



# MAJOR CONSULTATION POINTS

So often we blame the consultee for any lack of progress. Often, the very resistance that we abhor is brought on by our lack of appropriate consulting skills, or by our mistakes. Below are 12 guidelines that will help prevent resistance by consultees.

1. Take some time to assess the consultee's skills, and work out a program with the consultee based on those skills.
2. It takes a team to address serious behavior problems. Do not expect teachers to do it by themselves.
3. Avoid giving advice, being the expert, not hearing the consultee (accentuating the positive), and sharing your successes.
4. Use appropriate communication skills to establish rapport and a professional relationship.
5. Introduce new skills gradually. Do not expect or demand too much change all at once.
6. Always find out what has been tried before you jointly develop a program.
7. Determine the payoff for both the current ineffective strategy and the proposed new strategy for the consultee. Realize the effort needed to implement the new program and rally the environment to provide compensating support.
8. Use terminology that communicates to your consultee, not terms that will promote resistance.
9. Use modeling and prompts, and gradually fade them out.
10. Reinforce implementation, and gradually thin out your reinforcement.
11. Assure administrative and other environmental support for implementation and maintenance.
12. Garner support for your efforts. How do you get support? (*Activity*: Buzz groups)

You now have the tools to address many of the barriers that occur in consultation.

Thank you for your attention and participation.

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