

Welcome!

The event will begin shortly.

You can join through computer or phone audio.
If you are not using computer audio, please dial
in by phone:

888 475 4499 (US Toll Free)

Meeting ID: **851 5494 6803**

Passcode: **011752**

Please note that all participants will have
their microphone automatically turned off
upon entering the event.



If you are experiencing technical problems, please contact Natalie Sweida by emailing
nsweida@cffutures.org.

Behavior Change in Action:

**Introducing
the *Behavior
Response
Toolkit***



CHILDREN AND FAMILY FUTURES
Strengthening Partnerships, Improving Family Outcomes

A collage of various families and children, representing diversity and community. The images show people of different ages, ethnicities, and backgrounds in happy, everyday moments. Some are smiling at the camera, while others are interacting with each other. The collage is set against a dark blue background with white geometric shapes.



Training Evaluation Survey

Please take a moment to complete our evaluation. The link is available in the chat box, and we will also email it to you after this event.

Thank you!





Agenda

- Welcome
- Introduce New Resources:
Videos & Behavior Response Toolkit
- Facilitated Panel Discussion
- Practice Scenario
- Open Q&A

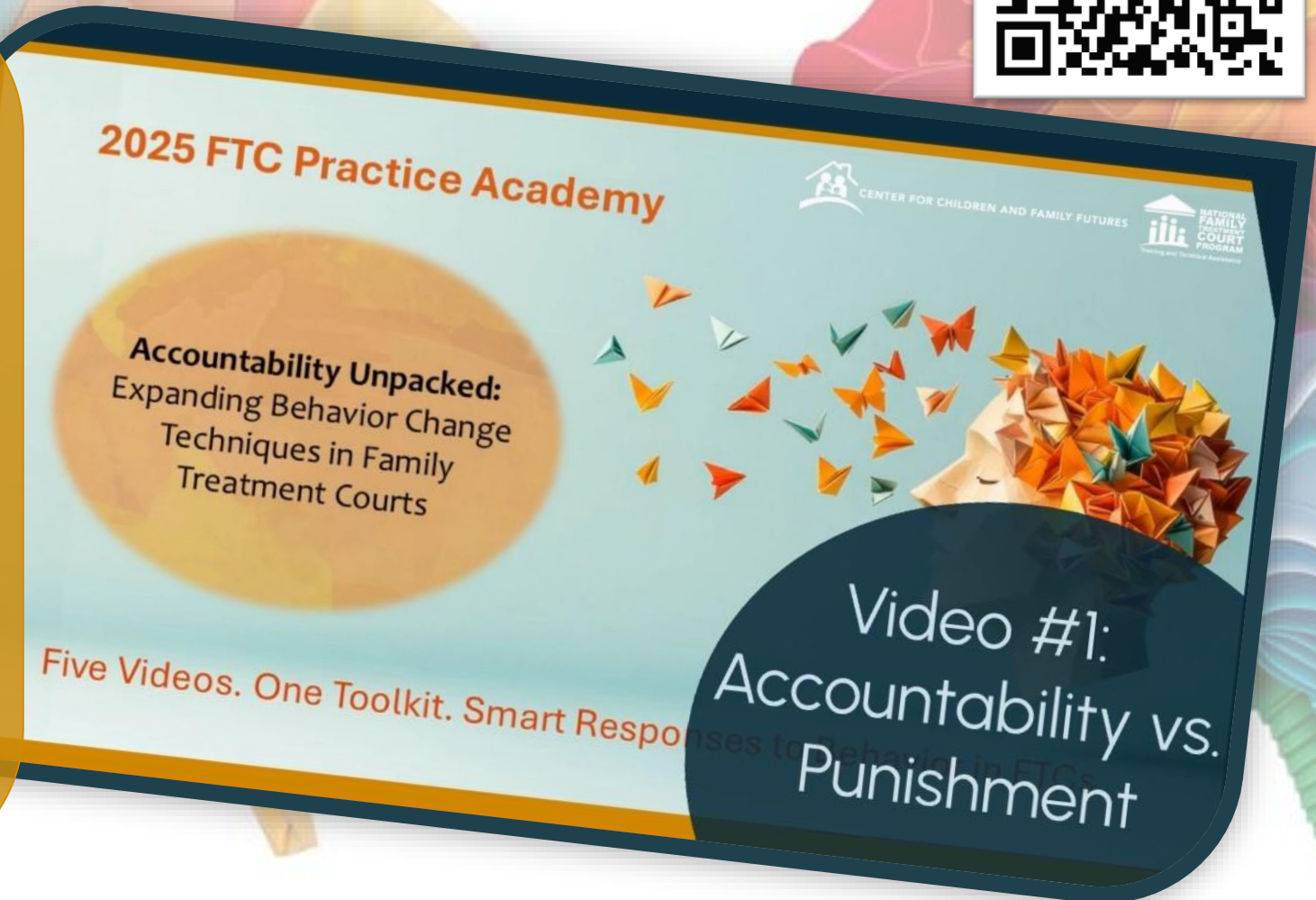
Video Resources



Five Short Videos

(20 min. total)

- Accountability vs. Punishment
- Behavior Change Theories: Foundations of Treatment Courts
- Expanding Techniques
- Introducing the Behavior Response Toolkit
- When Nothing Seems to Work



Stay in *Accountability* Mode

- Stay curious
- Ask questions
- Offer structure without shame
- Hold boundaries with hope
- Identify motivational patterns
- Return to the Capability, Opportunity, Motivation, and Behavior (COM-B) framework

Accountability
Approach



Punishment
Approach

Category

Focus	Understanding impact, learning, and growth; future-oriented	Consequences for past behavior
Participant Response	Taking responsibility and making amends	Blame, defensiveness, denial, and discouragement
Process	Active, respectful, transparent, and consistent; self-driven path to repair	Passive, imposed by others
Support	Team-based, strengths-focused, with clear expectations	Imposed rules and retribution
Environment	Psychologically safe, encourages learning and connection	Fear-based, controlling
Empowerment	Builds self-awareness, coping skills, and self-efficacy	Powerlessness, hiding mistakes, eroded trust
Goal	Long-term recovery, alignment with values, and personal empowerment	Short-term compliance through fear

Expanding our Toolbox



**Human
Behavior
Change
Project**



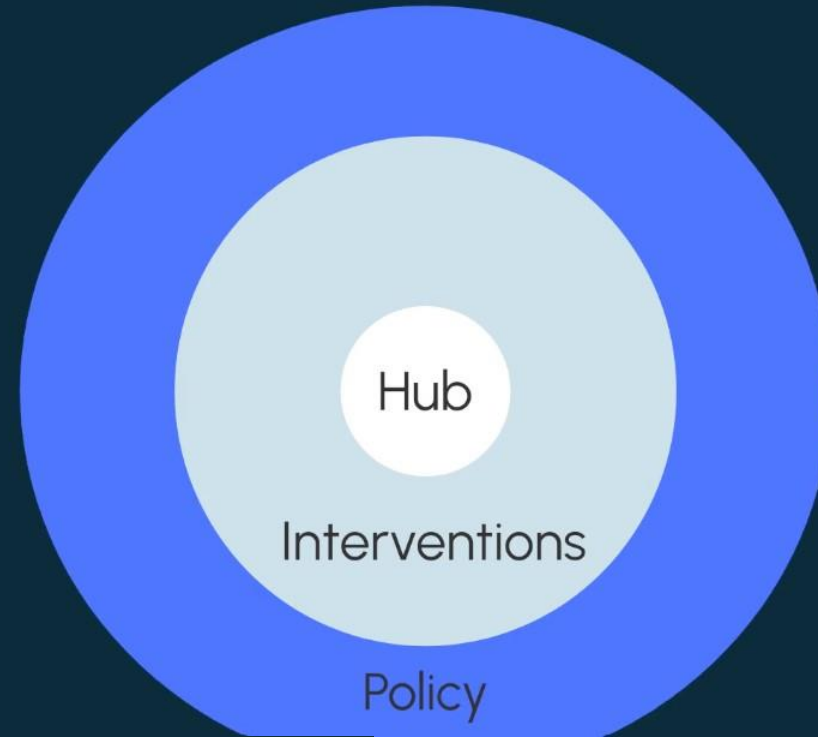
**Behavior
Change
Wheel**



**COM-B
Model**

Behavior Change Wheel

Developed from
19
behavior change
frameworks



Capability



Do they have the physical and mental ability, skills, and knowledge to adopt the target behavior?

Opportunity



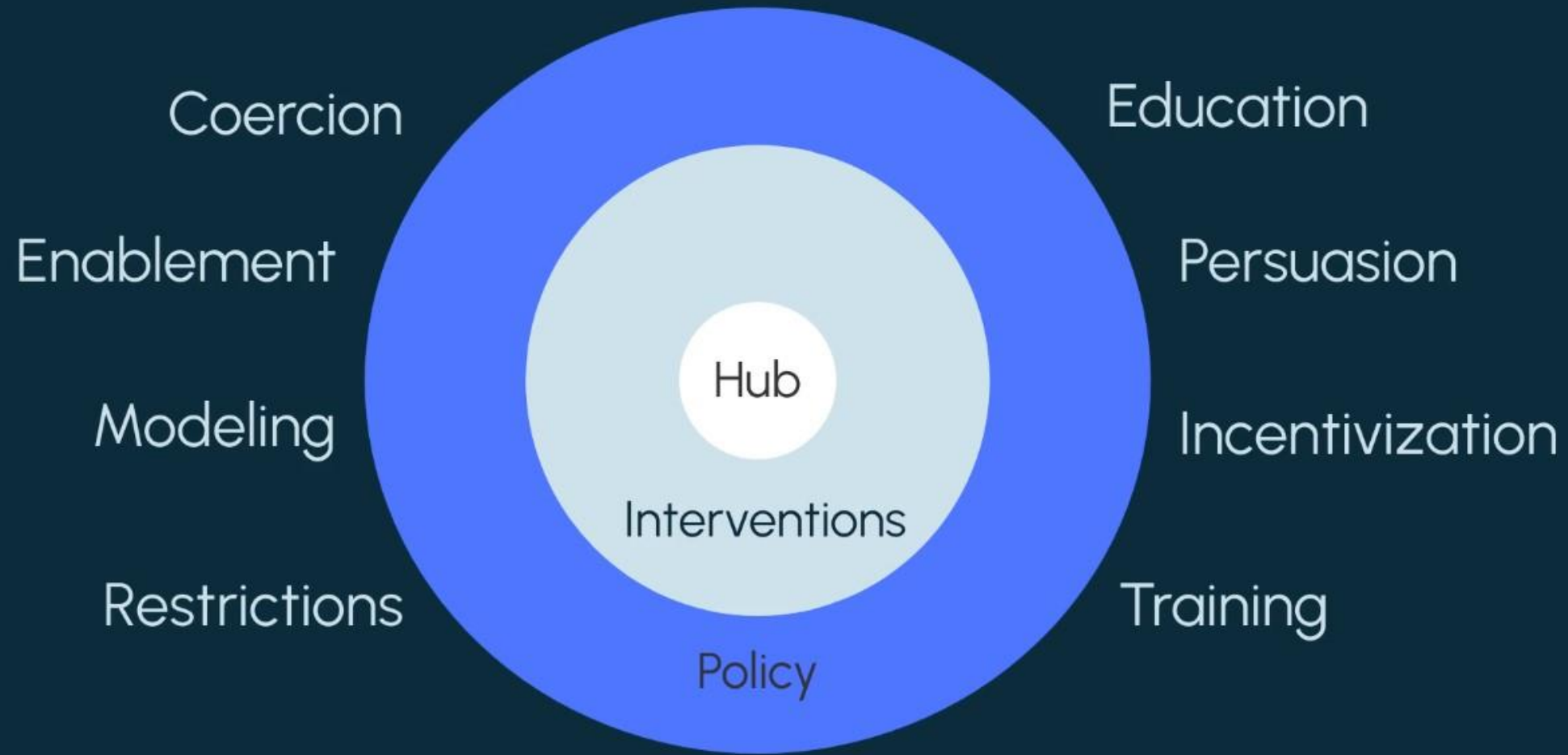
Does their environment support or allow the behavior?

Motivation



Do they want or feel driven to change?

Nine Intervention Functions



High Automatic, Low Reflective

- Emotionally activated
- Motivated by fear, urgency, or guilt
- Lacks a plan, belief, or clarity

High Reflective, Low Automatic

- Understands need for change
- Habits, cravings, emotional dysregulation hold them back
- Overwhelmed and reactionary



Low Reflective, Low Automatic

- Disengaged emotionally and cognitively
- Seem indifferent, avoidant, shut down
- Hopeless, overwhelmed, disconnected

3 Common Motivation Patterns

Behavior Response Toolkit



Accountability Unpacked:
Expanding Behavior Change Techniques in
Family Treatment Courts



Introducing the *Behavior Response Toolkit*

Behavior Change Flowchart

Barriers and Enablers to
Change

Behavior Change Techniques

Thoughtful Problem-Solving and Partnership



Brainstorm
root causes of
behavior

Choose a
targeted,
evidence-
informed
response

Communicate
clearly with
parents

Behavior Change Flowchart

This flowchart is the starting point of the Behavior Response Toolkit. It provides a structured process to guide your treatment court team through thoughtful, client-centered decision-making when a behavior concern arises. This tool helps clarify the behavior of concern and direct the team to explore underlying barriers (Worksheet B) and select appropriate responses (Worksheet C). Return to this flowchart throughout the process to stay grounded in purpose and ensure your team's actions remain aligned and intentional.

Date:

Parent Name:

1. What behavior is preventing progress toward a goal?

- ☐ Drug use
- ☐ Missed or diluted testing
- ☐ Missed treatment
- ☐ Missing appointments
- ☐ Lack of engagement in treatment
- ☐ Lack of engagement in family time
- ☐ Lack of engagement in recovery activities
- ☐ Lack of engagement in self-sufficiency activities
- ☐ Other:

NOTES:

2. What outcome/goal is being affected by this behavior?

- ☐ Sobriety
- ☐ Recovery
- ☐ Family wellbeing
- ☐ Child safety
- ☐ Child permanency
- ☐ Child wellbeing
- ☐ Self-sufficiency
- ☐ Parenting time progression
- ☐ Reunification
- ☐ Other:

NOTES:



Behavior Change Flowchart

Barriers and Enablers to Change

3. What barriers and enablers to change can the team identify? What does the team want to target today?

See worksheet B

- ☐ **Capability:** Do they have the physical and mental ability, skills, and knowledge to adopt the target behavior?
- ☐ **Opportunity:** Does their environment support or allow the behavior?
- ☐ **Motivation:** Do they want or feel driven to change?

NOTES:



Worksheet B

Barriers & Enablers to Change



COM-B Model (Capability, Opportunity, and Motivation - Behavior)

The COM-B model helps identify what needs to change for a behavior to occur, focusing on **Capability**, **Opportunity**, and **Motivation**. This tool provides definitions, examples, and lists of potential barriers and enablers to change based on each of the COM categories. Use this framework with your team to brainstorm what factors are present and missing for behavior change to occur.

Enablers: Factors that support and facilitate change

Barriers: Factors that hinder or prevent a target behavior from occurring

1. **Capability:** *The individual's psychological and physical capacity to engage in the behavior*

2. **Opportunity:** *External factors that make the behavior possible*

3. **Motivation:** *Processes that energize, influence, and direct the behavior, including conscious decisions and automatic responses*

Behavior Change Techniques



Capability:

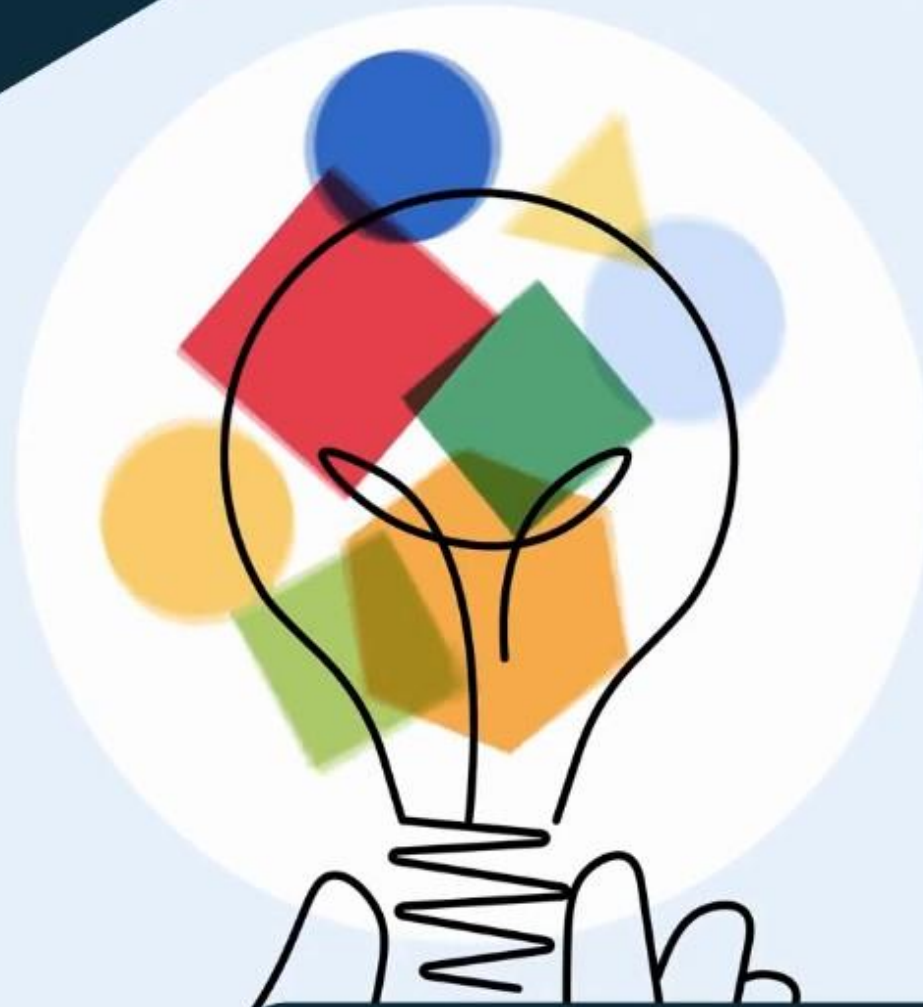
- Opportunity:**

ing, enablement, environmental restructuring, restrictions

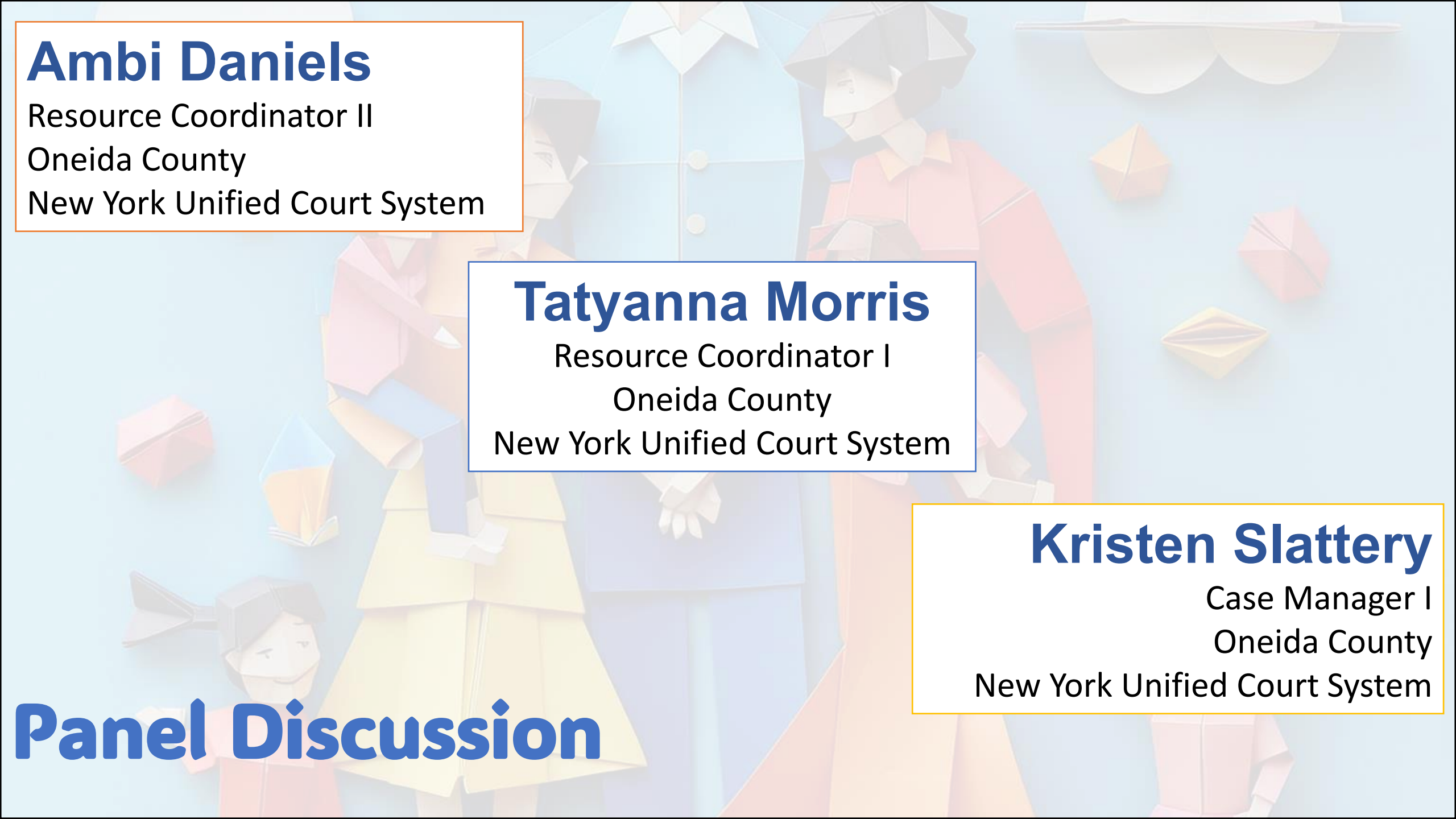
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Match Barriers to Evidence-Based Intervention Strategies

Behavior Response Toolkit:



Moving from reacting to
responding - with purpose.



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New York Unified Court System

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Case Manager I

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New York Unified Court System

Panel Discussion

Practice Scenario

Marie is a 29-year-old mother of two children, ages 4 and 7, who entered the Family Treatment Court program four months ago when her dependency case opened involving opioid use and neglect. Her children were placed in kinship care with her aunt, who has expressed willingness to support reunification but has concerns about Marie's consistency.

Marie initially showed strong engagement—attending treatment groups, completing her intake assessments, and participating in parenting time. Her relationship with her kids shows a lot of strengths. However, over the past six weeks, she has missed multiple therapy sessions and parenting time appointments. Her drug screens have been negative, but she has not attended recovery support meetings for the past two weeks. Marie lives in transitional housing and works part-time at a local restaurant. She has no car and uses public transportation, which has been unreliable.

Marie has expressed feeling overwhelmed and ashamed, especially when she misses appointments. She has a history of trauma, including domestic violence, and has been diagnosed with PTSD and anxiety. During a recent court hearing, Marie was quiet and withdrawn. When asked about her missed appointments, she said, "I'm trying, but everything is hard. I don't want to mess up again." Her case manager noted that Marie often avoids communication when she feels she's let someone down.

New Resource Available Now!

- **Five Short Videos**
- **Behavior Response Toolkit**
- ***Behavior Change in Action* Panel Discussion**



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Thank you!



Need Help Developing an Evaluation Plan?

Want to Improve FTC Practices and Outcomes?



Children and Family Futures' research and evaluation team (RET) can help you measure changes in the lives of children, parents, and families.

25+
Years

Experience

RET Can Help You:



Design and implement quantitative and qualitative evaluation methods



Build your collaborative's capacity to collect and use data to drive informed decision-making at the Tribal, federal, state, and local levels



Develop data-driven messaging that conveys the story of children, parents, and families in your program



CONTACT US!



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Strengthening Partnerships, Improving Family Outcomes

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SCAN ME!





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To learn more about how CFF's tailored solutions can help your organization drive meaningful and lasting change.



CFF delivers a comprehensive suite of high-quality services on a fee-for-service basis. These offerings are designed to support organizations in advancing practice and policy through expert consultation and customized solutions