

## **Mini Training**

### **Likelihood Impact Analysis Case Study**

#### Introduction to Paola and Her Work Setting

Paola is a 19 year-old woman who has had difficulty in various work settings. Paola is used to working by herself at most of her job sites in the past. Her current job at a hospital laboratory stock room requires her to work with many different co-workers who have been employed by the hospital for a long time. In fact, they have been labeling and stocking supplies for a long time so to them, their job is fairly routine.



Paola's team has developed a PCP based on her preferences and choices. They discovered several things about Paola during the PCP meeting. Paola likes routines once she is accustomed to her job. She communicates primarily through gestures, facial grimaces, and some vocalizations that are unintelligible to those who are not familiar with her. A job coach who was just assigned to Paola accompanies her to work. Paola loves snacks and will often steal co-workers food, as well as her roommate's snacks at home. When Paola becomes anxious, her body becomes tense and she begins rocking. If she does not understand what is going on around her, she will throw her work materials and strike out at co-workers. These behaviors will occur in greater intensity when she has not slept.

#### Paola's Team Action Plan

Paola's PCP team identified 6 tasks that need to be addressed on her action plan (not in order of priority). These are:

- 1) teach new social skills when co-workers share her job space
- 2) sleep through the night
- 3) teach new social skills to create a better living situation
- 4) train job coaches
- 5) develop a more appropriate expressive communication system
- 6) develop a plan for reducing stealing snacks at both home and work

#### Paola's Team Decision-Making

As members of Paola's team, you collectively feel all the tasks identified are high priority. You are overwhelmed at the number of items that need to be addressed. You are stuck in determining what to address first. How are you going to prioritize activities that a) have the highest likelihood of occurrence, and b) have the greatest impact on Paola's life in a reasonable amount of time?