

Unit 4222-339 Enable individuals with behavioural difficulties to develop strategies to change their behaviour (HSC 3058)

Level: 3
Credit value: 8
UAN: L/601/9034

Unit aim

This unit is aimed at health and social care workers in a wide range of settings. It applies to those with responsibility for supporting individuals to change their behavioural responses through the development of appropriate strategies.

Learning outcomes

There are **five** learning outcomes to this unit. The learner will:

1. Understand how legislation, policies and practice affect the support provided to individuals to manage their behaviour
2. Understand the factors that influence behaviour
3. Be able to work with individuals to recognise the impact of their behaviour on others
4. Be able to enable people to develop strategies for changing behavioural responses
5. Be able to evaluate and review strategies for changing behavioural responses

Guided learning hours

It is recommended that **41** hours should be allocated for this unit, although patterns of delivery are likely to vary.

Details of the relationship between the unit and relevant national standards

This unit is linked to HSC 396 (MH45)/HSC 397 (MH27)-partially.

Support of the unit by a sector or other appropriate body

This unit is endorsed by Skills for Care and Development.

Assessment

This unit must be assessed in accordance with Skills for Care and Development's QCF Assessment Principles

Learning outcomes 3, 4 and 5 must be assessed in a real work environment

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Assessment Criteria

Outcome 1 Understand how legislation, policies and practice affect the support provided to individuals to manage their behaviour

The learner can:

1. describe how legislation affects policy and practice when working with individuals to manage their behaviour
2. describe the **methods and approaches** available to help an individual change their behaviour.

Outcome 2 Understand the factors that influence behaviour

The learner can:

1. explain how different **factors relating to the individual** can affect behaviour
2. describe the potential effects of the environment and the behaviour of others on individuals.

Outcome 3 Be able to work with individuals to recognise the impact of their behaviour on others

The learner can:

1. describe why it is important to establish a professional relationship with an individual and **others** when working on behaviour management
2. work with individuals and others to gather and review information
3. support the individual and others significant to the individual to recognise their behavioural responses to different situations
4. encourage the individual to consider the impact of their behaviour.

Outcome 4 Be able to enable people to develop strategies for changing behavioural responses

The learner can:

1. work with an individual to identify and agree the factors which will motivate them to change their behaviour
2. explain to an individual the positive outcomes of changing behaviours
3. support an individual to identify situations and circumstances which trigger specific behavioural responses
4. explore with the individual ways of coping with situations and circumstances which trigger behaviour they wish to change
5. work with the individual to identify and agree coping strategies they are willing to use
6. support an individual to develop and practise the agreed strategies and to sustain their motivation
7. record the individual's agreement and motivation to change their behaviour in line with **agreed ways of working**
8. list any potential barriers to progress and ways in which these barriers can be addressed
9. describe the additional advice and support available when an individual does not engage with the process.

Outcome 5 Be able to evaluate and review strategies for changing behavioural responses

The learner can:

1. conduct regular reviews
2. assist the individual and others significant to the individual to evaluate the effectiveness of strategies for changing behavioural responses
3. use the positive outcomes identified through the review process to motivate the individual
4. give constructive feedback on progress
5. encourage individuals to find ways in which to sustain their behaviour change
6. record what has and has not been achieved and identify any future work required
7. report the results of the review to all those who have a right and need to receive them.

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Additional guidance

- **Methods and approaches** include:
 - Motivational interviewing
 - Cognitive behavioural therapy
 - Solution focused therapy
 - Adult learning methods.
- **Factors relating to the individual** may include:
 - culture
 - gender
 - beliefs
 - personality
 - illness
 - side effects of medication.
- **Others** may include:
 - family members
 - other health and social care workers
 - others who are important to the individual's well-being
- **Agreed ways of working** will include policies and procedures where these exist.