

# Affordable ABA

## Supervision

**1. What was the Ethics Code for Behavior Analysts developed from?**

- A. Members from the BACB? delineated a set of ethical codes
  - B. A panel of behavior analysts created the ethical codes
  - C. Based on ethical codes established from other disciplines
  - D. From the licensing board that oversees licensure for behavior analysts
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**2. Which response is not an example of a supervisory requirement that a behavior analyst should follow?**

- A. BACB? rules
  - B. licensure requirements
  - C. funder policies
  - D. client requirements
- 

**3. According to ethics code 4.02, behavior analysts are able to provide supervision after what?**

- A. They obtain knowledge and skills in effective supervisory practices.
  - B. They receive training from a verified BCBA supervisor.
  - C. They undergo 10 hours of supervisory training as required by the BACB?.
  - D. The organization in which they work agrees that they are competent to provide supervisory experiences to others and are within their scope of competence.
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**4. Which option does not describe what a behavior analyst should do if they do not have the required training or competency as it relates to a supervisory practice?**

- A. Make a referral
  - B. Reach out to the BACB? to find a BCBA? that can assist with meeting the needs of the individual
  - C. Obtain the required training
  - D. Seek consultation for a behavior analyst that can competently meet the needs of the individual
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**5. If a behavior analyst determines that they have met their threshold volume for providing effective supervision, what should they do?**

- A. They should document this within a self-assessment and communicate the results to their employer or other relevant parties.

- B. They should let their employer know that they can no longer take on any additional supervisory activities and that clients should be referred to another BCBA?.
  - C. The behavior analyst should still be willing to provide consultative services as necessary while additional support is being located.
  - D. The behavior analyst should make a referral to another agency or BCBA? so that services can still be provided for the individual in need.
- 

**6. Supervision documents are retained for \_\_\_\_\_.**

- A. 1 year
  - B. 6 months
  - C. until the supervisory activities have concluded
  - D. 7 years
- 

**7. Which response is not considered a characteristic of supervision and training procedures?**

- A. Individualized
  - B. Effective
  - C. Evidence-based
  - D. Focused on positive reinforcement
- 

**8. When supervision or other services that include supervision are terminated, what is the first step that a behavior analyst should take to ensure that their practices align with the ethical guidelines established by the BACB??**

- A. Review the contract that was completed at the onset of supervision
  - B. Determine a replacement so that services provided are not interrupted
  - C. Ensure that all required paperwork has been completed
  - D. Discuss with the supervisee their plan for ensuring continuity of services for all parties
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**9. Employees that have a high motivational factor will \_\_\_\_\_.**

- A. exhibit a positive demeanor within the work environment
  - B. will exhibit less turnover
  - C. be more satisfied with their jobs
  - D. emit higher production rates
- 

**10. Which response is not considered a level to which supervision can be evaluated on?**

- A. Performance of consumer
  - B. Performance of staff
  - C. Performance of owner
  - D. Performan of supervisor
-

**11. What are considered physical symptoms of work-related stress?**

- A. sleeping difficulties, loss of appetite, and heart palpitations
  - B. fatigue, headaches, and sleeping difficulties
  - C. heart palpitations, fatigue, and increased caffeine intake
  - D. headaches, dermatological disorders, and muscle aches
- 

**12. Lower rates of burnout are associated with \_\_\_\_\_.**

- A. an increase in job satisfaction
  - B. increased feelings of support by coworkers
  - C. an increase in an employee's years of training
  - D. increased feelings of job control and security
- 

**13. Which response is not considered a factor that could influence the productivity of an organization?**

- A. Employees
  - B. Board of Directors
  - C. Technology
  - D. Financial Resources
- 

**14. Approximately every \_\_\_ out of \_\_\_\_ ABA practitioners have experienced moderate to high levels of burnout that coincides with low levels of job satisfaction.**

- A. 2;3
  - B. 3;4
  - C. 1;3
  - D. 1;4
- 

**15. What are considered behavioral symptoms of work-related stress?**

- A. aggression, bluntness with staff, and diminished initiative
  - B. a drop in work performance, diminished creativity, and destructive behavior
  - C. lower tolerance of frustration, isolation, and yelling at coworkers
  - D. absenteeism, isolation, and a drop in work performance
- 

**16. Which response is not considered a step that an organization can take to reduce undue stress while employees are engaging in work tasks?**

- A. Allow employees to take time off without feelings of guilt associated with the request
  - B. Provide proper and adequate training
  - C. Openly discuss issues and grievances with employees
  - D. Create a stress management policy
-

**17. What can help moderate an employee's emotional and behavioral response to the presence of conflict?**

- A. Supportive managerial staff
  - B. Positive interactions
  - C. Ability to take a break as needed
  - D. Coping mechanisms
- 

**18. Which response is not considered an individual trait that is associated with an individual seeking out social support?**

- A. hardy personality
  - B. locus of control
  - C. neuroticism
  - D. viewing new situations as a challenge
- 

**19. What is secondary stress?**

- A. Experience of stressors that result in intense behavioral and emotional responses
  - B. Unique stressors that affect individuals that are providing care to others
  - C. Experience of intense moments in life or circumstances surrounding these moments that result in mental distress
  - D. Behavior and emotions that result from knowing of a traumatic event that has occurred to another individual
- 

**20. What is known as attending work while feeling ill or having an illness?**

- A. Absenteeism
  - B. Commitment
  - C. Presenteeism
  - D. Burnout
- 

**21. What are considered the five dimensions that exist and combine to reduce employee levels of burnout and exhaustion?**

- A. professional support, professional development, life balance, cognitive awareness, and daily balance
  - B. professional expertise, professional development, life balance, cognitive awareness, and daily balance
  - C. professional support, professional development, work and life balance, cognitive awareness, and daily balance
  - D. professional expertise, professional development, work and life balance, cognitive awareness, and daily balance
-

**22. Which response is not considered an example of professional development?**

- A. attending professional conferences
  - B. trainings
  - C. consultation from other professionals
  - D. Vlogging
- 

**23. Cognitive awareness can be increased by engaging in \_\_\_\_\_.**

- A. meditation, self-awareness activities, and self-reflection
  - B. self-monitoring, self-exploration, and self reflection
  - C. emotional reflection, self-care activities, and
  - D. meditation, emotional reflection, and self-monitoring
- 

**24. Lower levels of stress are correlated with\_\_\_\_\_.**

- A. lower levels of fatigue
  - B. increased feelings of support from coworkers
  - C. lower levels of burnout
  - D. increased job satisfaction
- 

**25. What is known as having engagements outside of work, participation in activities that are enjoyable, and connecting with individuals in an effort to build social support and connections outside of the work environment?**

- A. Personal self-care
  - B. Supportive social network
  - C. Life balance
  - D. Daily balance
- 

**26. How many different constructs are within the processes of change in ACT?**

- A. Six
  - B. Three
  - C. Five
  - D. Four
- 

**27. What is known as modifying on-the-job behaviors as a response to job demands?**

- A. Structural job modification
  - B. Job redesign
  - C. Job composition
  - D. Job crafting
-

**28. What is ACT centered around changing the function of?**

- A. external events
  - B. private events
  - C. overt events
  - D. observable events
- 

**29. How many job crafting techniques is an employee typically able to engage in at one time?**

- A. 8 or 9
  - B. 7 or 8
  - C. 9 or 10
  - D. 3 or 4
- 

**30. What is known as the level of gratification that an individual experiences when they provide care to an individual that alleviates their degree of suffering or lessens their need for extensive support?**

- A. Compassion gratification
  - B. Compassion satisfaction
  - C. Psychological flexibility
  - D. Compassion gratitude
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