Matrix'ing Prosocially:

Functional Analysis from Individuals to Organizations

ACBS World Conference

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June 28, 2019

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Matrix'ing Prosocially:

Functional Analysis from Individuals to Organizations

DISCLOSURES:

1) Grant support from Staunton Farm Foundation

2) Grant support from Foundation for Prader Willi Syndrome Research

3) Organizational consultant

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Matrix'ing Prosocially:

Functional Analysis from Individuals to Organizations

1) Describe how "Matrix'ing" can be procedurally implemented to accomplish functional analysis

2) Apply "Matrix'ing" during a group interaction;

3) Specify how Ostrom's Core Design Principles can be procedurally incorporated into "Matrix'ing Prosocially."

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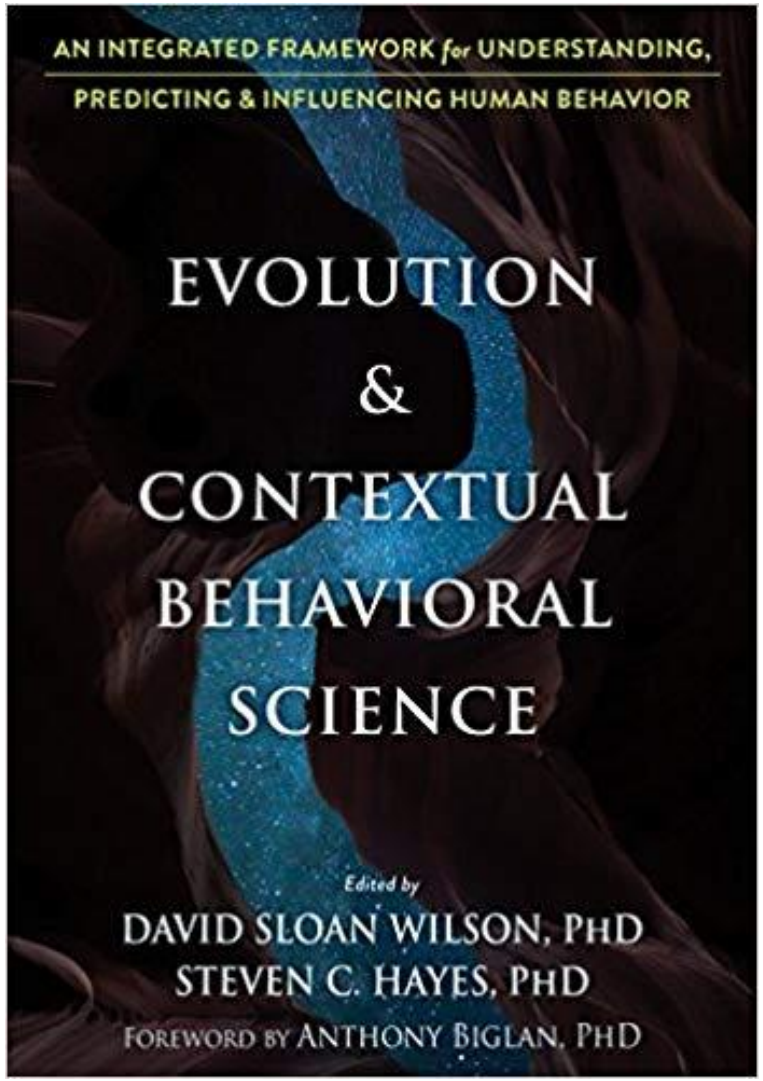
CONTEXTUAL BEHAVIORAL SCIENCE as EVOLUTIONARY SCIENCE

Contextual Behavioral Science (CBS)
--Based in Functional Contextualism:
--World View: Purpose of Behavior-in-Context
--Truth Criterion: Predict & Influence Behavior
with Precision, Scope, & Depth

Evolutionary Science (ES)
--Variation, Selection, and Retention in Context
--Natural selection (Heredity)
--Individual behavior (Operant selection/consequences)
--Groups/cultures (Multilevel selection)

CBS as ES as Prosocial (Later!)



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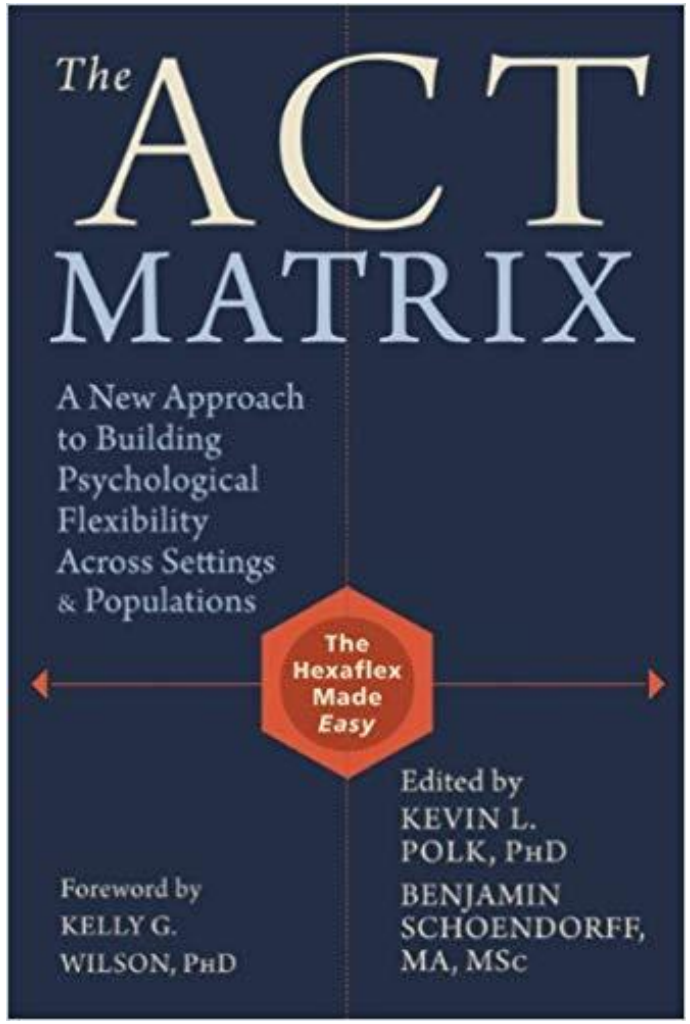

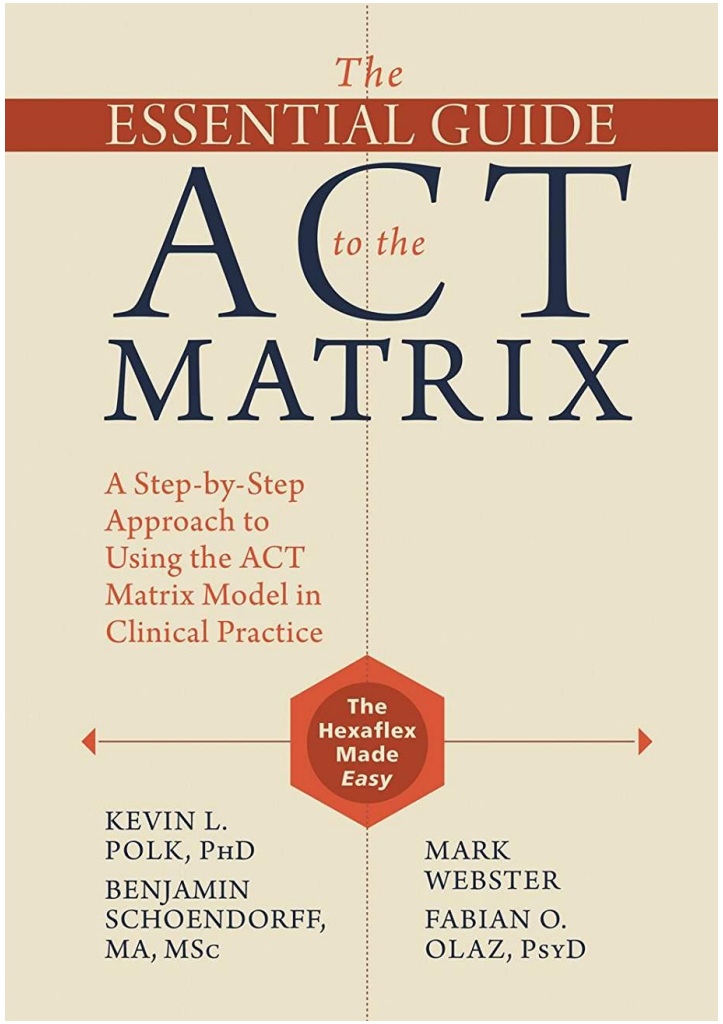

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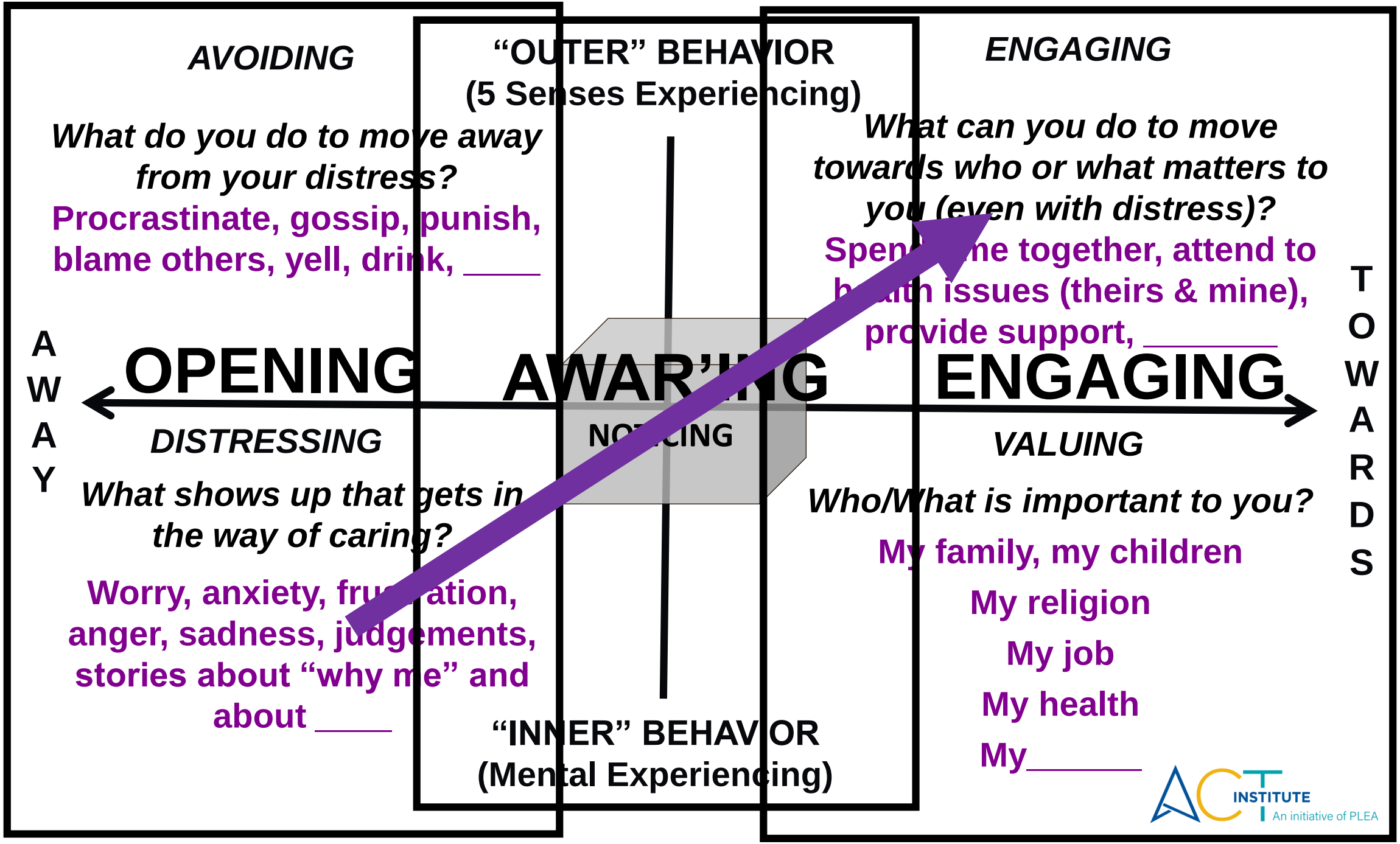
AVOIDING
What do you do to move away from your distress?
Procrastinate, gossip, punish, blame others, yell, drink, _____
"OUTER" BEHAVIOR
(5 Senses Experiencing)
ENGAGING
What can you do to move towards who or what matters to you (even with distress)?
Spend time together, attend to health issues (theirs & mine), provide support, _____
AWAY
OPENING
AWAR"ING
NOTICING
ENGAGING
TOWARDS
DISTRESSING
What shows up that gets in the way of caring?
Worry, anxiety, frustration, anger, sadness, judgements, stories about "why me" and about _____
VALUING
Who/What is important to you?
My family, my children
My religion
My job
My health
My_____
"INNER" BEHAVIOR
(Mental Experiencing)
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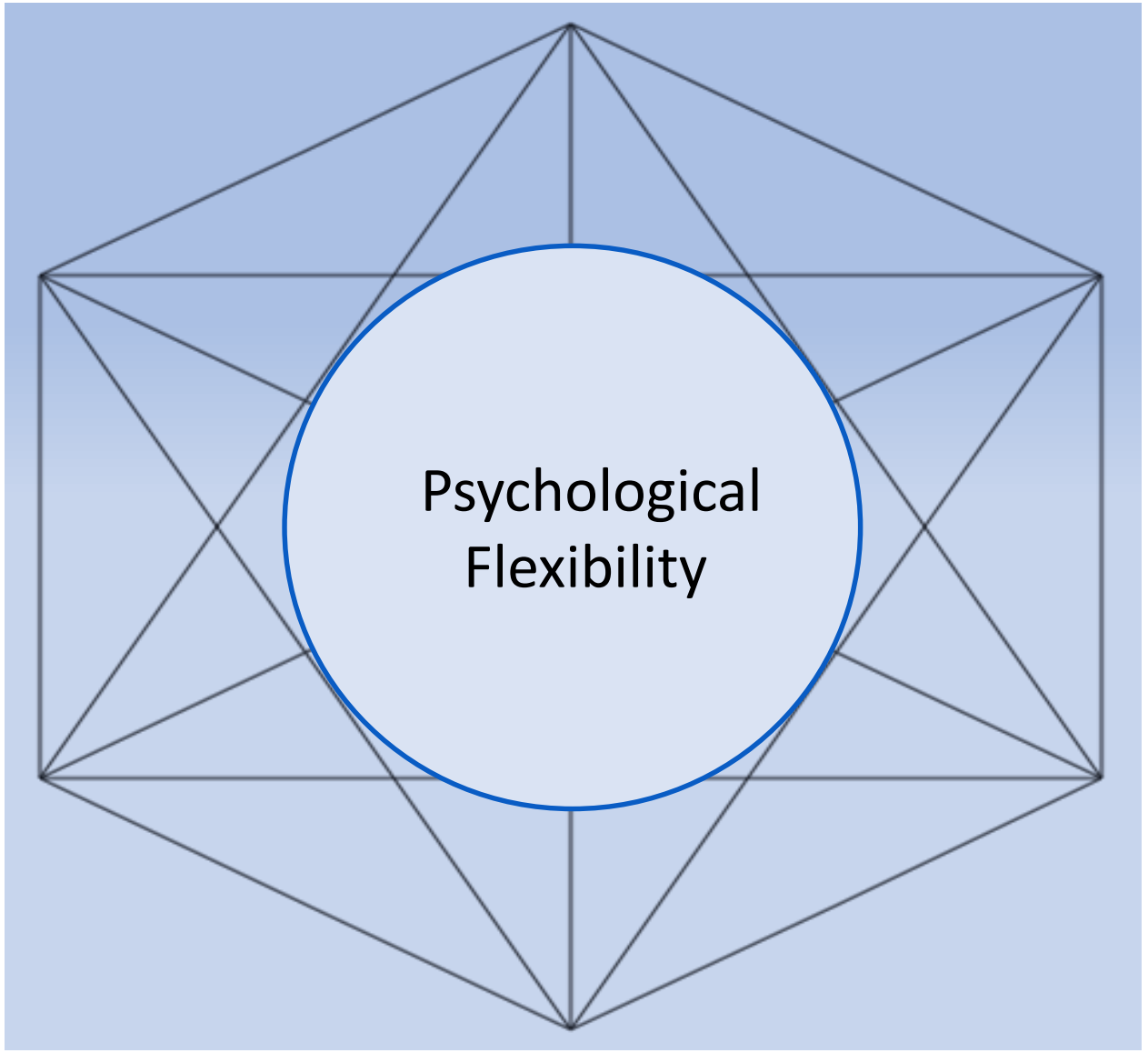
Present Moment'ing

Accepting



Valuing

Defusing

Committed
ACT'ing

Contextual Self'ing

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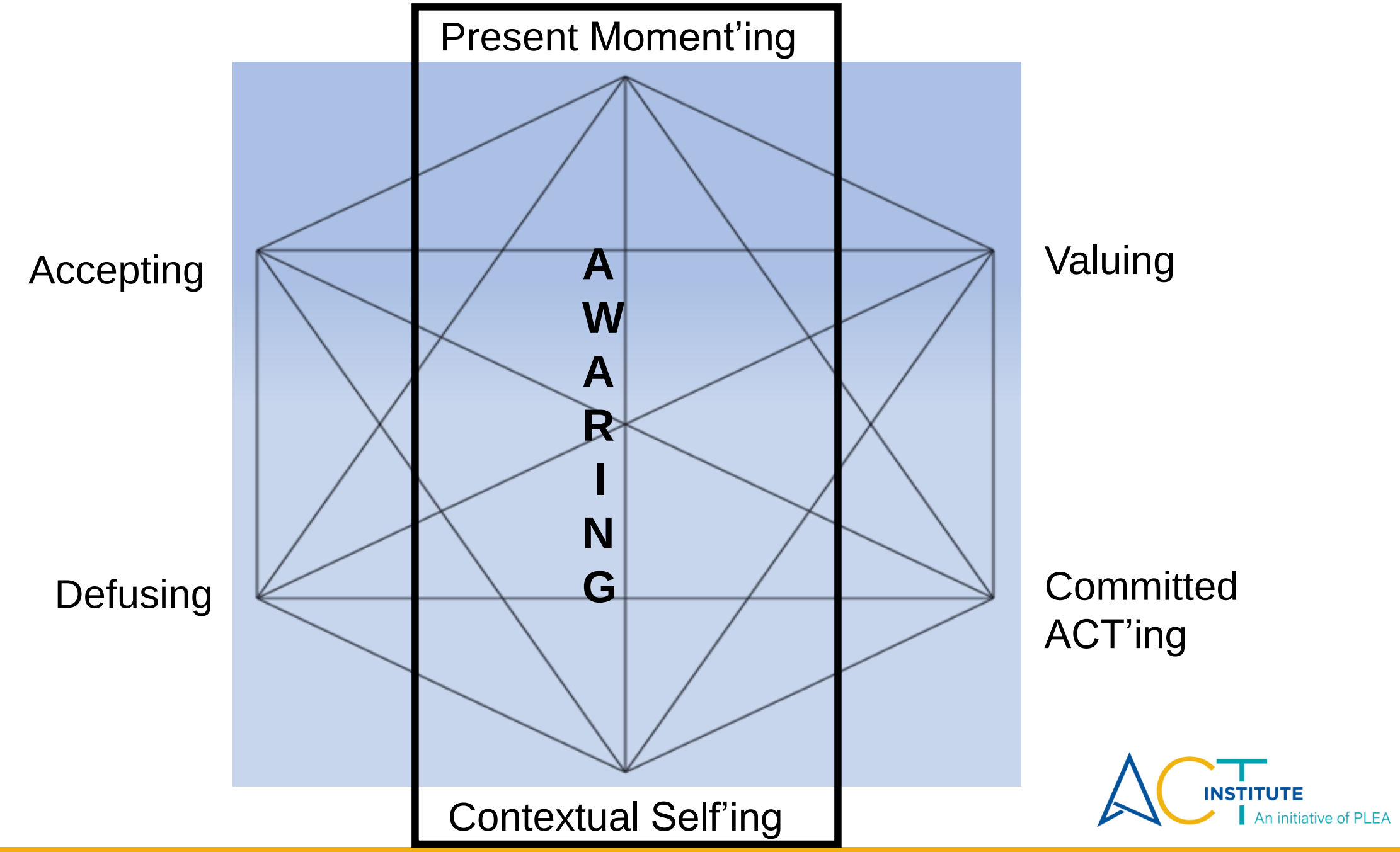
Present Moment'ing
Accepting
AWARING
Valuing
Defusing
Committed ACT'ing
Contextual Self'ing

OPENING

Present Moment'ing

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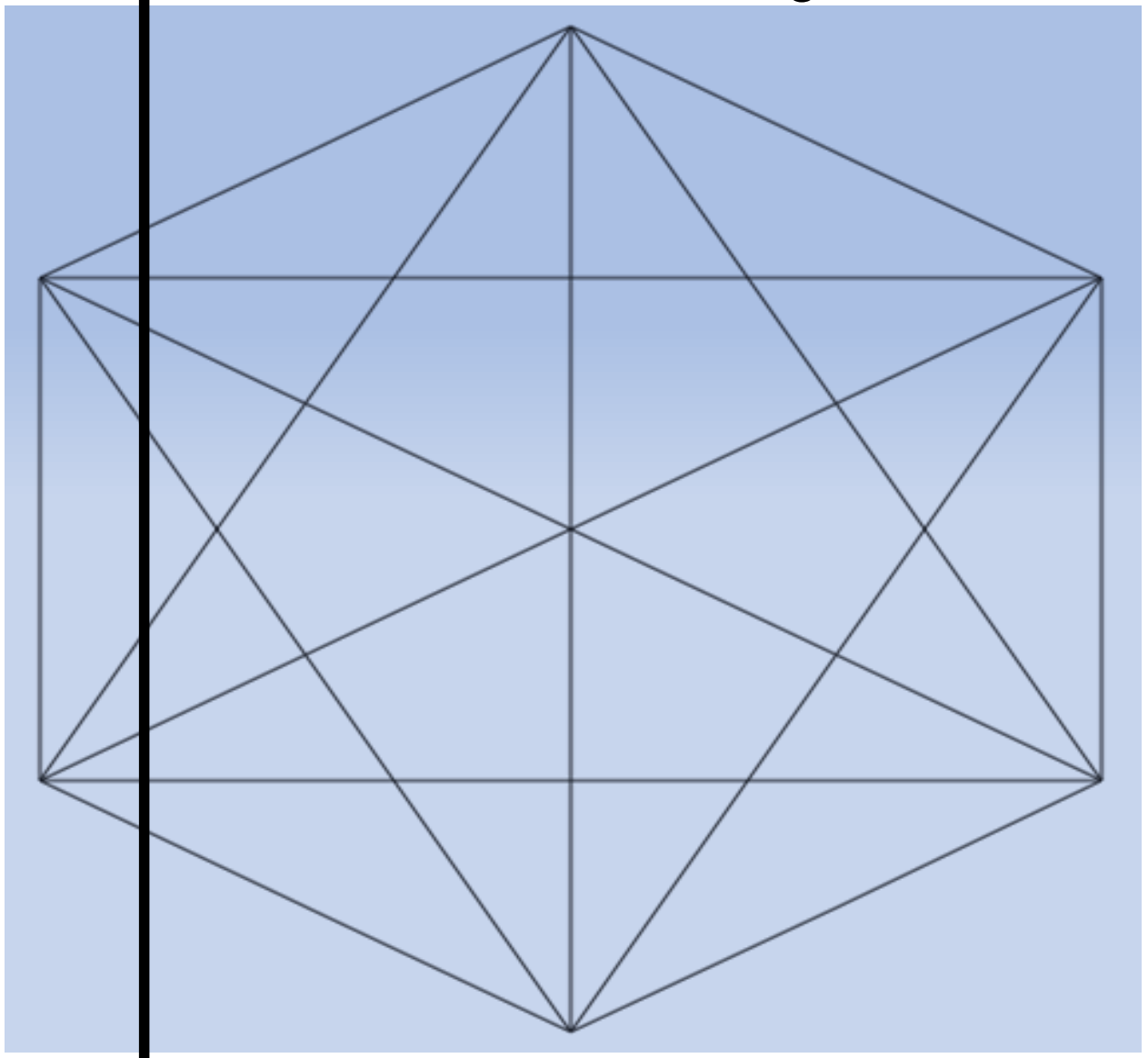
Valuing



Defusing

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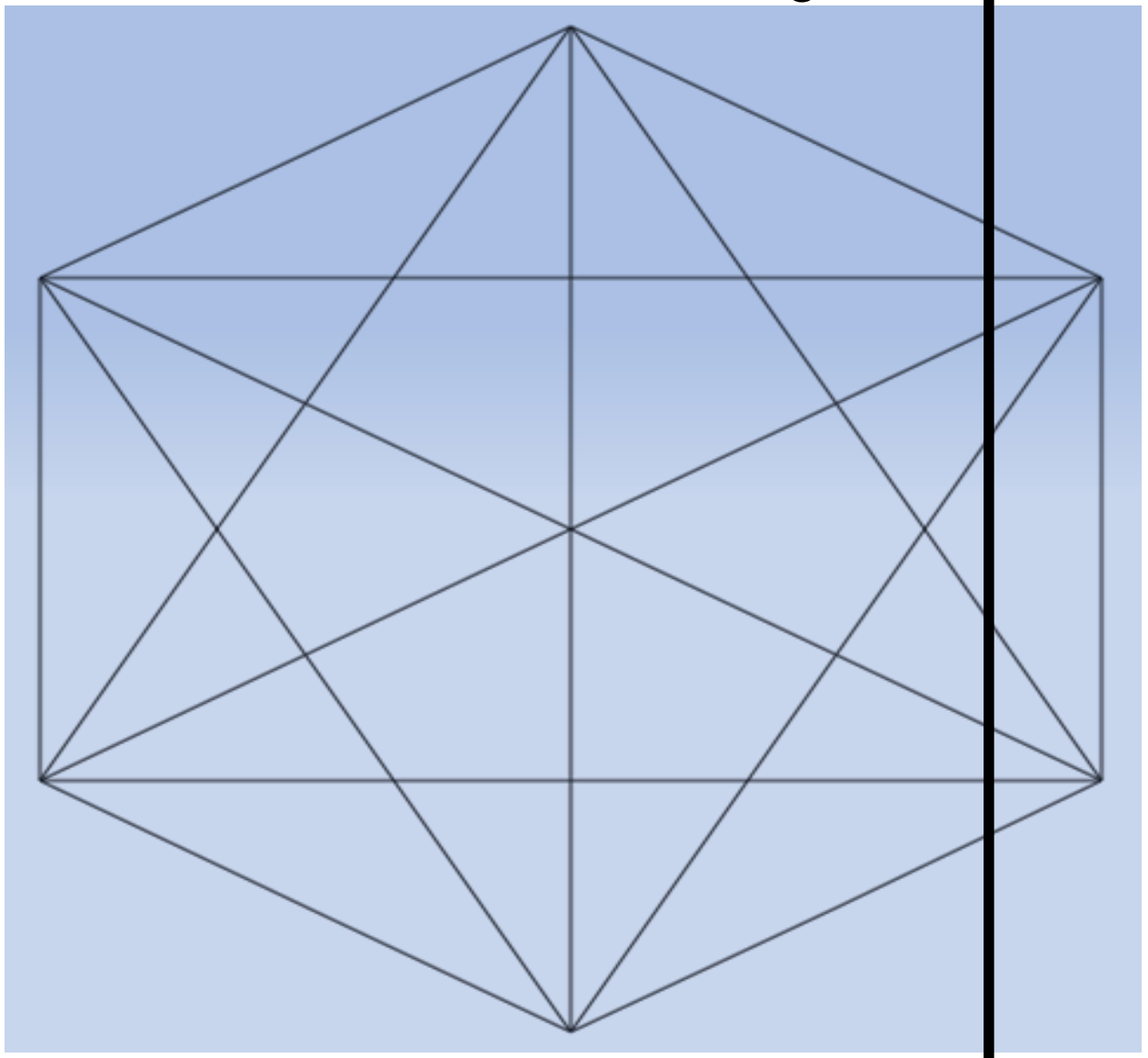

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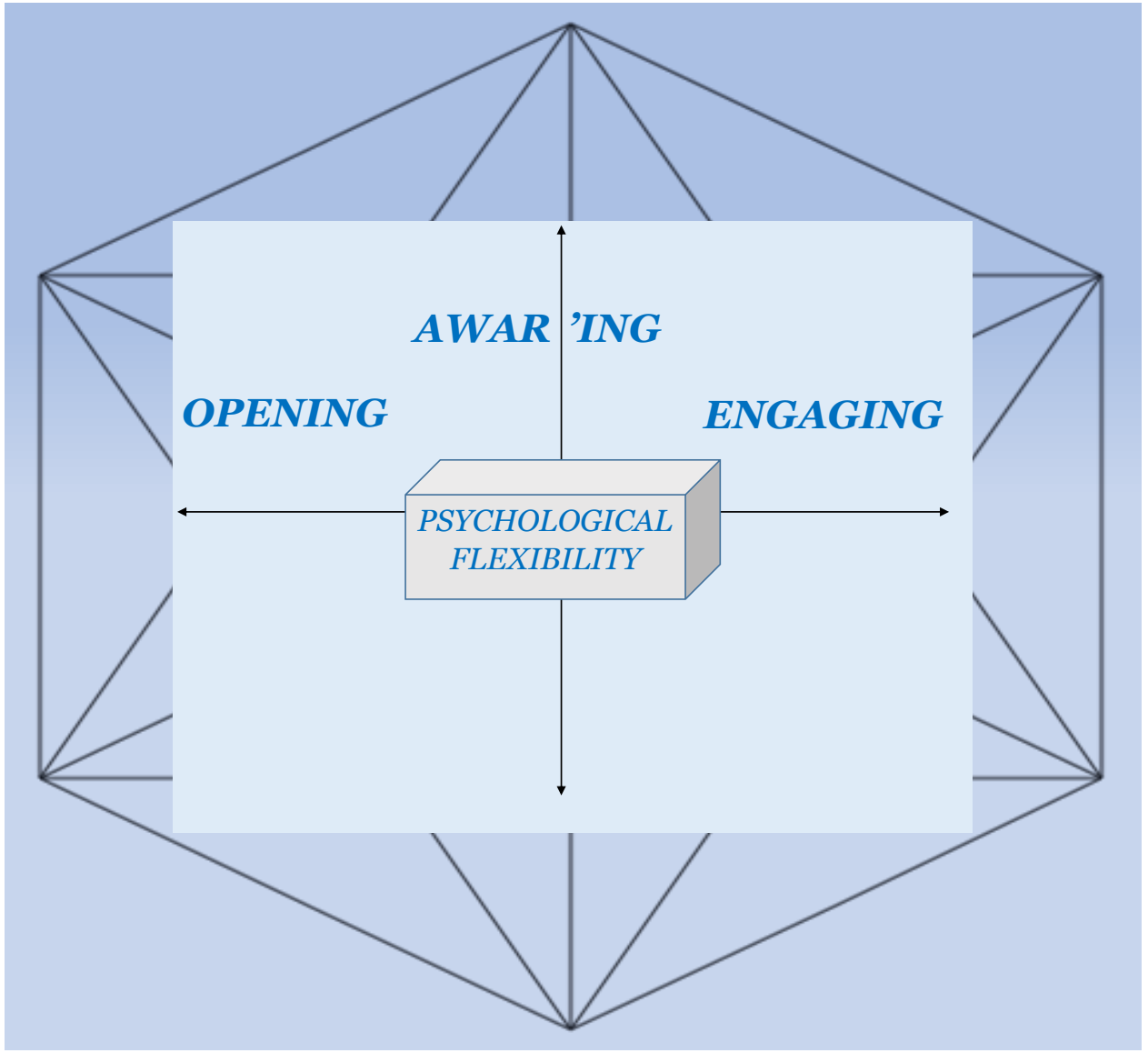

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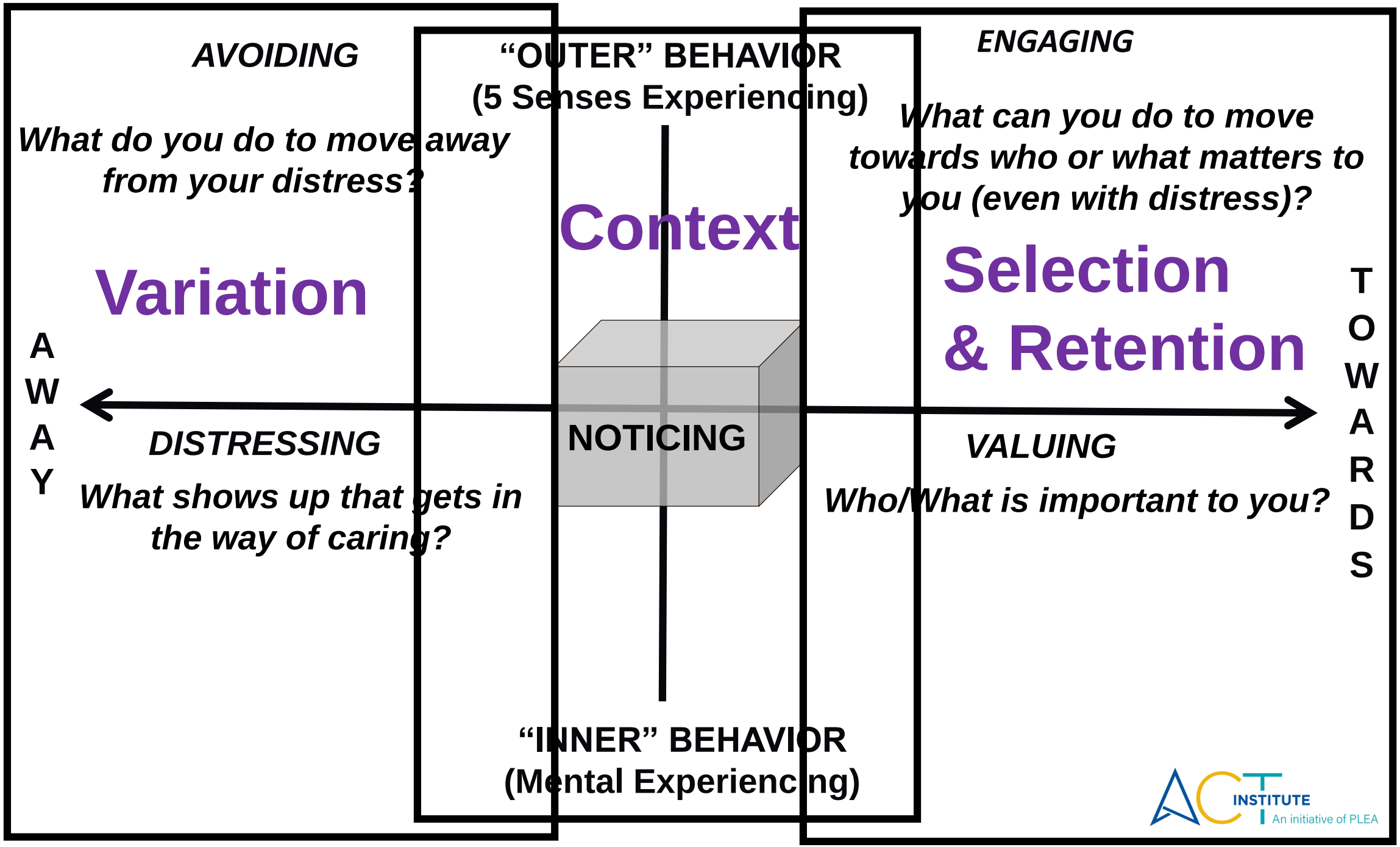
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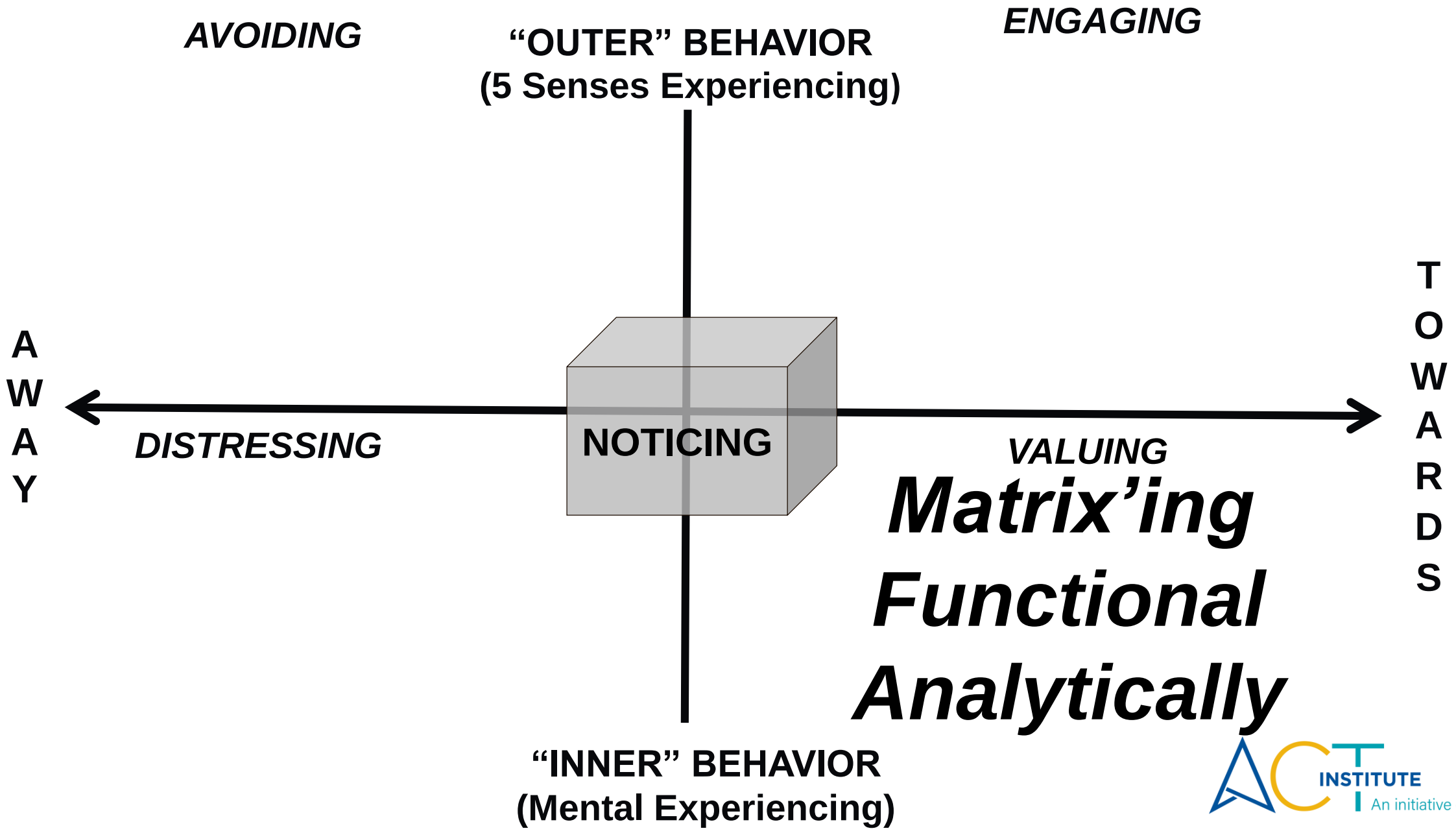
"INNER" BEHAVIOR
(Mental Experiencing)



Matrix'ing Functional Analytically

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Functional Analysis with the ACT Matrix

Behavior: Anything an individual can do (externally or internally)

Context: Anything that can happen to an individual (externally or internally)

Functional Analysis: Exploring the purpose (function) of behaviors of interest in relation to relevant contextual factors (antecedents and consequences)… in the service of understanding, predicting and influencing behavior

Now please settle back in your chair, take a **….s....l….o….w….** breath, and notice how you are reacting to this “definition”…

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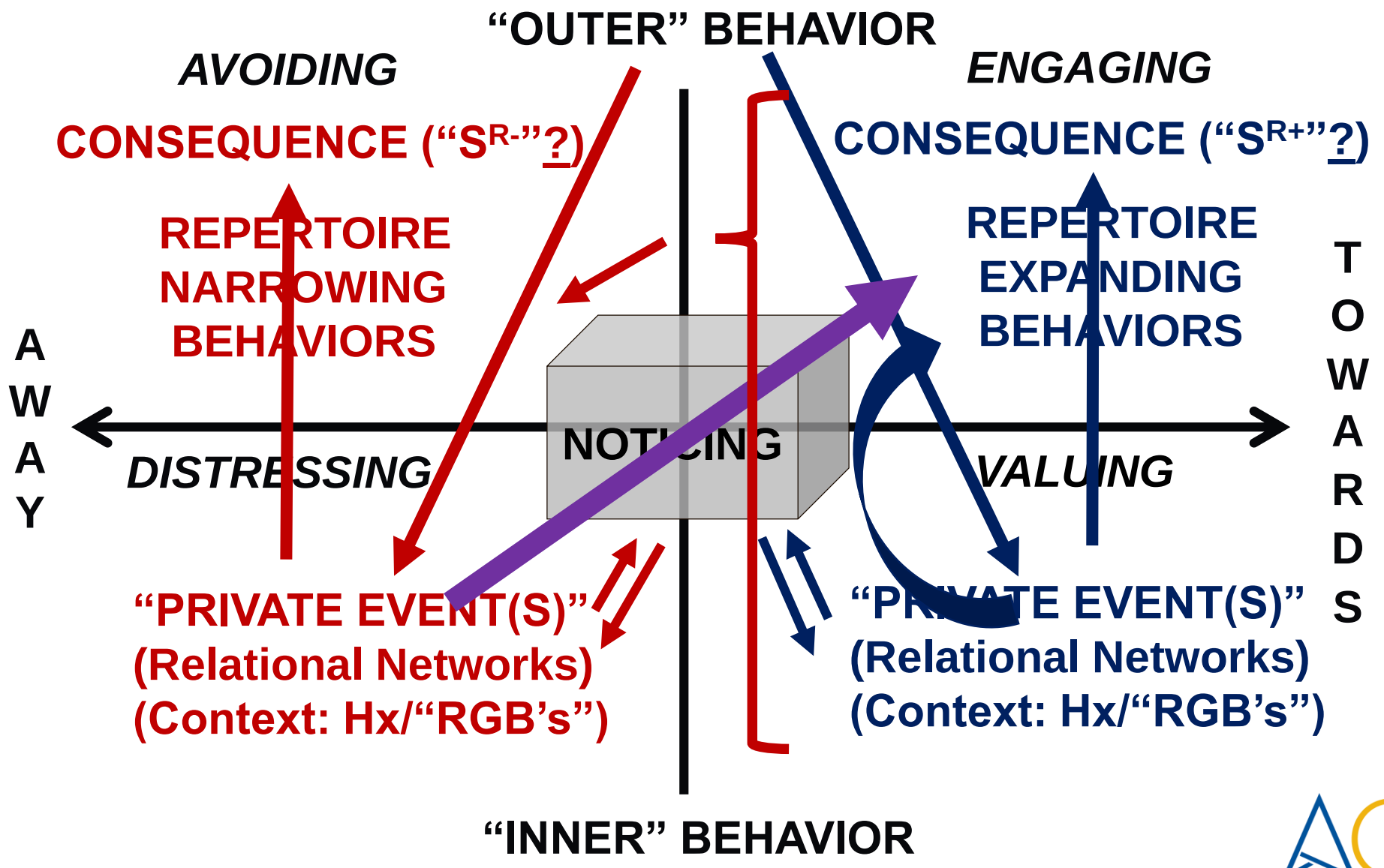
ANTECEDENT



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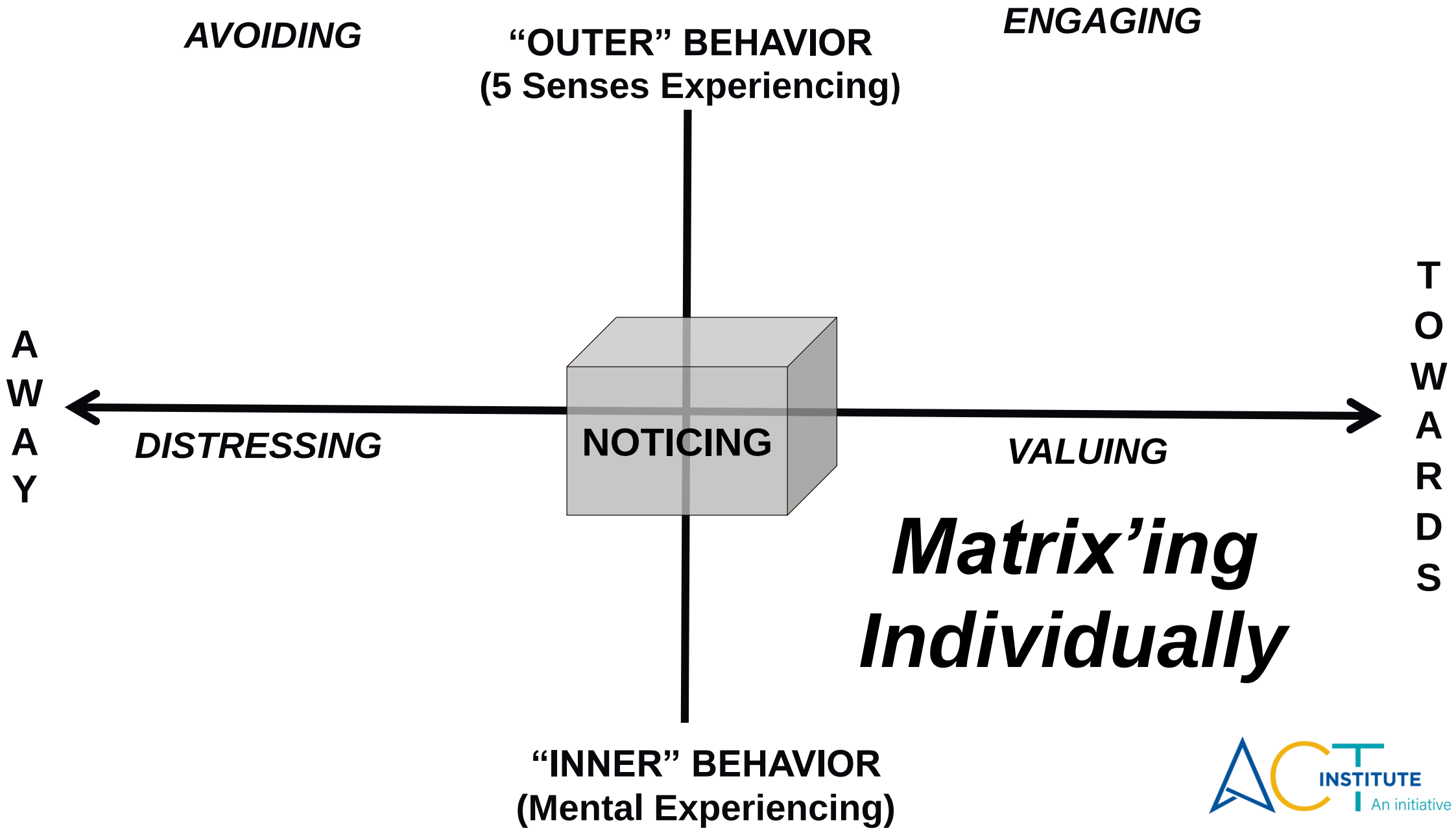

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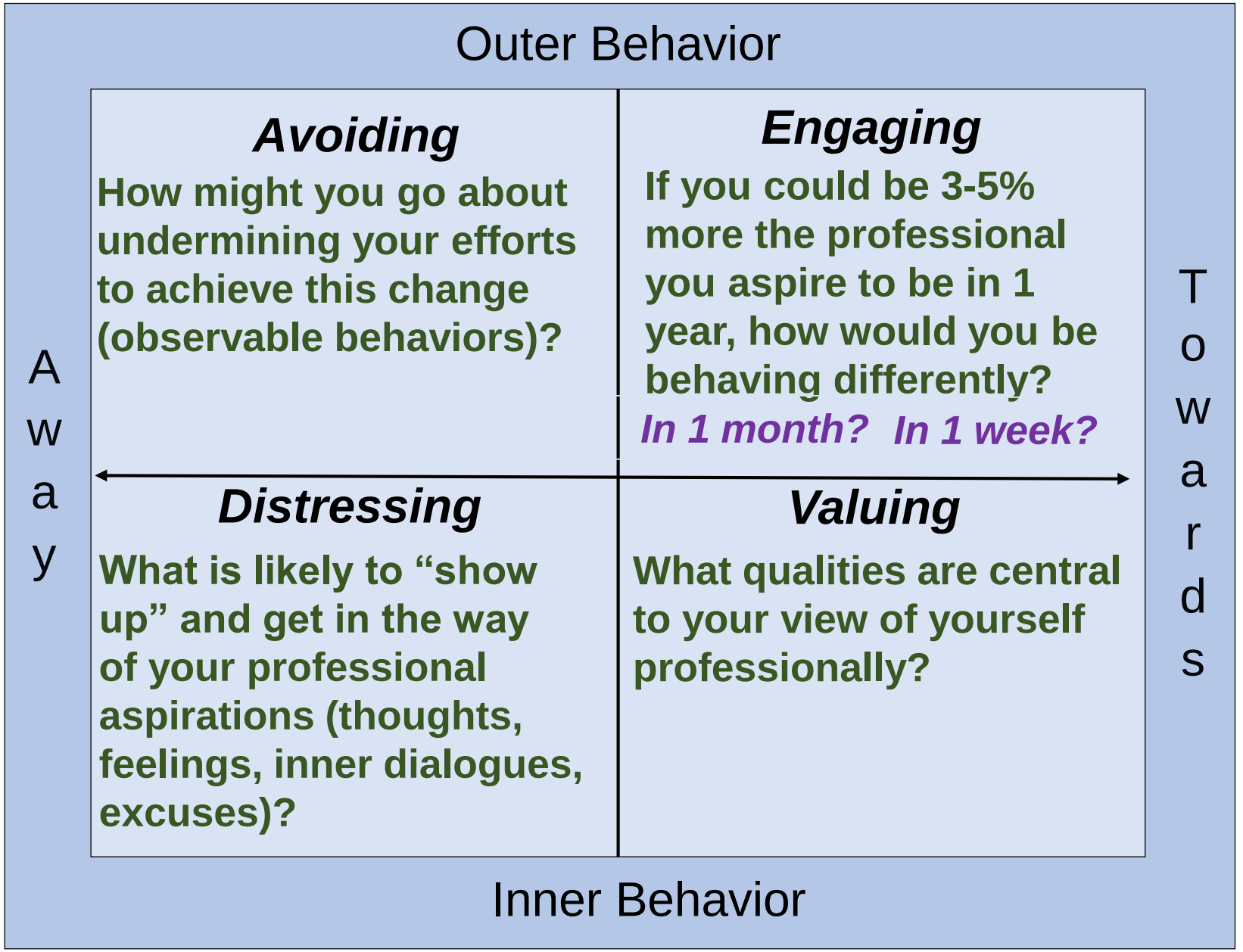

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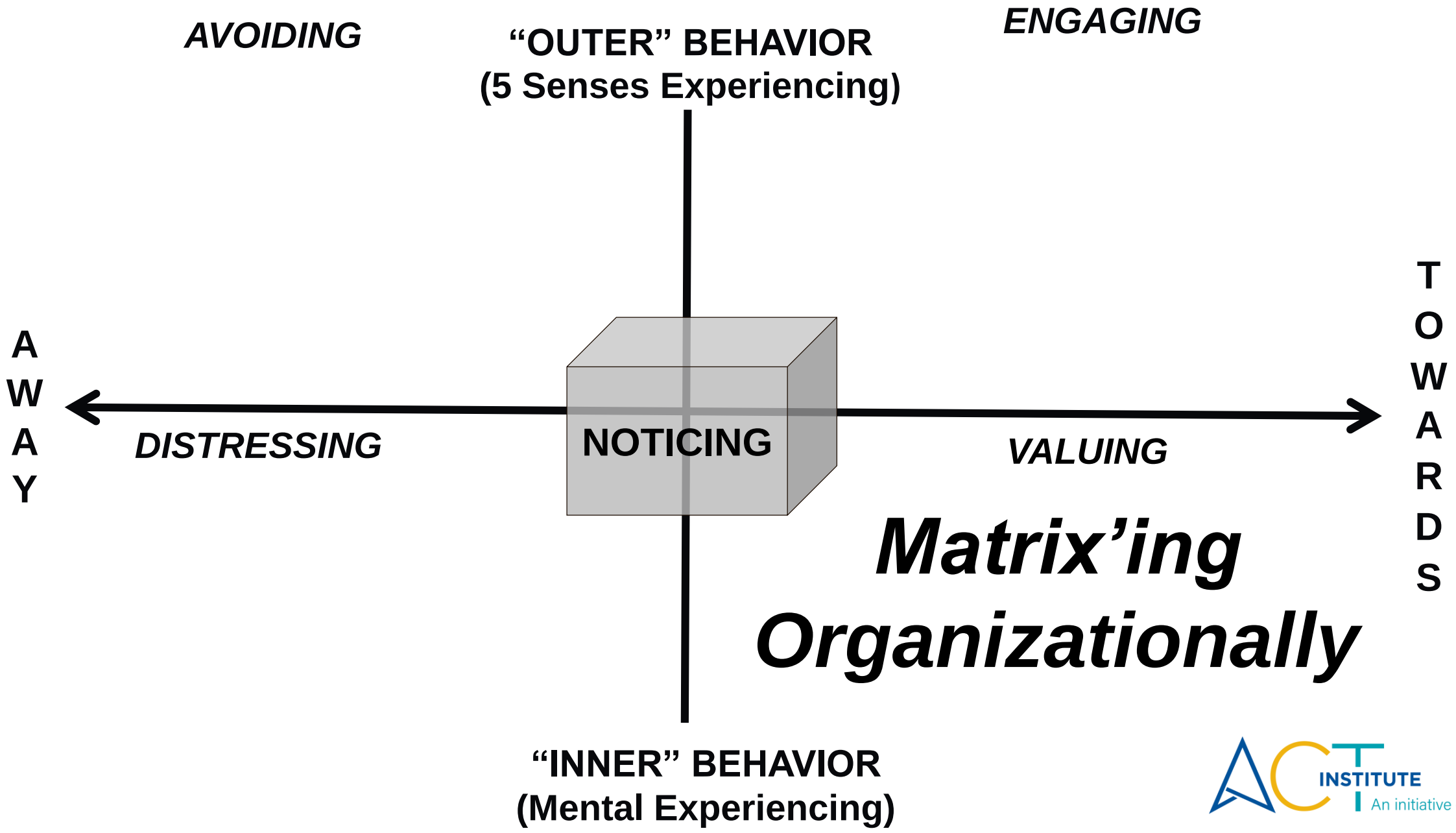

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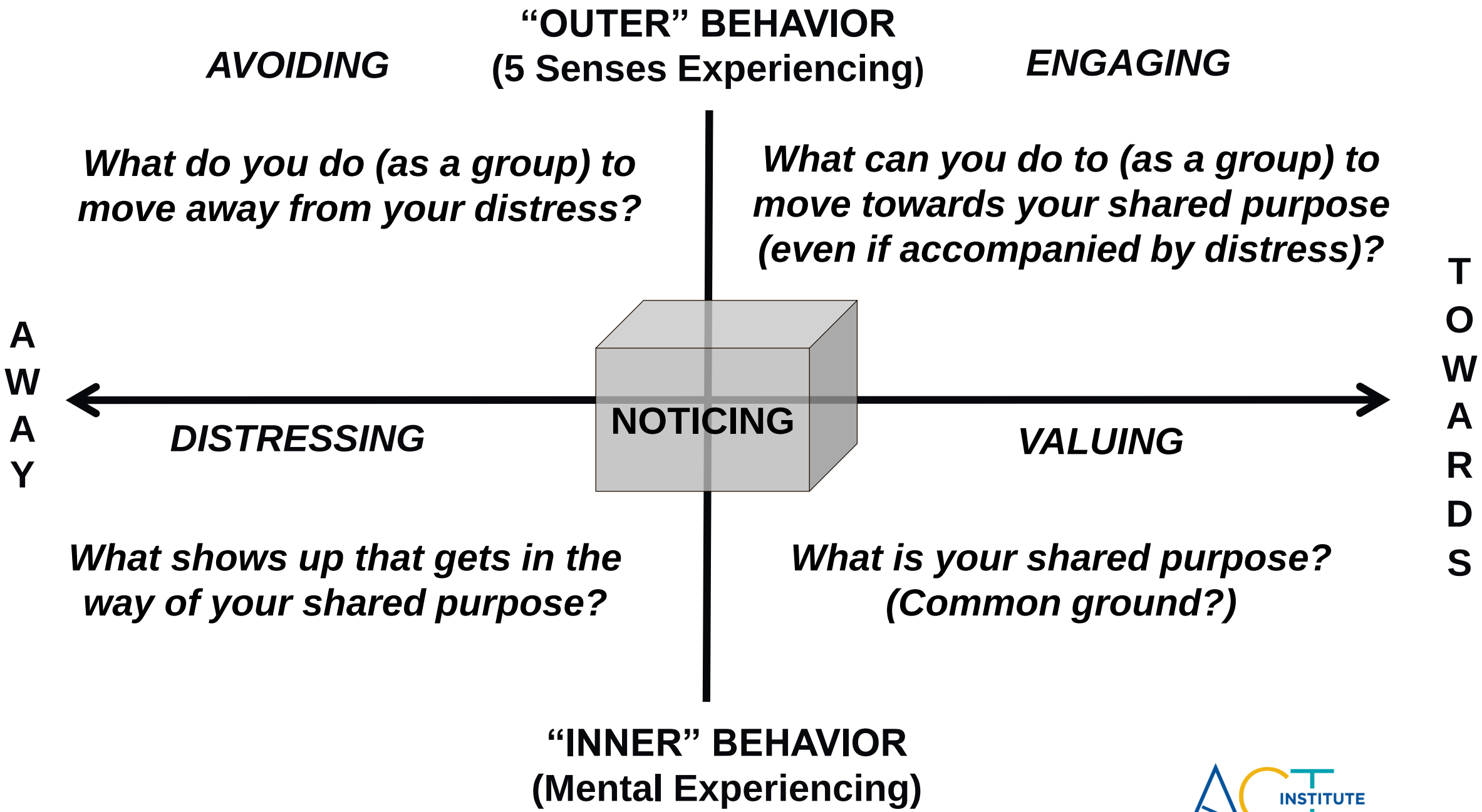

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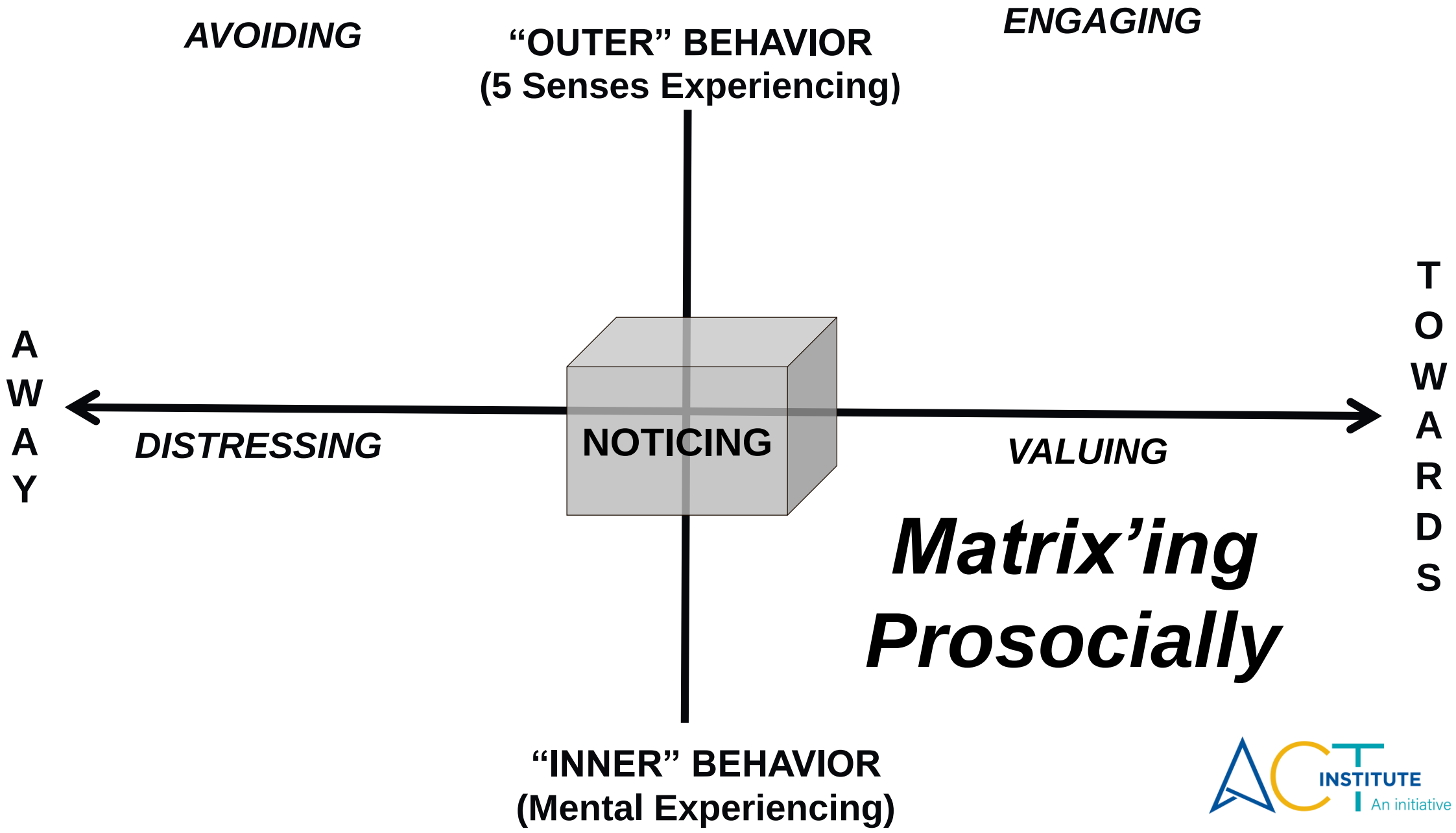

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Elinor Ostrom received the 2009 Nobel Prize in Economic Sciences for her groundbreaking research demonstrating how successful groups create rules that allow for the sustainable and equitable management of shared resources, or what she called “Common Pool Resources.”

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Generalizing the core design principles for the efficacy of groups

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Evolving the future: Toward a science of intentional change

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PROSOCIAL WORLD
The science of working better together

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Prosocial is the first change method based on evolutionary science to enhance cooperation and collaboration for groups of all types and sizes that's effective at a global scale.

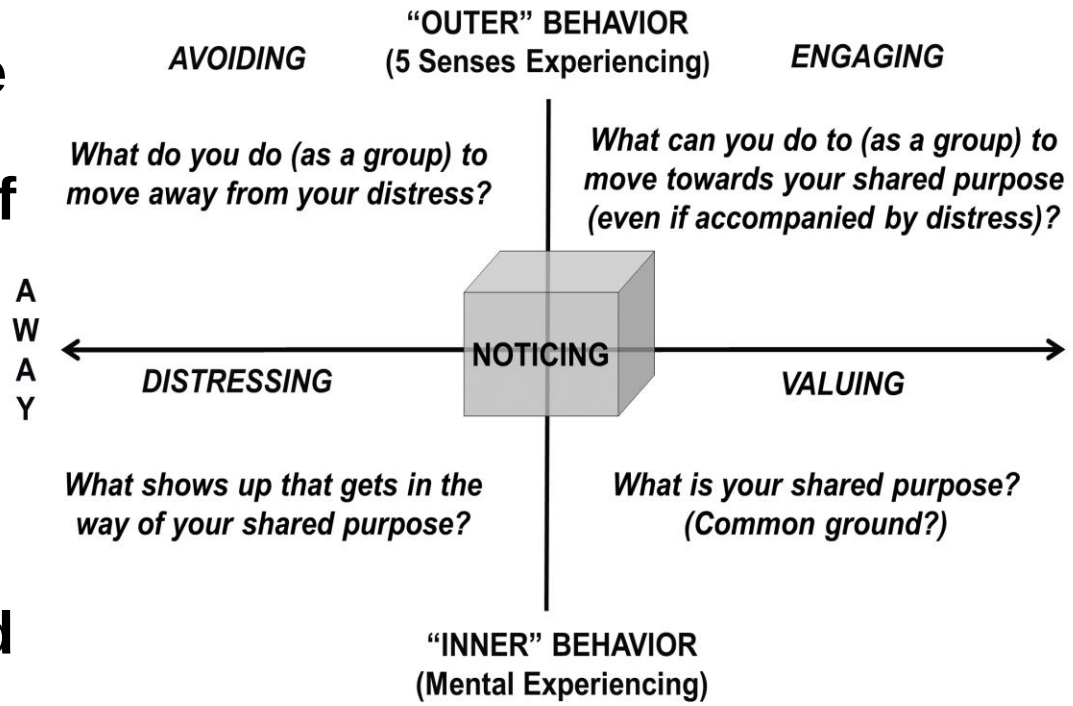
CORE DESIGN PRINCIPLES
For Successfully Managing Groups and Organizations

1) **Strong group identity & understanding of shared purpose**

2) **Fair distribution of responsibilities, costs & benefits**

3) **Fair & inclusive decision making**

4) **Monitoring agreed upon behaviors**



5) **Warranted course-corrections (Including indicated sanctions)**

6) **Fair & efficient conflict resolution**

7) **Authority to self-govern**

8) **Collaborative relations with other groups**

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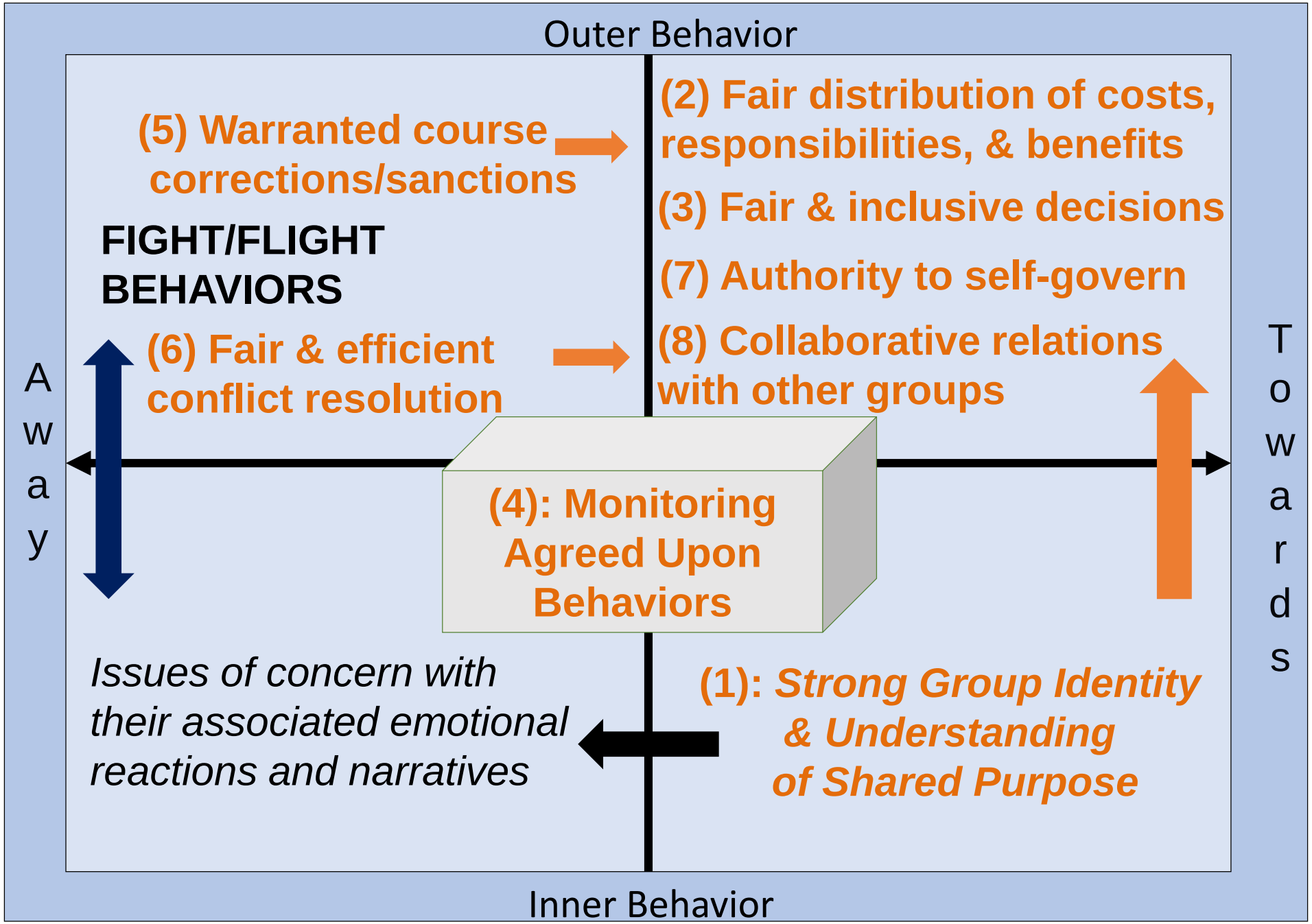

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PROSOCIAL Core Design Principles Report (Sample)

INTRODUCE participating group members to the Core Design Principles

SURVEY participants on rating CDP's along three dimensions (using a 1-5 scale):

- --Understanding
- --Importance
- --Effectiveness

REQUEST examples of current implementations as well as suggestions for improvement

GENERATE 2 reports:

- --By Measurement Domain (Understanding, Importance, Effectiveness)
- --By Core Design Principles

PROSOCIAL Core Design Principles Report (Sample)

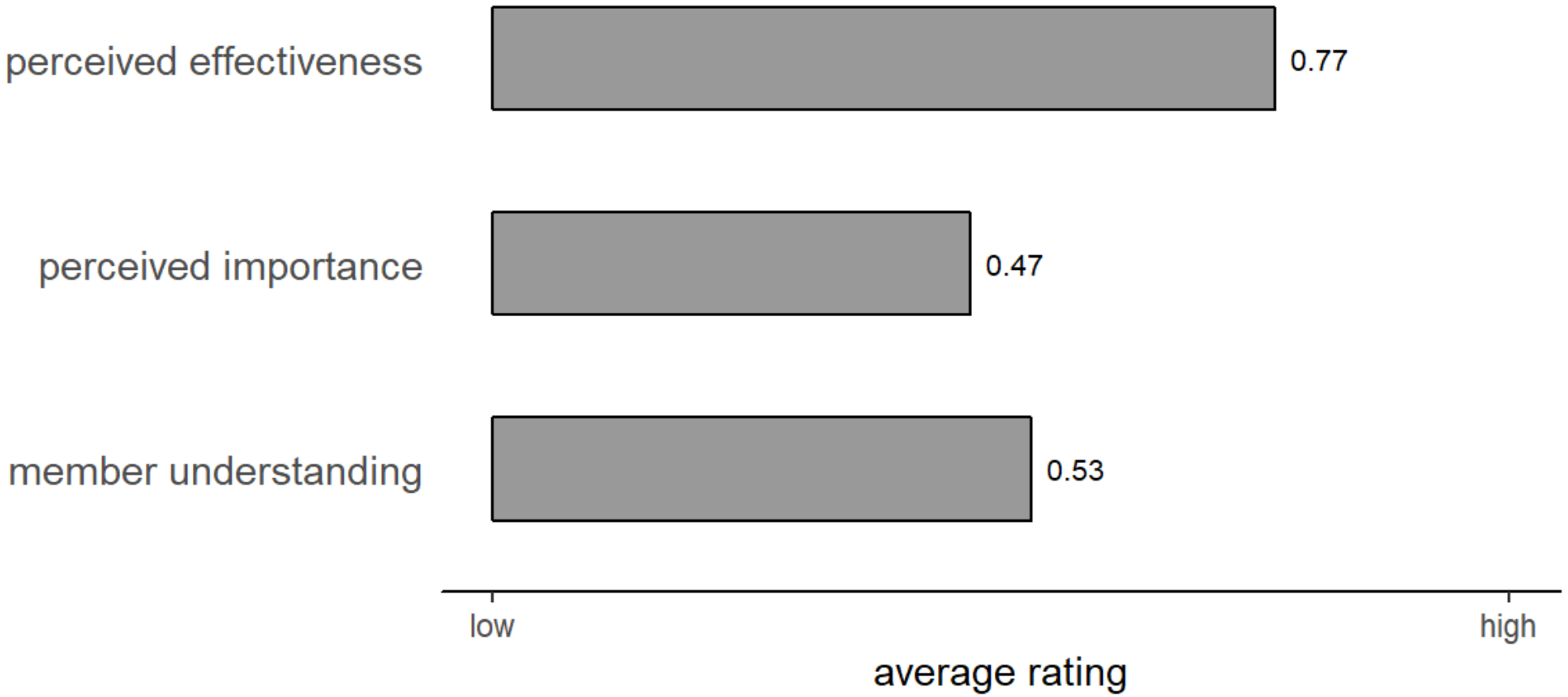
Responses by Measurement Domain: Understanding, Importance, Effectiveness

cdp	description	n	mean	sd
cdp1	Shared identity and purpose	15	0.53	0.41
cdp2	Equitable distribution of contributions and benefits	15	0.6	0.32
cdp3	Fair and inclusive decision making	15	0.37	0.33
cdp4	Monitoring behavior	15	0.35	0.36
cdp5	Graduated response to unhelpful behaviors	15	0.67	0.4
cdp6	Fast and fair conflict resolution	15	0.63	0.3
cdp7	Authority to self-govern	15	0.67	0.41
cdp8	Collaborative relations with other groups	15	0.55	0.32

PROSOCIAL Core Design Principles Report (Sample)

Responses by Design Principles

- **CDP1: Shared identity and purpose**



AVOIDING

"OUTER" BEHAVIOR
(5 Senses Experiencing)

ENGAGING

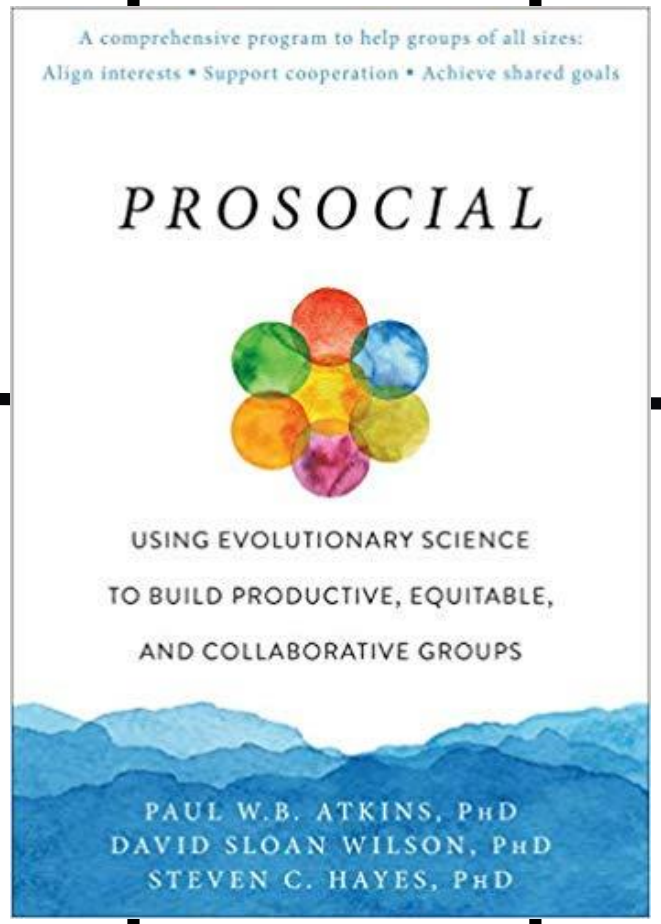
Context

Variation

Selection & Retention

AWAY

DISTRESSING



VALUING

TOWARDS

"INNER" BEHAVIOR
(Mental Experiencing)

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