

PRACTICE OR PROMPT: A GUIDE TO DEVELOPING SKILLS OR RESOURCES

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NOV 20, 2025

ACKNOWLEDGMENT

The *Psychiatric Rehabilitation Training series*, adapted for use by the Alliance for Rights & Recovery New York Training Academy, was developed with grant funding over several Rehabilitation Research and Training Center grant awards, (under the leadership of Marianne Farkas and E. Sally Rogers), from the National Institute on Disability, Independent Living, and Rehabilitation Research. (Each package has its own citations however).

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2025



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WHAT IS A SKILL? WHAT'S A SUPPORT? WHY SHOULD I CARE?

- **We all use both skills and supports in our daily lives as well as our work**
 - In the last month, have you worked more with your participants' skills? Or Supports?
 - Have you done more skill teaching? OR more Case management?
 - Why?

WHEN ARE SKILLS OR SUPPORTS RELEVANT?

- *‘Desire before Ability’*
- Support the person in *choosing* their preferred Life Goal *before* focusing on the skills and supports related to *achieving* the life goal.
- *“I intend to work at the Springfield Library as a Clerk by July 1st 2025.”*

YOUR THOUGHTS

- Which of the following is a SKILL?
 1. Being confident at work
 2. Identifying implicit cues
 3. Avoiding bad influences at community college
 4. Choosing friends

YOUR THOUGHTS

- Which of the following is a SUPPORT?
 1. Setting an alarm clock
 2. Meet Up groups
 3. A gym
 4. Asking neighbors for help

SO THESE AREN'T SKILLS....BUT WHAT SKILLS COULD HELP PERSON WITH...?

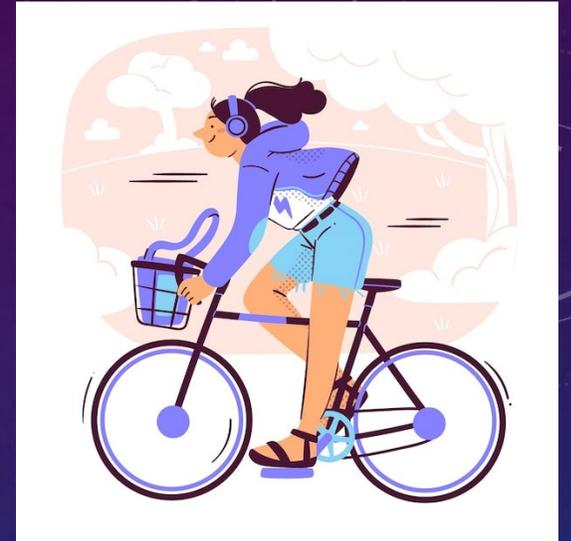
1. Being confident at work
 - 1. Rehearsing, practicing tasks, activities
 - Asking for task assignments you can do already
2. Avoiding bad influences at community college
 - 2. Choosing your friends
 - Asking for help
 - Assessing influences

SO THESE AREN'T SKILLS OR SUPPORTS....BUT WHAT SUPPORTS COULD HELP YOU HERE ?

- Being confident at work
 - Avoiding bad influences at community college
1. Job coach
 - Supportive supervisor
 - Therapist
 2. After school sports clubs/teams
 - Role model, Mentor
 - Involved parents/family members

WHAT IS A SKILL?

- Something you can **do** well or poorly
- Something you can teach a person to do in 4-5 sessions
- To do it, requires knowing some information as well as being able to perform the behaviors
- Once you learn it, it sticks with you, even if you can get rusty
- Something you can use in different situations



WHAT IS A SUPPORT ?

- Something provided to the person that they want & is effective in supporting achievement of their Life Goal

- People
- Places
- Objects
- Activities



WHAT IS SKILL DEVELOPMENT?

- Skill Teaching
- Using Structured Lesson Plan
 - (Review-Overview-Presentation-Exercise-Summary)
 - Each skill step is taught by TELL-SHOW-DO
- Promoting Skill Use
- Identifying barriers to skill use
- Develop action plan to overcome barriers

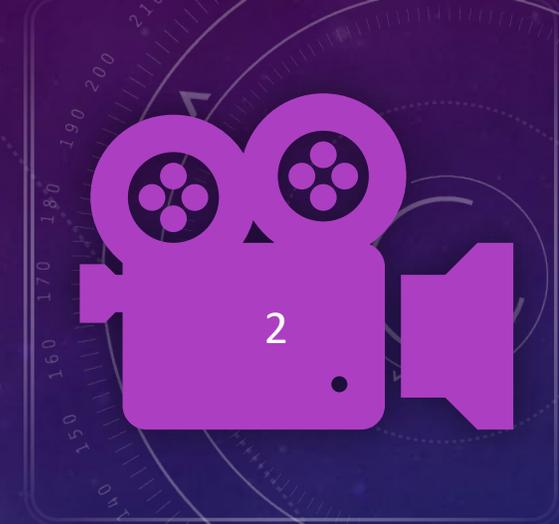
WHEN DO YOU USE SKILLS TEACHING? PROMOTING SKILL USE?

- Use Skill Teaching....
 - When the person absolutely does not know how to do the action required for success/satisfaction in the Life Goal.
- Do not use Skill Teaching ...
 - When the person lacks a general skill that is not directly tied to the Life Goal
 - When the person can already perform the skill, just not as well as they need to
 - When the person has not yet identified their Life Goal
- Use Promoting Skill Use....
 - When the person can perform the skill but can't do it well enough with the right person, under the right circumstances, often enough to be successful /satisfied in the Life Goal.
 - When the person has identified their Life Goal

EXERCISE: WHAT DOES MARY NEED?



EXERCISE: WHAT DOES MARY NEED?



WHAT IS RESOURCE/SUPPORT DEVELOPMENT?

- **Linking to Supports/ Resource(Case) Management**
- Marketing
- Developing Action Plan for Provider, Person Served
- Monitoring link
- **Modifying/Creating Resources**
- Identifying specific resource use barriers
- Negotiate possible changes
- Action plan to modify/create resources

WHEN HELPING PERSON GET NEEDED SUPPORTS, WHAT KINDS OF BARRIERS ARE THERE?

SUPPORT Obstacles
Challenging to
Person

PERSON
Characteristics
Challenging to
Resource

Access

Examples

Inaccessible location
Too Costly
Resource type triggers
self stigma

Utilization

Examples

Service
characteristics/
demands, stressful
to person

Examples

Exclusionary criteria
Clientele Priorities/
Preferences

Examples

Preferences/
Perceived
expertise of
provider
Perceived intensity
of service required

WHEN DO YOU USE LINKING? MODIFYING/CREATING SUPPORTS?

- Use Linking
 - Use Modifying /Creating....
- When the resource exists already , is available and willing to offer the kind of support the person needs to achieve the Life Goal
 - When the resource exists, but may not be willing or able to offer the kind of support the person needs to achieve the Life Goal—OR— when the resource does not yet exist

EXERCISE: WHAT DOES MARY NEED?



EXERCISE: WHAT DOES MARY NEED?



SKILL & SUPPORT DEVELOPMENT: THE QUICK VERSION

Developing Skills

- **Skill Teaching**
- **R**eview, **O**verview, **P**resentation (Tell-Show-Do), **E**xercise, **S**ummary
- Example Lesson Plans: <https://cpr.bu.edu/store/self-directed-skill-lessons-skills-for-being-a-friend/>
- Promoting Skill Use
- Identify Barriers to Use in Goal
- Develop Systematic Behavioral Action Plan

Developing Supports

- **Linking**
- Marketing, Action Plan for Provider,
- Action Plan for Service User
- Monitoring Link
- **Modifying/Creating Resource**
- Identifying specific resource use barriers
- Negotiate possible changes
- Action plan to modify/create resources

SUMMARY:

1. Skills are internal & focus on person mastering their Life Goal environment
2. Supports are external & focus on providing a way for the Life Goal to be achieved, accommodating the skills person has
3. Skills may take more time & effort to achieve than is available for the Life Goal or that the person can devote
4. Supports may be more costly, less reliable over the long run than is useful for the person to achieve the Life Goal.
5. The Life Goal requires the person have sufficient skills and supports to be successful and satisfied.

SUMMARY:

WHEN DO YOU FOCUS ON SKILLS VS SUPPORTS?

Skills

- Internal & focuses on person mastering their life goal environment
- May take more time & effort to achieve than is available for the life goal or that the person can devote

Supports

- External & focuses on providing a way for the life goal to be achieved, accommodating the skills person has
- May be more costly, less reliable over the long run than is useful for the person to achieve the life goal.

The Life Goal typically requires the person have both sufficient skills and supports to be successful and satisfied