



# WELCOME HANDBOOK

*Tips, strategies, and words of encouragement for  
new professional behavior analysts.*

February 2023

# SECTIONS



**01**

Welcome

**02**

Wellness & Self-care

**03**

Developing Core Strengths

**04**

Focus on Feedback

**05**

Ethics

**06**

Professional Development

**07**

Discomfort & Mistakes

**08**

Communities of Practice

**09**

Messages Worth Listening To

**10**

Wrap Up

# SECTION 01

# WELCOME & CONGRATULATIONS!

The Association for Professional Behavior Analysts (APBA) is excited to welcome you into the profession as a newly certified Board Certified Behavior Analyst® (BCBA®) or Board Certified Assistant Behavior Analyst® (BCaBA®). It's important to remember that you are first, and foremost, a behavior analyst and that does not require certification. However, many behavior analysts, like you, do become certified and that is an accomplishment worth celebrating!

Your journey has likely been equal parts challenging and exciting. You are part of a profession that collaborates with others to achieve increased quality of life for consumers. Now the next part of your journey begins — meaningful work serving individuals, training other professionals, and tending to your own professional development and growth.

APBA is here to support you on your professional journey!

APBA is your professional community of support and overarching Community of Practice (CoP). A CoP is a group of individuals who share common values and goals and support each other's growth.

Please accept this Welcome packet as our gift to you in thanks for the hard work you have put in to get to this point and for the good work that we know you will continue to do. In this welcome packet you will find some helpful tips, messages of encouragement and inspiration from some incredible members of our profession, and reflection prompts.



## JOINING APBA

We hope that you will consider becoming an APBA Member. In fact, we have a special 1-year membership level just for those who are in their first year of certification which gets you access to all the perks of being a member. Check out the [APBA Member Benefits](#) webpage to learn more. The best part? It'll only set you back \$10! Visit the Application for [APBA Membership](#) page to get all set up with APBA.

## SECTION 01

# WELCOME & CONGRATULATIONS!

Welcome to the Association of Professional Behavior Analysts and formally to the field of Behavior Analysis. You have joined a growing field and organization of professionals who represent the science of behavior at its best. The power of the analysis on which the field is based has been demonstrated across innumerable socially relevant applications. You may know the work of behavior analysts in the fields of Autism and Developmental Disabilities, but the principles have long demonstrated efficacy in the broader fields of Psychology, Healthcare, Medicine, Community or Organizational Behavior, Literacy and Education, and more recently Artificial Intelligence/Machine Learning, among others. Here is wishing you the very best in your career as a Behavior Analyst with all the promise it holds for bettering the human condition.

— Richard



## SECTION 01

# WELCOME & CONGRATULATIONS!

“

It is a great privilege to be a part of our clients and their families' days as they navigate their lives with our support.

Remember that while you are an expert in behavior, the family is an expert in their child, and in Autism/ADHD/any other diagnosis they may have. Approach your work as a collaboration with the families you work with.

Good luck, we are rooting you on!

– Sneha

”



# SECTION 02

## WELLNESS AND SELF-CARE — BECAUSE YOU CAN'T POUR FROM AN EMPTY CUP

You are critically important to our profession in so many ways — you are an active collaborator in efforts to improve the quality of life of consumers and caregivers and to increase and maintain the skills of your supervisees and trainees. Our profession asks a lot of you. Yes, your work is fun, rewarding, fulfilling, and life changing. It is also sometimes challenging, exhausting, and frustrating. It is important that you develop self-care strategies to maintain, evaluate, and address your wellness. We each have different things we need to show up as our best selves each day at home, and work, and in our community — to keep our wellness tanks full. We each have different red flags that help us know when our wellness tanks are getting depleted. We each have different strategies to refill our wellness tanks. To manage your wellness, you need to make time to learn what you need to maintain your wellness, how to spot if life's demands and stressors are impacting your wellness, and what to do to positively impact your wellness when needed.

Give yourself grace and remember that becoming a BCBA is the beginning of your career. You will have the rest of your working life to hone and build a clinical repertoire. One day at a time, one challenge at a time.

— Charna

# SECTION 02

## WELLNESS AND SELF-CARE — BECAUSE YOU CAN'T POUR FROM AN EMPTY CUP

### REFLECTION

- What are the ingredients that you need in your daily life to maintain your wellness, to show up as your best self for your family, your work, your community, and yourself? Make a list.
- Assess your success at ensuring that you have access to the ingredients that you need. Do you need to arrange your work or personal time and activities differently to make sure you have all the necessary ingredients? If not, make a plan!
- How can you tell when your wellness is starting to be negatively impacted? What are your red flags that your wellness levels are dropping? Revisit the list you made of the wellness ingredients you need and start practicing those behaviors.
- What things are healing for you when your wellness levels are low? Spend some time thinking about strategies for addressing when your wellness is negatively impacted — don't wait until you are stressed, sick, or experiencing burnout to do this.

Keep learning, growing,  
and taking care of  
yourself.

—Linda

# SECTION 03

## DEVELOPING CORE STRENGTHS — THREE CRITICAL PROFESSIONAL SKILLS FOR SUCCESS

As a behavior analyst you have learned about the science and developed technical skills. No matter how much you know, or how skilled you are as a behavior analyst, your effectiveness as a professional hinges on these three critical professional skills that make up the core of being an effective professional:

### 1. Interpersonal Communication Skills

How you communicate to others matters! It is critical that you develop skills to effectively share and receive information, and navigate tricky discussions and topics. Your communication must be nimble so that you can match how you are communicating to your audience and the needs of the situation. And remember, communication involves vocal communication, non-vocal communication (e.g., facial expression, body language, tone of voice) and written communication.

### 2. Organization & Time Management

Having and maintaining healthy skills for organizing tasks and materials and managing your time allows you to minimize stress while meeting personal and professional demands. As a professional behavior analyst, you are responsible for a wide range of important and usually time-sensitive tasks (e.g., writing and reviewing reports and treatment plans, evaluating data, overseeing supervisees and trainees, leading and participating in meetings, communicating with caregivers and others). Get in the habit of actively managing your tasks and due dates (e.g., calendar time for work tasks, meetings, observations and follow up, reviewing and responding to email) and regularly reviewing your organization and time management strategies.

### 3. Problem Solving

Being a behavior analyst is all about solving problems. We define behavioral “problems”; assess the environment for barriers and facilitators; consider a variety of treatment options; and then select, implement, and evaluate the treatment for effectiveness, modifying if needed. Unfortunately, many of us forget to use that same formula when it comes to other issues in the workplace (e.g., those related to staff performance or work processes). So, make sure that you are taking a systematic approach to all the problems that you encounter! Doing so will help you avoid responding too quickly, responding in a haphazard manner, or avoiding responding at all.



## SECTION 03

### DEVELOPING CORE STRENGTHS — THREE CRITICAL PROFESSIONAL SKILLS FOR SUCCESS

Being a Board Certified Behavior Analyst is the most honorable certification I obtained in my career. Applied behavior analysis is the science in which the principles of the analysis of behavior are applied systematically to improve socially significant behavior. I wish I was trained early in my career on these sets of principles when I was a teacher. I witnessed families, teachers, and community members confused and hopeless when working with learners who demonstrated severe problem behaviors. As a BCBA®, I was afforded the opportunity to help make significant social changes with learners with various complex needs. Please approach this profession with an analytical, collaborative, and compassionate approach and they will relieve the changes you will make.

— Bruce

#### REFLECTION

- Think about your skills in the three pivotal skills of interpersonal communication, organization and time management and problem solving and identify strengths and opportunities for growth. What resources do you have to help address your areas for growth? What is your plan to maintain your strengths and to develop your areas for growth?
- Think about your work context — are there aspects that support or challenge these three core skills?

## SECTION 03

### DEVELOPING CORE STRENGTHS — THREE CRITICAL PROFESSIONAL SKILLS FOR SUCCESS



Behavior Analysis IS the greatest science in the world. Case in point, what other science can positively impact other sciences by improving the behavior of the respective scientists. But to have a positive impact in the real world, please remember this. *“People will forget what you said. People will forget what you did. But people will never forget how you made them feel.”* - Maya Angelou. Behaviorally speaking, never forget to establish yourself as a positive reinforcer. In the end, it's not about your intent, it's about your impact!

— Paulie

# SECTION 04

## FOCUS ON FEEDBACK — FOUR COMPONENTS TO MASTER & TEACH

Feedback is necessary to shape behavior. Behavior specific praise should flow freely and be genuine. When it comes to corrective feedback, most of us are at risk of avoiding asking for or giving it, so here are some tips for developing a robust feedback repertoire.

# 1

**Soliciting** — Put your focus here! Develop skills around asking for specific feedback from your trainees, supervisees, caregivers, colleagues, and supervisors. Ask specific questions like:

- *What is one thing I could improve on that would me more successful at X?*
- *What is something I could do more or less of that will help me or you be more effective, successful, or help you show up as your authentic self?*
- *I'd love to get your feedback on Y. What thoughts do you have for how Y could be more effective?*

# SECTION 04

## FOCUS ON FEEDBACK — FOUR COMPONENTS TO MASTER & TEACH

# 2

Receiving — Take a deep breath and remember that most people are giving you feedback because they want to see you succeed.

Thank the person.

- *Thanks for sharing your perspective with me about X.*

Restate the feedback.

- *What I hear you saying is that XYZ. Did I get that right?*

Ask for clarification or support, if needed.

- *I am not quite sure what that would look like in practice. Could you show me and then give me a chance to practice with you?*

Ask for some time to think about it if needed.

- *I hear what you are saying. I think I need a little time to reflect on this. Could we connect about this tomorrow morning so I have some time to think about this?*

Make a plan for what needs to happen.

- *Ok, I will take a stab at making those edits and get them to you by Thursday when we will meet to review them together.*

# SECTION 04

## FOCUS ON FEEDBACK — FOUR COMPONENTS TO MASTER & TEACH

# 3

**Implementing** — Once someone has given you feedback, it is important that you follow through and make the needed change. Create a prompt for yourself to remind yourself what actions you need to take and by when. Schedule some self-reflection time to evaluate if you believe that you have successfully implemented the feedback and made the necessary changes. Follow up with the person to share what you did and your perceived results and ask for their perspective on your improvements. And if you have provided someone else with feedback, make sure you facilitate them implementing it if needed.

# 4

**Delivering** — Strive to deliver corrective feedback in a compassionate and direct manner. Frame the feedback as functioning to support the person's success and as an opportunity for you to improve your supervisory skills. Clearly describe what was done incorrectly, why that is a problem, what needs to happen instead, and the rationale for why. Invite them to ask questions and check for comprehension by asking to restate your feedback. Leverage behavioral skills training (BST) by modeling and having the person practice.

# SECTION 04

## FOCUS ON FEEDBACK — FOUR COMPONENTS TO MASTER & TEACH

### REFLECTION

Think back on your history receiving and giving feedback. How did you feel receiving and giving feedback? How do you think others in your past experiences felt?

When you think about having to give corrective feedback, how do you feel? Are you more likely to avoid or significantly soften corrective feedback? Are you more likely to be overly direct when giving corrective feedback?


Consider drafting some scripts that you can practice for giving behavior specific praise and feedback.

“As behavior analysts, we must learn to ask for feedback. Not only does it ensure we walk the walk and talk the talk, but it supports our journey to be better humans. How can we educate others on giving feedback if we are not willing to accept it ourselves? It helps us embrace our vulnerability and compassion, both of which are essential in our practice and service delivery. Skinner said, "Regard no practice as immutable. Change and be ready to change again." That applies not only to our scientific discoveries, but to our development as supervisors, supervisees, and behavior analysts in general.

— Katie ”

# SECTION 05

## ETHICS — NECESSARY, NOT SCARY



Make friends with our profession's ethics requirements through frequent but brief interactions. Spending just 15 minutes each week reviewing one or two standards from the Ethics Code for Behavior Analysts (Ethics Code; BACB, 2020) or the RBT Ethics Code (BACB, 2021), revisiting supervision or self-reporting requirements in the handbooks published by the Behavior Analyst Certification Board® (BACB®). Give yourself a daily prompt to find an example of something in your workday that relates to ethics. Grab an ethics scenario and practice walking through the 11-step ethical decision guide in the Ethics Code. Actively engaging with ethics content on a regular basis increases your familiarity with the content and make it less scary. Your daily efforts will be greatly enhanced if you practice talking about ethics and ethical dilemmas (yeah, say it out loud in the shower or while driving in the car). Finally, one of the most important strategies is to build a strong group of trusted colleagues who can help you practice your skills and who can help you talk out any ethical dilemmas that you encounter.

### REFLECTION

- When you think about ethics, how do you feel? Does thinking about ethics make you feel nervous or worried?
- Can you plan 15 minutes once or twice a week to review one or two standards in the Ethics Code for Behavior Analysts (2020), or the RBT Ethics Code (2021)? Practice how you might talk about an ethical dilemma related to the standard you are reviewing. Can you link the standard to your daily/weekly practice and company policies?
- Each day, try to identify one thing that is related to one or more of the 4 core principles in the Ethics Code: benefit others; treat others with compassion, dignity, and respect; behave with integrity; and ensure their own competence.
- Do you have a few trusted colleagues with experience successfully addressing ethical issues? Who are they? Do they know that you think of them this way? Consider reaching out and letting them know!

# SECTION 06

## PROFESSIONAL DEVELOPMENT — 5 TIPS FOR TENDING TO YOUR PROFESSIONAL GROWTH

Up to now you have likely had access to frequent and structured supervision and supports. As you move through your career your access to close-in supervision often thins as you become more skilled and independent. That means that you need to take an active role in monitoring and self-evaluating your scope of competence and professional development. Here are some tips to help:



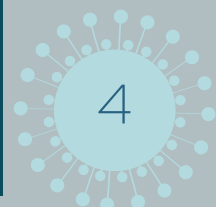
Know what sparks your passion and prioritize some professional development activities in this area. Love animal training? Join a special interest group or commit to attending a talk on the subject at your annual conference.

Know your areas of strength and maintain them by staying in contact with the literature and attending professional development events that strengthen and maintain them.



Identify your areas for improvement or growth and allocate the bulk of your continuing education units (CEUs) here. Re-evaluate often, as these areas will change over time. Don't forget important topic areas such as: culturally responsive practices, evaluating your own biases, and compassionate care.

Take stock of your resources. Does your employer provide in-house professional development opportunities or funds for accessing them? Do you have a group of colleagues with different expertise areas than you? Do you have access to peer reviewed journals (hint: you can access many through your BACB® Gateway account)?



Make a two-year professional development plan based on your re-certification cycle and review it with a mentor, supervisor, or more experienced peer.



# SECTION 06

## PROFESSIONAL DEVELOPMENT — 5 TIPS FOR TENDING TO YOUR PROFESSIONAL GROWTH

I thought I had conquered the world when I got my BCBA, but I learned it was just the beginning of my journey. There was and still is so much more to know and learn. Not knowing is ok and you must accept that sometimes you don't even know what you don't know.

— Clint

Take every advantage to better yourself. Take advantage of collaboration, trainings, and opportunities for feedback. Treasure your passion and position in this field. Remember it is a privilege to be able to improve the lives of others who need support.

—Katie

### REFLECTION

Think about your ability to self-evaluate. Do you tend to be overly critical of yourself or avoid trying things independently? Do you tend to be overly confident or jump to independent action before you might be fully ready?

# SECTION 06

## PROFESSIONAL DEVELOPMENT — 5 TIPS FOR TENDING TO YOUR PROFESSIONAL GROWTH

1) Read everything you can. If you have a clinical question, challenge yourself to find a great peer-reviewed article or two that addresses it. Then go ask your supervisor or mentor about it, and work through the problem together. If you read first and ask second, you will learn a ton AND your practice will become rooted in the literature. 2) Join Researchgate. Authors will usually respond quickly if you need help accessing their article!

— Kristine

I've learned the functions of behavior and the building blocks of behavior. I understand aspects of verbal behavior that I previously was ignorant of. I have spent countless hours reading a fraction of a fraction of the accumulated knowledge that our field and our species has been able to discern. All of this is true, and yet I am still in awe of the wonder that is life. I am still humbled by the wisdom of a child. I am still moved by the power of love. No matter how much we think we know, there is more to learn, and that to me is the most wonderful thing. To be a behavior scientist is to embrace uncertainty and be excited by the opportunity to see what is around the literal or proverbial bend.

I can't wait to see what comes next!

— Brian

## SECTION 07

### DISCOMFORT & MISTAKES — SDS FOR LEARNING AND GROWTH

“

I sure wish I knew when I started out that I can be scared and embrace courage at the same time. Early in my career I mistakenly thought the people who I most admired were never scared. I thought that doing great things in the world meant I would not be scared. I grew to learn that fear is a natural, normal, and inescapable part of life. I invite you to feel the fear AND embrace courage to move forward with what matters most to you!

— Nasiah

”

Listen, you are going to have days that don't feel so great. Days where you question your skills. Days where you get it wrong. It's ok, we've all been there, and we will all return to that place.

Be kind to yourself. Try to see feelings of discomfort and instances where you don't get things quite right as discriminative stimuli for a learning opportunity. Make space for reflecting on the opportunity to improve your skills or learn something new — growing pains are necessary and temporary.

Ask yourself *"What is this situation inviting me to learn?"* and reflect on your answers. Then go get yourself an ice cream, or play with a puppy, or take a bubble bath — shoot, you might even do all three (just not all at the same time)!

— “

When I am faced with a difficult task, I remind myself that smooth seas don't make skilled sailors. On the other side of the challenge will be the acquisition of new or more fluent skills.

— Charna

”

## SECTION 07

# DISCOMFORT & MISTAKES — SDS FOR LEARNING AND GROWTH

### REFLECTION

- Think back on your journey up until now — how did your supervisor treat mistakes you or others made?
- Think back on mistakes you have made. How did you feel and behave about your mistakes? Did those mistakes spark learning or suppress your behavior?
- Think back on mistakes others have made. How did you feel and how did you react? How do you think the other person felt?

Don't worry about feeling like an imposter. Most of life is figuring it out as you go. I have learned just to start and keep putting one foot in front of the other. This shift in mindset has helped me pace myself for a long, healthy journey, taking time to appreciate each step in the process.

— Ellie

If you approach being a scientist as being who you are you will eventually fall prey to bias and self-justification, but if you approach being a scientist as a value set then you will more often than not adjust more readily to new information and be more flexible at acknowledging error. Being a scientist is a journey. It is okay to have side quests and need to back track. Embrace that joy of the journey.

— Brian

# SECTION 08

## COMMUNITIES OF PRACTICE (CoPs) & MENTORS

### TIPS FOR CREATING OR FINDING ONE NOW!

Communities of practice, or CoPs, are groups of individuals with common goals and interests. The members of CoPs usually have slightly to significantly different areas of expertise or backgrounds, allowing for maximum creativity and growth among the group. Having access to other professionals can facilitate professional growth, creativity, problem solving, and combat stress and burn out. CoPs are there to celebrate with us and to challenge us to live our values and keep growing. Here are some tips:

Schedule monthly or every-other-monthly meetings with colleagues to review an article together; share tips, strategies, and resources; engage in brainstorming or problem solving; or simply commiserate. Do this over coffee, while hiking, or making a meal together for added fun and self-care.

Create a text group with colleagues for regular check ins and encouragement.

Join your local state professional organization and get active with them! Check out other specific professional organizations to join and connect with.

Seek strong communities of practice with shared purpose and high aspirations.

– Shahla

Start building your professional network now (or yesterday).

– Linda

# SECTION 08

## COMMUNITIES OF PRACTICE (CoPs) & MENTORS

### TIPS FOR CREATING OR FINDING ONE NOW!

“

I would highly recommend that all new or aspiring behavior analysts identify an ethical and competent behavior analyst and request or designate that person as a mentor. This will allow you to enhance your specific skills and develop various repertoire.

— Bruce

”

Reach out to a former supervisor, professor, employer or to a behavior analyst you admire and ask if they would mind giving you 30 min of their time to answer some questions. Draft your questions ahead of time, focusing on things that will be immediately helpful for you in your professional development. At the end of the meeting, ask the person if they would consider meeting with you monthly or every-other-month as part of your professional development, or if they would be ok if you reached out in the future if you have questions or need guidance on problem solving or decision making. If they cannot, ask them if they might know of someone who would be interested in supporting you in this way. Don't forget to send a thank you note!

“

Seek out mentors in the field and outside the field, to help you achieve a wholistic approach to behavior support.

— Sneha

”

# SECTION 08

## COMMUNITIES OF PRACTICE (CoPs) & MENTORS

### TIPS FOR CREATING OR FINDING ONE NOW!

#### REFLECTION

- Is there a supervisor, friend, or colleague who has been rooting you on and supporting your growth? Name that person and shoot them a text or email today thanking them.
- When you think of your community of practice, who do you think of? Do you have trusted colleagues you can go to for safe and honest feedback or support addressing a problem?
- How can you facilitate a CoP for yourself and others, including your supervisees and trainees?

You are the sum of those who you spend the most time with. Curate your social circle carefully!

– John

Surround yourself with friends and colleagues who willingly share their honest feedback, skills, and networks with you.

– Ellie

Connect with likeminded BCBA's. Networking is not my strong suit. If you are like me in any way, consider the potential value in the relationships you may build as you get to know others. Your relationships, hopefully genuine in nature, will also help guide you as your journey takes a few twists and turns.

– Denisha

# SECTION 08

## COMMUNITIES OF PRACTICE (CoPs) & MENTORS

### TIPS FOR CREATING OR FINDING ONE NOW!

“Alone, we can do so little; together, we can do so much,” Helen Keller. Network with colleagues and build a community of support. Collaborate with those in your inner circle to support each other, and be confident in reaching out (e.g., LinkedIn message, introduce yourself at a conference, random email) to those who have shared interests and expertise but have yet to become inner circle members.

Together, we can do so much.

— Patricia





# SECTION 09

## MESSAGES WORTH LISTENING TO

As you get started on your journey as a professional behavior analyst, here are few more messages from our incredible contributors to help you on your way.



## SECTION 09

### MESSAGES WORTH LISTENING TO

I entered into the field with a radical dream. I was so inspired by the work of B.F. Skinner, that I felt compelled to study the science and eventually become a BCBA. I was sure learning this science would help me as my most burning desire was to advocate for the most marginalized. With that said, let your passion be your guide. When you find yourself getting discouraged, questioning your path and your future in this field, journey backward to your why. Allow your why to gently guide you back to what is important--your heart. When I started, I truly wish I would have learned more about how our field works beyond my place of employment and local environment. So, as you naturally work to become the best BCBA you can be, also become a sponge. Use your inquisitive nature to learn how the systems that attribute to our field's survival (insurance, certifying bodies, research entities) work.

– Denisha

Don't forget that application of behavior science began as single subject experimental analysis of behavior. Each client or student you encounter is his or her or their own individual. Your job is to measure their behavior carefully, ideally using natural science measures from Skinner's science, and to use measurement to make decisions about how best to arrange conditions to help them. Our purpose is to discover - to DISCOVER -- what will be most helpful for that student or client or protege. If can just remember that we are experimental natural scientists trying to discover better ways to help individuals, not merely technicians executing procedures, that will keep us sane and effective. It will also keep us in the lineage of Skinner's inductive science of discovery and, frankly, contributors to the evolution of our species.

– Carl

## SECTION 09

# MESSAGES WORTH LISTENING TO

I'd love to offer the following, from my personal experience:

1. Find an amazing mentor; 2. Adopt a practice of continuous self-assessment; 3. Stay humble and serve with compassion.

#1: I owe every success in my career to incredible clinical mentorship. Sometimes mentorship came from my direct supervisor, other times I sought out formal mentorship from those whose clinical work I admire.

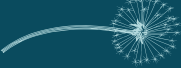
#2: When you can accurately assess your skillset and pinpoint the areas you need support with, it helps guide your clinical development. I love Brodhead et al. (2018) for an excellent tool to identify the areas where you need additional support. The idea is to continuously build your competence through self-awareness, actively seeking professional development, and practicing new skills to fluency.

#3: Humility is a critical skill toward serving others in a way that is most meaningful to them. In order to achieve high social validity, collaborating closely with clients and other stakeholders (e.g., their parent, family members, or community members) improves outcomes by ensuring values-aligned goals and by establishing therapeutic alliance. Excellent articles with helpful tools for compassionate collaboration include Taylor et al. (2019) and Rohrer et al. (2021). Lastly, please don't forget that you too are deserving of patience and compassion! Be kind to yourself - you are giving your whole heart and skill set in service to others, and it's a long road with amazing highs and painfully difficult days, and you are deserving of the same grace you extend to others.

— Kristine

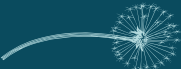
## SECTION 09

### MESSAGES WORTH LISTENING TO



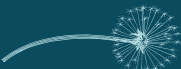
Balance is an active, dynamic process, not something to be mastered. The "mastery" is in flexing to meet the ever-changing needs as clinicians with our needs outside of being clinicians. This morphs throughout our career as we are in different places as humans throughout our lifetime. This frequent changing doesn't mean you're failing - in fact the opposite! It suggests that you are "being where your feet are" which changes moment to moment, day by day, year by year. That's part of the journey.

— Becca



It is usually better to interact with others as a knowledgeable collaborator instead of as an expert. Apply this to relationships with clients, colleagues, and other professionals.

— Clint



Congratulations on your accomplishment! When I started in the field, I wish I knew that I didn't know a fraction of what I would later know. I was just preparing to learn, and lifelong learning requires my active engagement, seeking out mentors, coaches, and advisors.

Good luck on your journey!

— John



## SECTION 09

### MESSAGES WORTH LISTENING TO

Compassion can be the foundation for everything we do in applied behavior analysis. We can choose to make compassion come first. Compassion before science. Human connection before intervention plans. Kindness before data. Comfort and safety before behavioral principles. But the beauty is, it doesn't need to be a choice. It's not one or the other. Human decency can be the foundation upon which we build everything else in our science and practice.

– Jonathan



# SECTION 10

## WRAP UP

APBA is here to support you throughout your career with resources for your professional development and to support your practice. Calendar some time looking around the website, particularly in the members only section once you have joined APBA. Don't forget to check out the dates for upcoming webinars, annual conventions, and professional conferences.


We, at APBA, cannot wait to see the magic that you will create using the science of behavior analysis! And, as you can see from the quotes throughout, folks have been where you are, and they are all cheering you on! So is APBA and we cannot wait to see what you will do!

At the end of the day, the work we do represents what we believe a healthy therapeutic relationship looks like. Is it a relationship you would choose if you were on the other end of it?

—Mari



# A PRAYER OF *thanks* TO OUR CONTRIBUTORS



“Thank you’ is the best prayer that anyone could say. I say that one a lot. Thank you expresses extreme gratitude, humility, understanding.”

– Alice Walker

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CPBA-AP  
Associate Professor  
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“

Know that what you do matters.  
Keep learning and nurturing your  
loving heart.

— Shahla

”

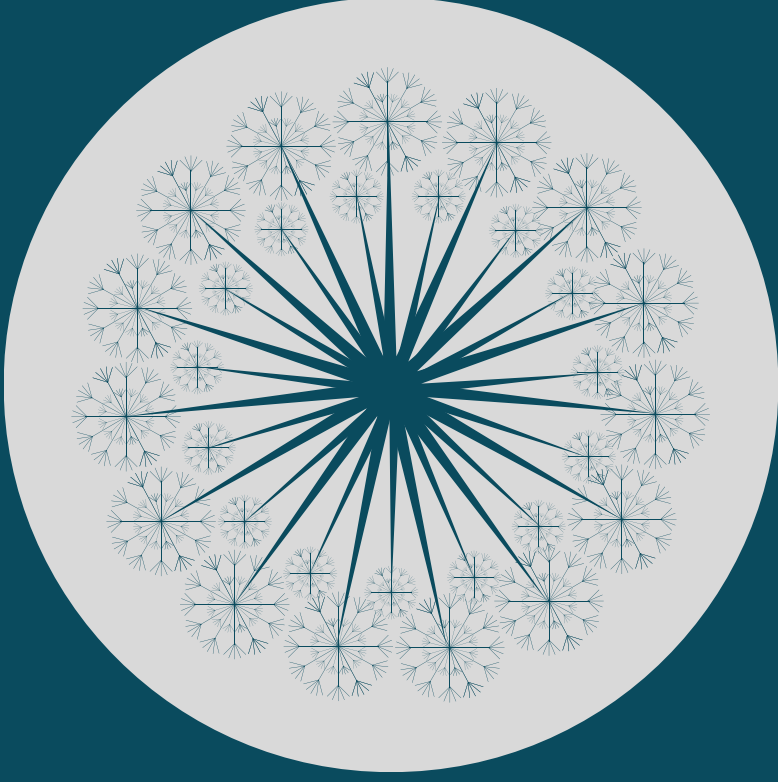


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