

Work Adjustment Authority and Supervision Compliance I

Objective:

Given directions, the student will comply with these directions to complete a task.

Instructional Activities:

1. Discuss the role and importance of the supervisor. Stress the fact that the supervisor is the boss. Tell the student that one of the supervisor's jobs is to make sure that the student does the job. To do this, the supervisor gives people directions and tells them what to do. For those students at the pre-vocational level, substitute the word "teacher" for "supervisor."

Ask the student, "Who is in charge?"

The student should answer, "The supervisor or teacher."

Ask the student, "Who gives directions and tells people what to do?"

The student should answer, "The supervisor or teacher."

List the disadvantages of non-compliance, "If you don't listen to the supervisor or teacher."

- a. The supervisor will be angry with you.
- b. You will get less work done.
- c. You will get less pay (if paid piece-rate).
- d. You might get fired.

List the advantages of compliance, "If you do what the supervisor or teacher says."

- a. The supervisor will be pleased with you.
- b. You will get more work done.
- c. You will get paid more (if paid piece-work rate).
- d. You will keep your job.

Role-play supervisor and student duties with the student. Have the "supervisor" give the "student" directions, and have the "student" comply.

Practice with various kinds of supervisor directives.

- a. Introducing a new task to the student for the student to do.
- b. Telling the student to do more work than previously.

- c. Correcting a student's mistakes.
 - d. Telling a student to do a job more thoroughly.
 - e. Telling a student to do the job again.
 - f. Telling a student to complete a job within a specific time period.
2. In the work setting, reinforce the student for complying with supervisor or teacher directions. Let the student know how pleased you are that the student does what you say to get the job done.

For the student who continues to display non-compliant behavior, you may wish to:

- a. Use behavioral techniques to accelerate compliant behavior.
- b. Carefully observe the student to determine possible causes for non-compliance. For example: rebellion, lack of confidence in work, misunderstanding of directions, distractibility, etc.
- c. Break down or rephrase directions to make certain the directions are understood.
- d. Clearly demonstrate the directions as well as verbalize for the more visually oriented student.
- e. Give the student directions to perform tasks the student enjoys, and then gradually direct the student to complete less enjoyable tasks.
- f. Withhold special privileges for a specified period of time.
- g. Have the student supervise less able students or play a "helper" role to the supervisor or teacher.

Assessment Tasks:

Observe the student complying with task directions on three occasions within a one-hour session.