

# A Way of Supporting Youth Workers by a Team

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## Abstract

This research examined how youth workers working in the same work place can support each other from the viewpoint of behavior analysis. Study one interviewed how incumbent youth workers are acquiring professional abilities from a team. This research defined the in-team support behaviors within the team as information sharing, advice not to compel, fostering the power of team play, accepting members, and expressing self-understanding. Study two introduced the definition of the in-team support behaviors to the meeting and verified its effectiveness. The baseline phase measured the in-team support behaviors naturally occurring within the team. In the intervention phase, the participants moved magnets using a board on which the in-team support behaviors were described, or the participants used a check sheet. The intervention one phase informed the participants to consciously use the support action within the team which was used less frequently in the baseline phase. In the intervention two phase, participants discussed in a team which of in-team support behaviors to increase. As a result, in the intervention period information sharing and advice not to compel decreased, fostering the power of team play, accepting members and expressing self-understanding increased. This research showed effective support of having the in-team support behaviors as an option and setting a place to talk.