compliance behavior of employees at an ABA clinic for children with autism



Method

- Participants
 - Angela – 29 yoa
 - LMFT-A with Shape for 6+ years
- Setting
 - Office in a private ABA clinic for children with autism
- Parent Training Agenda
 - NET (language)
 - Datasheet (both peer and zone work)
 - Demo (live or video)
 - Practice (parents)/Feedback
 - Address concerns
 - Set up next appointment or quarterly in-home visit
 - BIP/Behavior data of any kind



METHOD

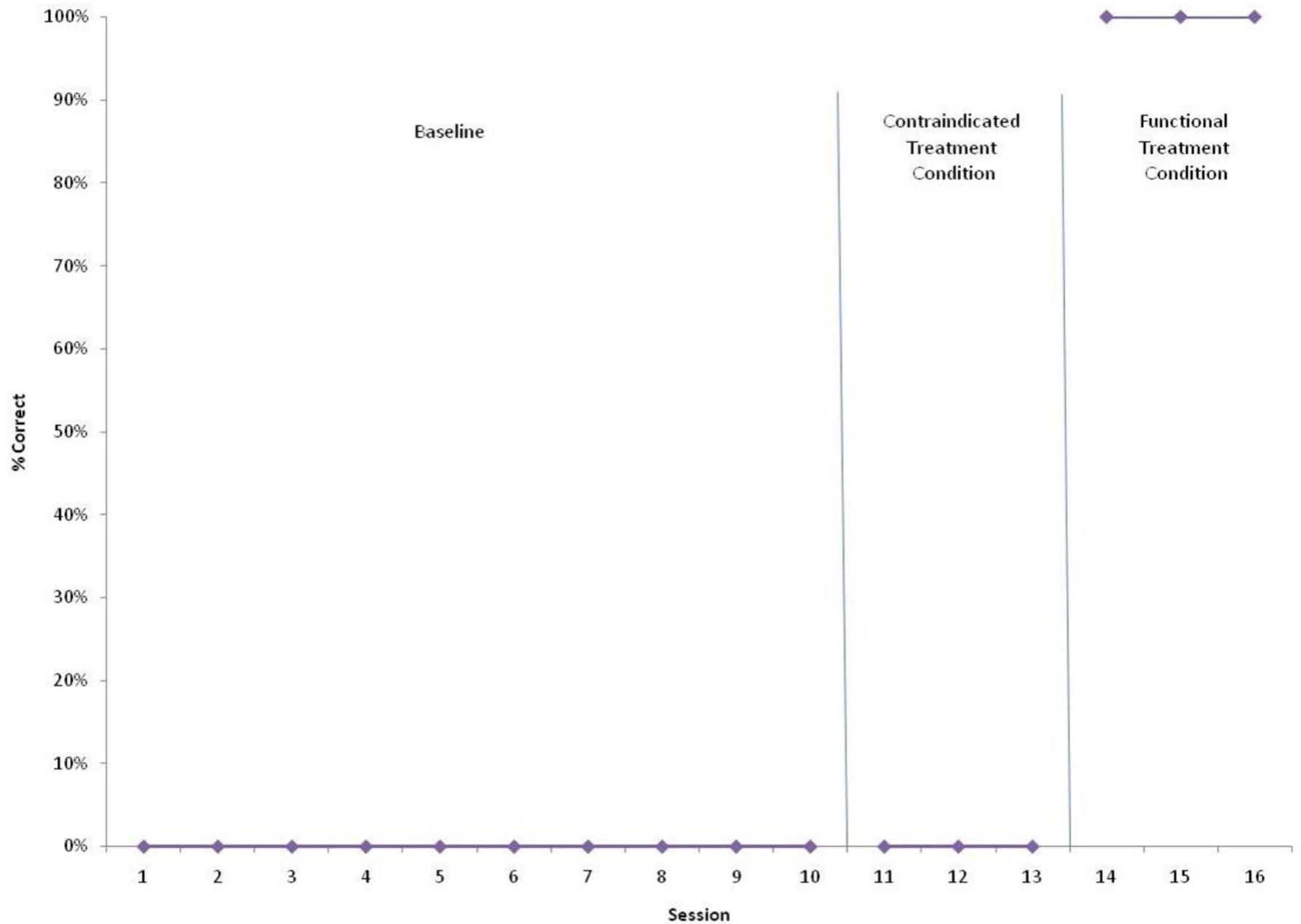
- Procedures
 - Multiple baseline across subjects design
 - Baseline:
 - Data collected comparing equivalence between subject's PT agenda and company PT agenda
 - Data was collected:
 - in the course of normal parent trainings
 - while performing regular job responsibilities
 - IOA Calculation
 - $(\text{total agenda agreements} / \text{total agenda agreements} + \text{disagreements}) * 100$
 - Baseline IOA: 55% of sessions; range: 50-100%
 - PDC was administered to the executive clinical director following baseline



Method

- Procedures
 - Contraindicated Treatment Condition
 - Same as BL
 - Administered treatment based on clinical judgment/executive clinical director decision
 - Delivery of parent training job aide/agenda; modeling; oral feedback
 - IOA: 100% of sessions; range: 83-100%
 - Functional Treatment Condition
 - Same as BL
 - Administered functionally equivalent treatment based on results of PDC
 - Graphic feedback to subjects: graph & agenda with items not covered during PT highlighted
 - IOA: 67% of sessions; range: 86-100%





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Results

- Contraindicated treatment demonstrates results similar to baseline performance levels
- Functional Treatment based on the PDC demonstrates the best results
- Despite adequate treatment efficacy in OBM without the use of functional assessment methods
 - Current results demonstrate the efficacy of function-based interventions despite the effort needed to administer the treatment



Discussion

- Social Validity: Staff training costs incurred by companies present ethical issues when administering interventions similar to the reduction of abhorrent behaviors
 - (i.e., functionally based treatment vs. contraindicated treatment similar to FA of abhorrent behavior)
- A functionally based treatment could lead to:
 - Better ROI
 - And/or better performance based on the results
 - Durability of treatments may be enhanced



Discussion

- More research needs to be done in OBM with this population
- Contraindicated treatment delivered first to prevent carry-over effects
- Limitations
 - One subject
 - No follow-up
 - Difficult to control for outside variables and confounds
- Future Research/Recommendations
 - Replication of the current study to validate effects with this population
 - Replication of the current study and extension: examining the affects of peer management on the current research topic
 - Examination of antecedent intervention components



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