Executive Skills Questionnaire —

Peg Dawson & Richard Guare

Step I: Read each item below and then rate that item based on the extent to which you agree or disagree with how well it describes you. Use the rating scale below to choose the appropriate score. Then add the three scores in each section. Use the Key on page 2 to determine your executive skill strengths (2-3 highest scores) and weaknesses (2-3 lowest scores).

Strongly disagree	1	Tend to agree	5
Disagree	2	Agree	6
Tend to disagree	3	Strongly agree	7
Neutral	4		

Iter	n		Your score
1.	I don't jump to conclusions		
2.	I think before I speak.		
3.	I don't take action without having all the facts.		
		YOUR TOTAL SCORE:	
4.	I have a good memory for facts, dates, and details.	_	
5. 6.	I am very good at remembering the things I have committed to do I seldom need reminders to complete tasks).	
		YOUR TOTAL SCORE:	
7. 8. 9.	My emotions seldom get in the way when performing on the job. Little things do not affect me emotionally or distract me from the I can defer my personal feelings until after a task has been comple		_
		YOUR TOTAL SCORE:	
	I take unexpected events in stride.		
	I easily adjust to changes in plans and priorities. I consider myself to be flexible and adaptive to change.		
		YOUR TOTAL SCORE:	
	I find it easy to stay focused on my work.		
	Once I start an assignment, I work diligently until it's completed. Even when interrupted, I find it easy to get back and complete the	e job at hand.	
		YOUR TOTAL SCORE:	
16.	No matter what the task, I believe in getting started as soon as possible.		
	Procrastination is usually not a problem for me.		
18.	I seldom leave tasks to the last minute		
		YOUR TOTAL SCORE:	
20.	When I plan out my day, I identify priorities and stick to them When I have a lot to do, I can easily focus on the most important I typically break big tasks down into subtasks and timelines.	things .	
	7, ,	YOUR TOTAL SCORE:	

Strongly disagree	1	Tend to agree	5
Disagree	2	Agree	6
Tend to disagree	3	Strongly agree	7
Neutral	4		

Item				Your score
22. I am an organiz				
23. It is natural for me to keep my work area neat and organized.				
24. I am good at m				
			YOUR TOTAL SCORE:	
25. At the end of t	he day, I've usually finished what	t I set out to do.		
26. I am good at e	stimating how long it takes to do	something.		
27. I am usually or	time for appointments and activ	vities.		
			YOUR TOTAL SCORE:	
			TOOK TOTAL SCOKE	
28. I routinely eval	uate my performance and devise	e methods for		
personal impro				<u></u> ,
29. I am able to sto	ep back from a situation in order	to make objecti	ive	
decisions.				
30. I "read" situati	ons well and can adjust my beha	vior based on th	ne reactions of others.	
			YOUR TOTAL SCORE:	
	f as being driven to meet my goa			
	immediate pleasures to work or		S.	-
33. I believe in set	ting and achieving high levels of	performance.		
			YOUR TOTAL SCORE:	
24			_	
	g in a highly demanding, fast-pac			
35. A certain amount of pressure helps me to perform at my best. 36. Jobs that include a fair degree of unpredictability appeal to me.				
50. Jobs that mela	ac a fair degree of dripredictabili	ty appear to me	•	
			YOUR TOTAL SCORE:	
		KEY		
ltomo	Executive Skill		Evoqueivo Chill	
Items		Items	Executive Skill	
1-3	Response Inhibition	4 - 6	Working Memory	
7-9	Emotional Control	10 - 12	Flexibility	
13 - 15	Sustained Attention	16 - 18	Task Initiation	
19 - 21	Planning/Prioritizing	22 - 24	Organization	
25 - 27	Time Management	28 - 30	Metacognition	
31 - 33	Goal-Directed Persistence	34-36	Stress tolerance	
		_		
Strongest Skills		Weal	kest Skills	

Executive Skill Definitions

- Response Inhibition: The capacity to think before you act this ability to resist the urge to say or do something
 allows us the time to evaluate a situation and how our behavior might impact it. In the young child, waiting for a
 short period without being disruptive is an example of response inhibition while in the adolescent it would be
 demonstrated by accepting a referee's call without an argument.
- Working Memory: The ability to hold information in memory while performing complex tasks. It incorporates the
 ability to draw on past learning or experience to apply to the situation at hand or to project into the future. A young
 child, for example can hold in mind and follow 1-2 step directions while the middle school child can remember the
 expectations of multiple teachers.
- <u>Emotional Control</u>: The ability to manage emotions in order to achieve goals, complete tasks, or control and direct behavior. A young child with this skill is able to recover from a disappointment in a short time. A teenager is able to manage the anxiety of a game or test and still perform.
- <u>Flexibility</u>: The ability to revise plans in the face of obstacles, setbacks, new information or mistakes. It relates to an adaptability to changing conditions. A young child can adjust to a change in plans without major distress. A high school student can accept an alternative such as a different job when the first choice is not available.
- <u>Sustained Attention</u>: The capacity to maintain attention to a situation or task in spite of distractibility, fatigue, or boredom. Completing a 5-minute chore with occasional supervision is an example of sustained attention in the younger child. The teenager is able to attend to homework, with short breaks, for one to two hours.
- <u>Task Initiation</u>: The ability to begin projects without undue procrastination, in an efficient or timely fashion. A young child is able to start a chore or assignment right after instructions are given. A high school student does not wait until the last minute to begin a project.
- <u>Planning/Prioritization</u>: The ability to create a roadmap to reach a goal or to complete a task. It also involves being able to make decisions about what's important to focus on and what's not important. A young child, with coaching, can think of options to settle a peer conflict. A teenager can formulate a plan to get a job.
- <u>Organization</u>: The ability to create and maintain systems to keep track of information or materials. A young child can, with a reminder, put toys in a designated place. An adolescent can organize and locate sports equipment.
- <u>Time Management</u>: The capacity to estimate how much time one has, how to allocate it, and how to stay within time limits and deadlines. It also involves a sense that time is important. A young child can complete a short job within a time limit set by an adult. A high school student can establish a schedule to meet task deadlines.
- <u>Goal-directed persistence</u>: The capacity to have a goal, follow through to the completion of the goal, and not be put off by or distracted by competing interests. A first grader can complete a job in order to get to recess. A teenager can earn and save money over time to buy something of importance.
- Metacognition: The ability to stand back and take a birds-eye view of oneself in a situation. It is an ability to observe how you problem solve. It also includes self-monitoring and self-evaluative skills (e.g., asking yourself, "How am I doing? or How did I do?"). A young child can change behavior is response to feedback from an adult. A teenager can monitor and critique her performance and improve it by observing others who are more skilled.
- <u>Stress Tolerance</u>: the ability to thrive in stressful situations and to cope with uncertainty, change, and performance demands. We generally reserve our discussion of this skill to adults, since it seems more relevant with this population. We find it helps people understand the kind of work environment they do best in.

EXECUTIVE SKILL	POSITIVE EXAMPLE	NEGATIVE EXAMPLE
RESPONSE INHIBITION		
WORKING MEMORY		
EMOTIONAL CONTROL		
FLEXIBILITY		
SUSTAINED ATTENTION		
TASK INITIATION		
PLANNING/PRIORITIZING		
ORGANIZATION		
TIME MANAGEMENT		
GOAL-DIRECTED PERSISTENCE		
METACOGNITION		

EXECUTIVE SKILLS BEHAVIORAL DESCRIPTORS

- 1. Brings gym clothes on days student has gym class.
- 2. Homework and worksheets may be placed in any number of notebooks, books, or folders.
- 3. Sharpens pencil, chats with classmates or takes long bathroom breaks before getting down to work on in-class math assignment.
- 4. Able to do classroom presentations despite fear of public speaking.
- 5. Wants to make the 1st string soccer team but can't bring himself to practice ball handling skills.
- 6. Figures out the steps to follow to get a summer job.
- 7. Decides to improve math grade and increases study time for tests and quizzes.
- 8. Out of seat frequently during independent work time.
- 9. Takes notes in lecture classes and asks relevant questions.
- 10. Builds in extra time to complete a given task knowing there could be an interruption.
- 11. Struggles with creative writing assignment because can't think of anything to write about.
- 12. Does work carefully and checks answers before handing in test/assignment.
- 13. Writes down homework but doesn't think to check assignment book when gets home.
- 14. Chronically late for school.
- 15. Finishes an entire homework assignment before taking a break.
- 16. Shuts down when criticized by teacher
- 17. Student places documents in appropriately labeled folders on her computer.
- 18. Frequently makes faulty assumptions about assignment directions and doesn't check with teacher before starting the assignment.
- 19. Friend bails on afterschool activity; student adjusts with back-up plan.
- 20. Says rude or hurtful things to kids.
- 21. After being given group oral directions, student begins the assignment.
- 22. Given 4 homework assignments on a given night, can't figure out what to do first.

PLANNING SHEET FOR DESIGNING STRATEGIES TO OVERCOME EXECUTIVE SKILL OBSTACLES

Directions:

- 1. Describe the lesson being taught.
- 2. Identify the executive skills the lesson requires students to use.
- 3. Identify potential obstacles that might prevent the student from using those skills effectively.
- 4. With the student, decide on a strategy to use to overcome the obstacle.

Lesson/Assignment	Executive Skill(s)	Obstacle	Possible Strategies

Classroom Routine Planning Form

Identify a classroom routine that would address a classroom or student problem, incorporates 1 or more executive skills, and that would take no more than 5-10 minutes a day or no more than 15 minutes once a week to implement. Elementary and secondary examples have been provided.

Elementary Example

Goal Behavior	Executive Skill(s)	Routine	Est. time required
Smooth transition from	Response inhibition	Students maintain	3 minutes
classroom to cafeteria	Emotional control	personal space and use	
		quiet voices in the	
		corridor	

Steps in the Routine:

- 1. Talk with class about going from the classroom to the cafeteria; ask what a "bumpy" transition looks like; then ask what a "smooth" transition looks like. Ask students which is better and talk about why a smooth transition is better.
- 2. Referring to classroom posters of individual executive skills, ask students which executive skills are needed for a smooth transition.
- 3. With the class, make a list of steps for getting ready for lunch (e.g., hand in completed work; clear desk surface; get lunch box if applicable; when instructed, line up in orderly fashion; walk to cafeteria keeping appropriate distance from others in line and talking with "indoor voices.")
- 4. Post the routine and review the steps for several days.
- 5. Prompt kids to begin the routine.
- 6. Announce each step.
- 7. Debrief with students after lunch to assess how it went for several days.
- 8. Assign a student to announce the routine.
- 9. Fade the prompts.

Secondary Example

Problem situation	Executive Skill(s)	Routine	Est. time required
Students forgetting to hand in homework	Working memory	Stand by door at end of class and accept	3-5 minutes
		completed homework.	

Steps in the Routine

- 1. Begin with a discussion about the challenges of handing in homework at the end of class. Ask students why they're neglecting to do this.
- 2. Referring to classroom posters of individual executive skills, ask students which executive skills are needed to do this successfully.
- 3. Solicit from students possible solutions to the problem. One solution might be:
 - a. At the end of class on days homework has been assigned, teacher will stand by door to accept completed homework.
 - b. If students don't have the assignment, they will be asked to go to the end of the line and come up with a plan for how/when they will get the homework to the teacher.
 - c. After a week, debrief with students to determine how the routine is working and to tweak the routine if needed.
 - d. Optional: ask the class to set a class goal (% of students handing in homework on time) and come up with an activity reward for reaching the goal.

Goal Behavior or	Executive Skill(s)	Routine	Est. time required
Problem Situation			

Rantina	ctance
Routine	sicps.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Practice Example

Sarah is a social child with lots of friends. During whole-class discussion, she's engaged and frequently raises her hand to participate. She also does well with group activities, but she has the hardest time getting her seatwork done. When the teacher assigns a task, she seems to spend a great deal of time getting organized or she might start it right away, but she becomes quickly distracted. She might get up and sharpen her pencil, go to the bathroom, or talk to the other students sitting at her table. Sometimes she might overhear a conversation at the next table and feel like she has to participate in that discussion. The teacher feels like she's spending a lot of time cueing Sarah to get back to work or asking her how far along she is in her assignment. Even when she does cue her, the next thing she knows, Sarah is rummaging in her desk for something or has started talking to the girl who sits behind her.

Intervention Planning Form

Student Strengths: Identify a few of the student's strengths or positive traits, particularly noting any executive skill strengths the student may have.	
Problem Description: Which problem behavior should be targeted?	
Executive Skill(s): What skills do you think might be involved?	
Setting: Where, when, or under what circumstances does the behavior usually occur?	All day long in every setting
Where to Start—If you could select one setting or activity or change one small part of the student's behavior that would lead you to say, "This is better," what would that be?	Math seatwork
 Possible Strategies student might use. Think about environmental modifications, cues, visual imagery, checklists, smart phone apps, self-talk, mental rehearsal, etc. Examples of environmental modifications: Change physical or social environment (e.g., add physical barriers, reduce distractions, provide organizational structures, visual cues, etc.) Modify the task (e.g., make shorter, build in breaks, give something to look forward to, create a schedule, build in choice, make the task more fun, etc.) Change the way adults interact with the student (e.g., rehearsal, prompts, reminders, coaching, praise, debriefing, feedback) 	
Possible Motivator—What would help the student be more likely to try? Can you use a simple reward system? Alternate between preferred and non-preferred activities? Have student identify something to look forward to doing when the task (or a piece of the task) is done Other ideas?	
Visual to Show Progress—What visual feedback can you give the student so he/she can clearly see that progress is being made? Graph? Checklist? Behavior counts? Tracking grades on tests? Other ideas?	

Student Strengths: Identify a few of the student's strengths or positive traits, particularly noting any executive skill strengths the student may have.	
Problem Description: Which problem behavior should be targeted?	
Executive Skill(s): What skills do you think might be involved?	
Setting: Where, when, or under what circumstances does the behavior usually occur?	
Where to Start—If you could select one setting or activity or change one small part of the student's behavior that would lead you to say, "This is better," what would that be?	
 Possible Strategies student might use. Think about environmental modifications, cues, visual imagery, checklists, smart phone apps, self-talk, mental rehearsal, etc. Examples of environmental modifications: Change physical or social environment (e.g., add physical barriers, reduce distractions, provide organizational structures, visual cues, etc.) Modify the task (e.g., make shorter, build in breaks, give something to look forward to, create a schedule, build in choice, make the task more fun, etc.) Change the way adults interact with the student (e.g., rehearsal, prompts, reminders, coaching, praise, debriefing, feedback) 	
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Possible Motivator—What would help the student be more likely to try? Can you use a simple reward system? Alternate between preferred and non-preferred activities? Have student identify something to look forward to doing when the task (or a piece of the task) is done Other ideas?	
Visual to Show Progress—What visual feedback can you give the student so he/she can clearly see that progress is being made? Graph? Checklist? Behavior counts? Tracking grades on tests? Other ideas?	

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Helpful Websites

http://smartbutscatteredkids.com http://www.unstuckontarget.com

http://www.efintheclassroom.net http://www.pbs.org/wgbh/pages/frontline/shows/t

eenbrain/view/

https://www.youtube.com/channel/UCvePPJz4o 6

<u>Dg5qTzOqcVPg</u> (YouTube Channel: Teenchangers) <u>http://developingchild.harvard.edu</u>

http://efs2therescue.ca http://www.brainfacts.org

http://activatedlearning.org http://www.dana.org

http://learningworksforkids.com https://casel.org/resources

http://www.toolsofthemind.org https://www.pbisworld.com

https://www.gonoodle.com

PERSONAL GOAL SETTING AND ACTION PLANNING

GOAL-SETTING. Start by thinking of a goal you'd like to work on. It could be a task you've been putting off, or a project you want to start or a behavior you want to change. If you can, identify more than one, so that you have a few to choose from.

Possible goals				
1.				
2.				
3.				
Select one of the goals and place an asterisk next to it. Now think about some of the potential obstacles that might prevent you from reaching your goal. How can those obstacles be overcome or avoided?				
Potential obstacle	Ways to overcome the obstacle			
1.				
2.				
3.				

4.

5.

Creating a SMART Goal (See Unit 3 Secondary for More Information About This)

SMART Goal Planner				
Specific	What EXACTLY do you want to happen?			
Measurable	I will know I have reached my goal when			
Attainable	Can I reach my goal by the deadline?	How confident am I that I can reach my goal? 1		
Relevant	Is this goal important to me?	How important is it to me to reach my goal? 12345 Not very So-so Very!		
Time-bound	I will reach my goal by:			

Action Plan for Achieving SMART Goal

Steps to Follow or Tasks to Accomplish	Target Completion Date	Done!
to Complete Goal		
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		