

# Chapter 6

: BUILDING AND SUSTAINING  
: MEANINGFUL AND EFFECTIVE RELATIONSHIPS  
: AS A SUPERVISOR AND MENTOR

## LEARNING FROM EXPERTS & SELF-MANAGEMENT

“LEARNING THROUGH OBSERVING, WITHOUT ALSO ENGAGING IN CAREFUL DISCRIMINATION AND SELF-EVALUATION, COULD LEAD TO DEFECTIVE REPERTOIRES AND INEFFECTIVE PRACTICE.”

Supervisors should expressly teach trainees how to engage in observational learning to facilitate growth and development well past the supervisory relationship.

### LEARNING BY OBSERVING EXPERTS

#### 1. Identify an expert

- consistently and reliably produces valued outcomes
- contextually appropriate responses consistent with behavior analytic strategies/technologies
- conceptualizes and narrates within behavior analytic framework

#### 2. Attend to the performance

- What worked?
- Why?
- Consider cultural responsiveness and humility

#### 3. Intentionally imitate responses and processes modeled

#### 4. Self-evaluate performance against outcome and exemplar and **adjust as needed**

Trainees must learn to facilitate the development and evaluation of their own skills for sustained success and growth – *this requires self-observation and self-reflection.*

#### OBSERVATION

Attend to and tact:

- own overt behavior
- own covert behavior
- external stimuli that are correlates of own behavior (other’s responding)

#### SELF

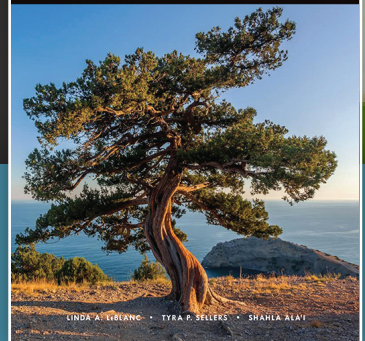
#### REFLECTION

Attend to and tact:

- observe own performance
- evaluate against a known exemplar
- tact similarities & differences between the two
- describe areas for improvement (what, why, how to fix, and how to know when fixed)

MORE ON LEARNING FROM EXPERTS IN THE BOOK:  
[abatechnologies.com/products/building-and-sustaining-effective-relationships](http://abatechnologies.com/products/building-and-sustaining-effective-relationships)

BUILDING AND SUSTAINING  
MEANINGFUL AND EFFECTIVE  
RELATIONSHIPS AS A  
SUPERVISOR AND MENTOR



ABA Technologies®  
[www.abatechnologies.com](http://www.abatechnologies.com)

HEAR THE AUTHORS DISCUSS THIS  
CHAPTER IN OUR PODCAST:  
[tinyurl.com/BSMERSM](http://tinyurl.com/BSMERSM)