



Empowering Teams



Fostering Engagement and Excellence in Clinical Care


To support the delivery of excellent clinical care, our team members must be happy, engaged, and well-equipped. We strive to provide the resources they need to offer compassionate and effective services, to continually improve their skills, and to collaborate effectively.

Commitment to Clinical Support and Workload

- The average BCBA caseload size across all Mindcolor centers is **6.3** clients. 
- Our team members benefit from experienced local leadership; center directors have **at least 3 years of experience** as Board Certified Behavior Analysts (BCBAs). This experience level has remained consistent throughout 2024 and 2025.
- **95%** of Behavior Technicians become RBTs while employed at Mindcolor.
- **97%** of Mindcolor team members **pass the RBT exam on the first try.** 

Team Satisfaction and Engagement



- Mindcolor team members consistently rank overall satisfaction 8.3 out of 10 (internal) and 4.5 out of 5 (external). Overall, **94% of employees would recommend working at Mindcolor Autism to a friend.**
- In 2025, Mindcolor was named one of Glassdoor's Top Places to Work.
- Team members consistently rank their happiness level at work 7.7 out of 10. 

Leadership and Supervisor Support

- **80%** of Mindcolor team members would describe their direct supervisor as a great role model.



- **Team members rank their experience with:**

- BCBA Support: **8.7 out of 10**
- Direct Leadership Support: **8.4 out of 10**
- Overall Mindcolor Support: **8.0 out of 10**
- Combined Overall Support: **8.4 out of 10**



- Team members positively rate their experience working with their direct supervisor as an **8.5 out of 10**.



Professional Development and Ethical Practice

- We held **14 high-quality CEU events** exclusively for Mindcolor BCBA's and BCaBA's, featuring renowned and published experts.
- During 2025, our literature library support system successfully processed 55 requests, resulting in a total of **283 articles** placed into Mindcolor's library across 7 distinct categories.
 - The average turnaround time for fulfilling requests is **1.77 days**, with each team member receiving an average of **4.9** relevant articles.
- Since its establishment in mid-2025, the Mindful Ethics Collective has held **6** collaborative meetings addressing current ethical issues.
 - It has facilitated an ethics hotline that receives approximately **1** confidential submission per month, with responses provided from an ethics expert in **under 24 hours**.

Clinical Advancement and Consultation

- The newly introduced Senior BCBA program has resulted in **90%** of applicants meeting the criteria for promotion, with successful candidates transitioning into their new roles within an average of **2 months**.
- In 2025, our centralized clinical leadership team conducted a total of **51 case consultations aimed at enhancing the expertise of BCBA's**. These sessions addressed specific client challenges and facilitated nuanced case conceptualization.
- We facilitated an additional **11 collaborative consultation sessions**, focusing on multiple clients within each session, which included both our internal clinical BCBA's and members of our Clinical Advisory Board.