

Using the Critical Incident Technique to Explore Interdisciplinary Trainees' Long-Term Behavior Change

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Interdisciplinary training can be effective at improving participants' knowledge, skills, and feelings about program content, yet little is known about how trainees transfer the knowledge, skills, attitudes, and beliefs into professional practice

The purpose of this study was to explore the use of the critical incident technique (CIT) to investigate experiences of LEND trainees and to assess the impact of participation of LEND on trainee behavior in their current work. The following questions were answered.

- 1. What LEND activities were most salient for trainees?**
- 2. How do trainees connect the LEND activities to their current professional work?**

The Critical Incident Technique:

The critical incident technique (CIT) was developed in 1954 by psychologist John Flanagan as a qualitative research methodology to observe and collect data on human behavior (Flanagan, 1954). Essentially, the CIT is the study of critical incidents in defined situations. Critical Incidents are defined as significant instances of a specific activity as experienced or observed by research participants and should be capable of being critiqued or analyzed (Twelker, 2003). , the CIT provides a systematic way of gathering the significance others attribute to events, analyze patterns and lay out possible conclusions.

Method

The research team used CIT to collect interview data from (n = 24) former and current trainees in the Ga LEND program to explore how specific activities during the interdisciplinary training experience contributed to their current professional decision-making behaviors.

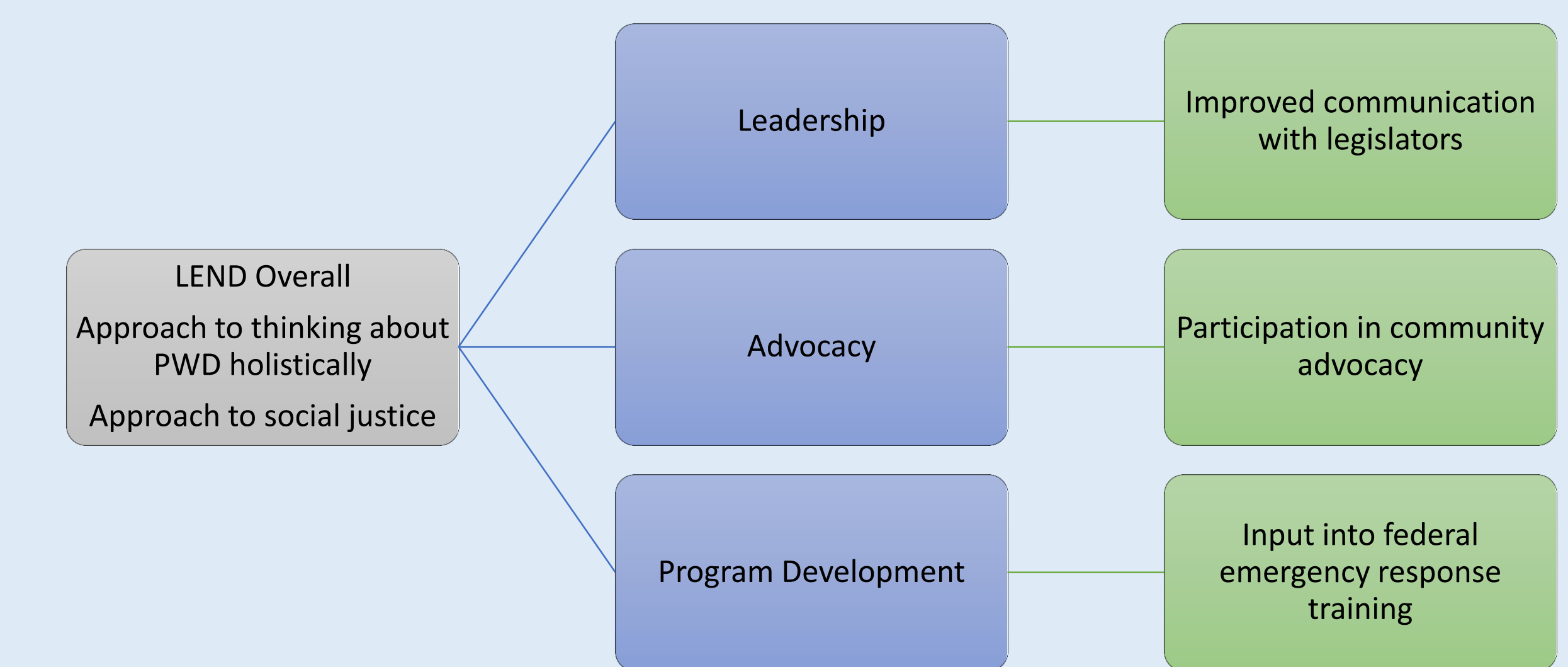
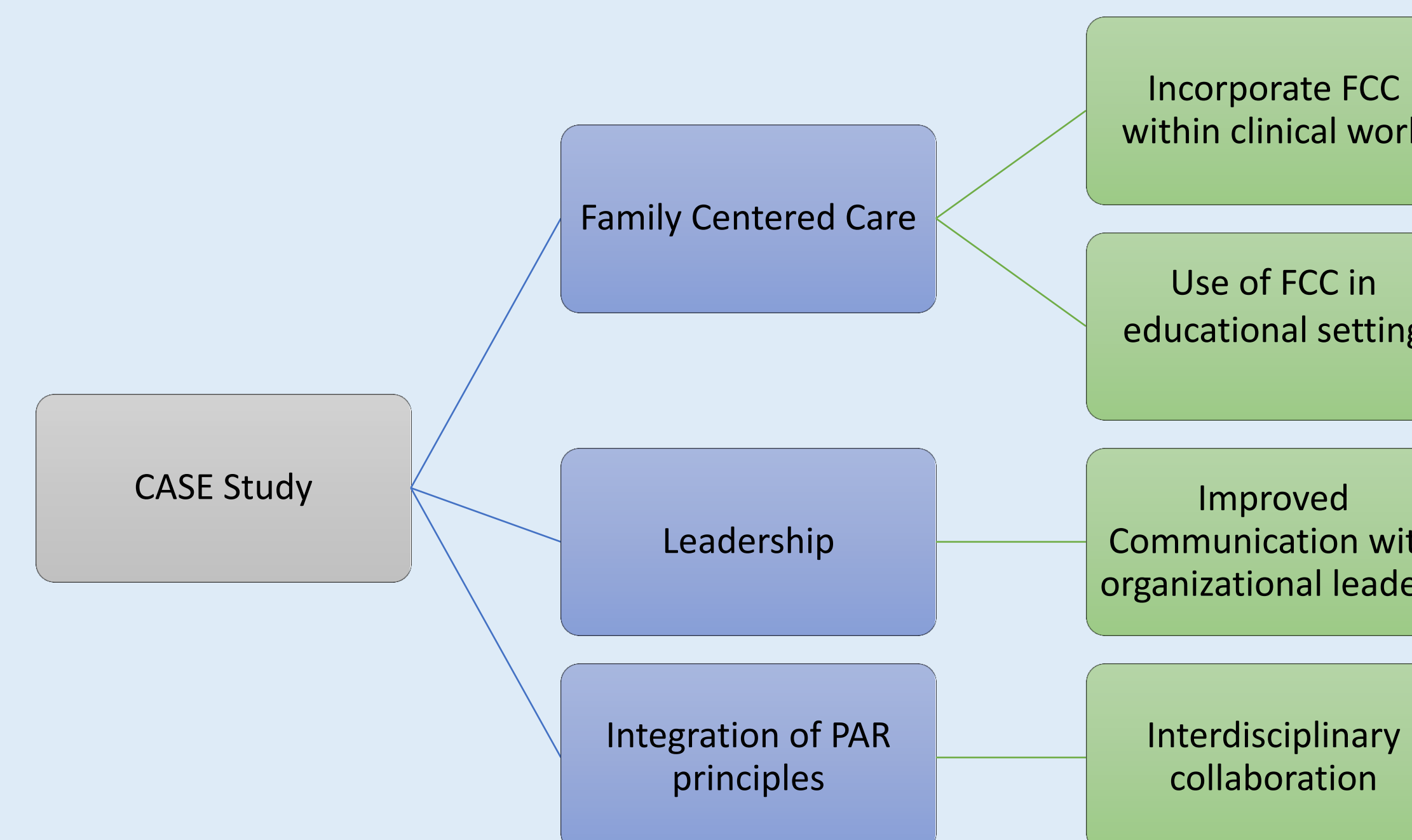
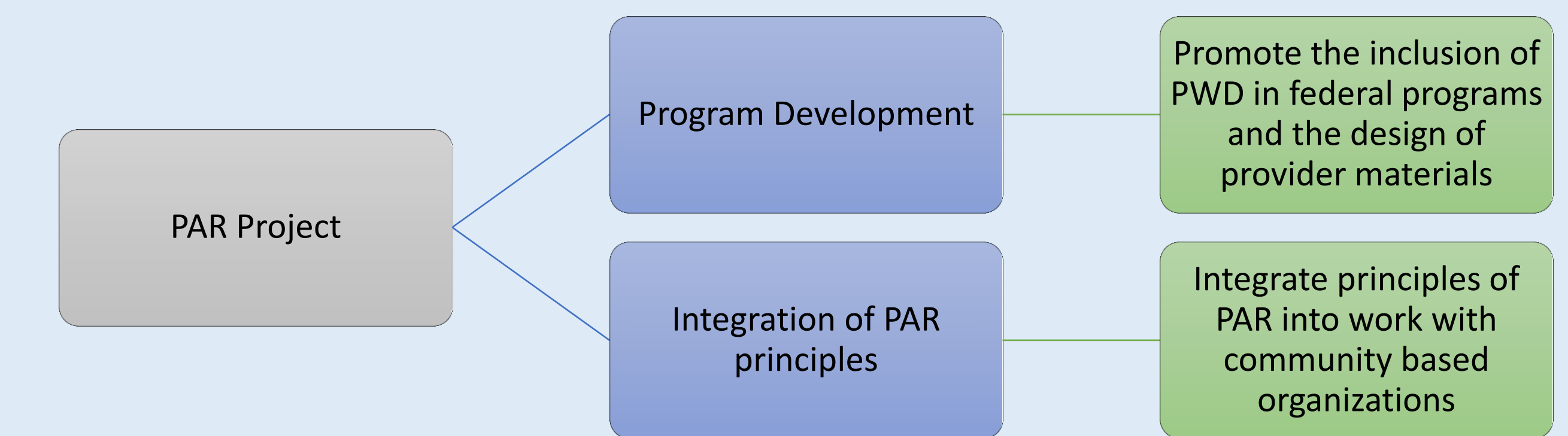
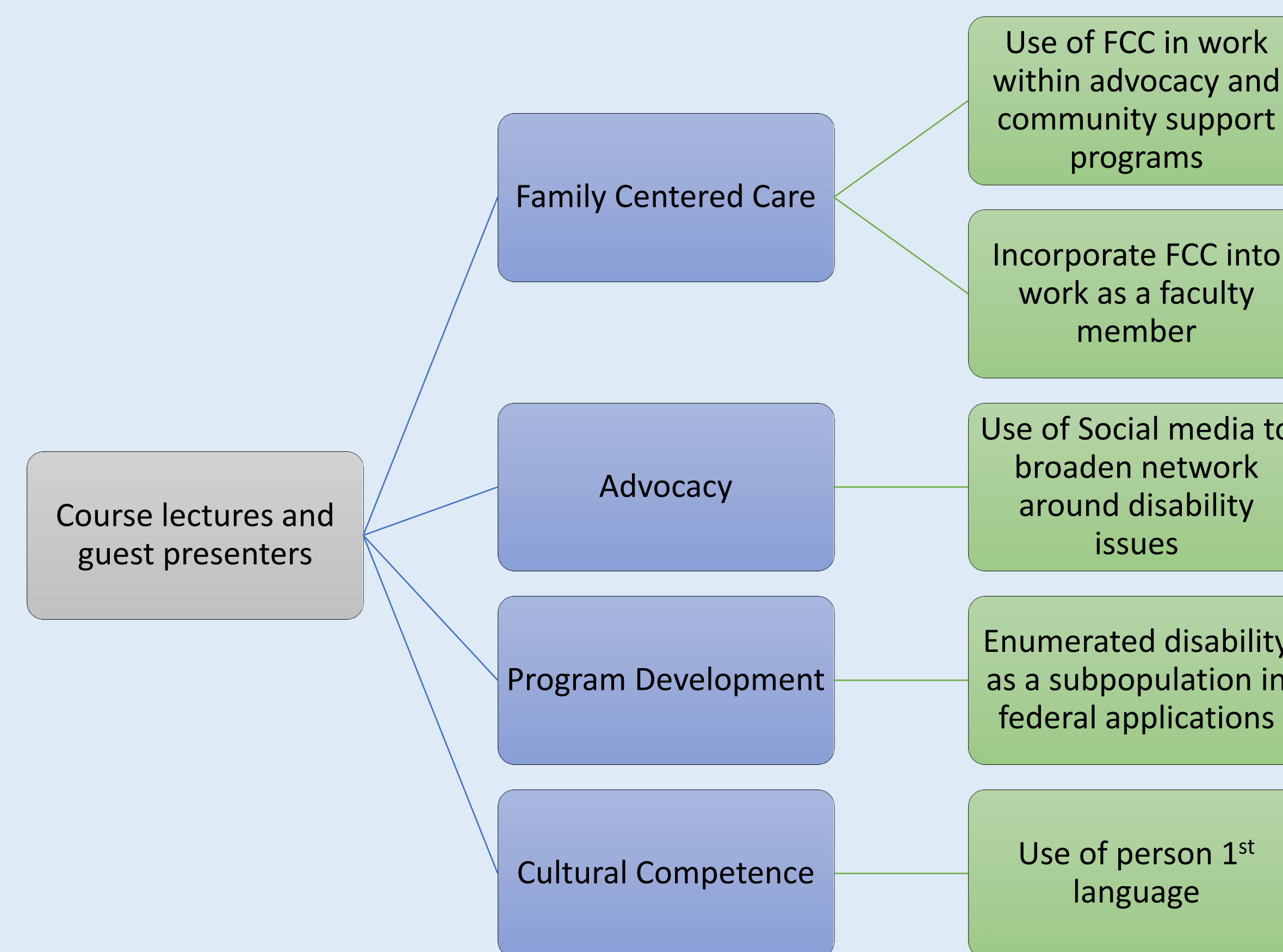
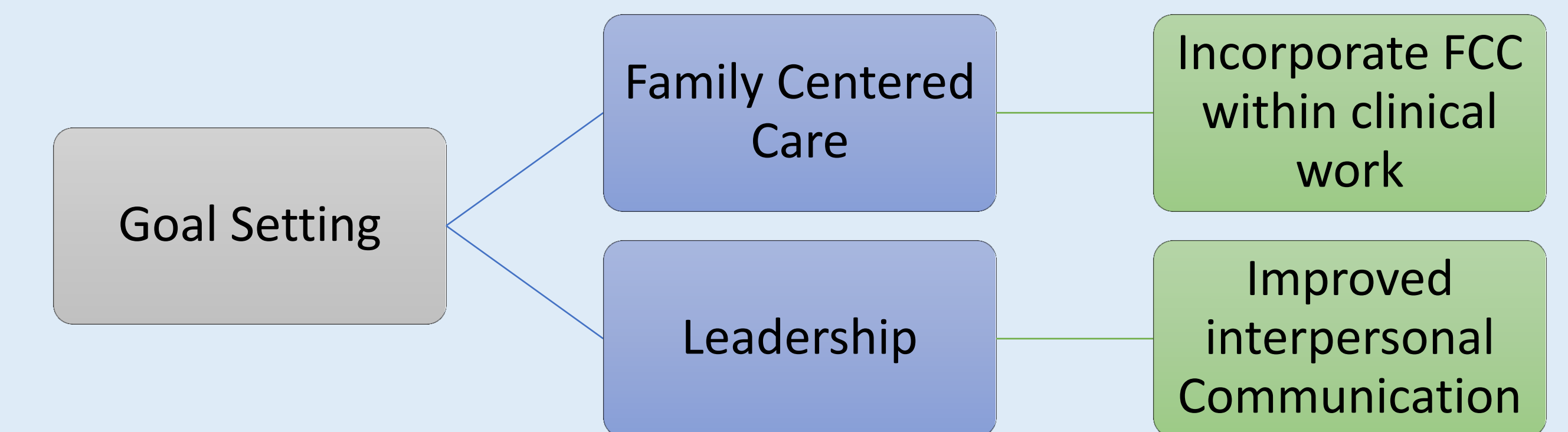
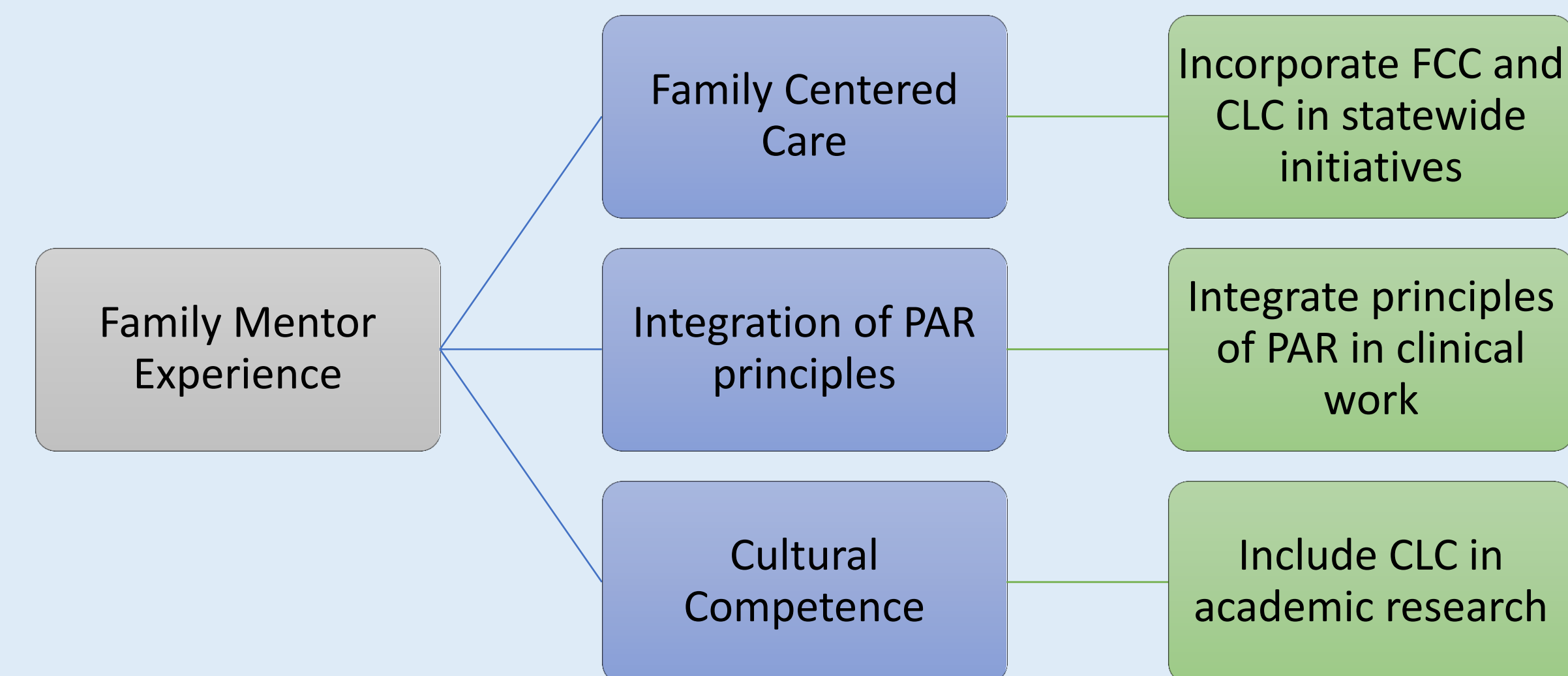
Through individual interviews, trainees were asked to reflect on an activity in the past month in which they utilized knowledge and skills learned through the LEND experience that contributed to their behaviors related to the activity.

Results

The results suggested that the training activities during the Ga LEND program had a sustainable impact on the trainees and that trainees were able to meaningfully apply constructs from the experience to their current decision-making behaviors. Through the data, we were able to identify 40 critical work incidents or work behaviors that could be connected to the trainees' participation in the program to improve the lives of individuals with disabilities and their families.

Critical Incidents Identified by Sub-themes:

The graphics below highlight the critical incidents categorized by sub-themes that were identified by participants related to specific activities in GaLEND.



Use a QR Reader to scan the code for a text document. Use the text to speech feature to have the contents of this poster read to you.