

CONSIDERING POTENTIAL ANTECEDENTS

What is an Antecedent?

Events, conditions, or triggers that occur before a behaviour takes place. Understanding antecedents helps you to understand the broader context around a person's behaviour. Remember, when there's been a change in behaviour there's been a change in the antecedents.

Five Key Potential Areas to Consider:

1. Environmental Factors

- Physical workspace
- Noise levels
- Time of day
- Available resources
- Team dynamics
- Workspace layout
- Technical systems

2. Social Influences

- Team interactions
- Peer pressure
- Leadership style
- Communication patterns
- Group dynamics
- Workplace relationships
- Cultural norms

3. Personal State

- Energy levels
- Stress factors
- Emotional state
- Physical wellbeing

- Workload
- Financial impact
- Personal circumstances

4. Organisational Context

- Organisational changes
- Policy requirements
- Deadlines
- Performance targets
- Role clarity
- Process constraints
- Resource availability
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5. Historical Patterns

- Previous experiences
- Learned responses
- Success/failure history
- Established habits
- Past feedback
- Prior outcomes
- Reinforced behaviours

Reflection Questions To Consider:

For Broader Context:

1. "What else might be happening for this person?"
2. "When does this behaviour occur most often?"
3. "What makes it more/less likely to happen?"
4. "Are there times when it doesn't happen?"
5. "What's different about those times?"

For Self-Analysis:

1. "What conditions enable success?"
2. "What barriers are present?"
3. "Where are the pressure points?"
4. "What resources are missing?"
5. "What patterns do we see?"