



Tiffany Moore

Divergent Behavioral Services

Divergent Behavioral Services provides Applied Behavior Analysis (ABA) therapy for individuals who have intellectual or developmental disabilities or Autism. We positively impact the Springfield community by expanding access to ethical, neurodivergent-affirming behavior services for those who are often underserved—especially teens and adults with autism. We are also committed to increasing service accessibility by accepting Missouri Medicaid and working to reduce wait times. These clients can find themselves accessing our services within a few months instead of staying on wait lists for years. Our services focus on meeting people where they are and building meaningful, functional skills that improve quality of life, self-advocacy, and independence.

We support clients and families through individualized ABA therapy, behavior assessments, caregiver coaching, and consultation services that honor each person's values, communication style, and goals. By prioritizing collaboration and assent, we help individuals better navigate school, work, home, and community environments while reducing barriers that can limit long-term success. We actively contribute to the local ecosystem by partnering with non-profits and other service providers to ensure coordinated care. We also invest in Springfield's workforce by providing professional development and training for behavior technicians, as well as staff with Community Partnership of the Ozark and the Springfield Greene County Library District, promoting high-quality services, education, and staff retention within the community. We strengthen Springfield and the surrounding areas by empowering neurodivergent individuals to have a voice, build skills that matter to them, and participate more fully in the life of their community.

At Divergent Behavioral Services, excellence is defined by ethical integrity, individualized care, and meaningful outcomes that genuinely improve quality of life. We hold ourselves to high clinical and professional standards by delivering services that are evidence-based, trauma-informed, and grounded in respect for neurodiversity. Our approach prioritizes client assent, autonomy, and collaboration, ensuring services are both effective and ethically sound. Quality is delivered through individualized assessment and treatment planning that reflects each client's strengths, values, communication style, and goals. This is not a one-size-fits-all model. Programs are continuously monitored using data, caregiver input, and client feedback to ensure interventions remain relevant, effective, and aligned with what matters most to the individual.

Excellence in customer experience means clear communication, transparency, and consistency. Families and clients know what to expect, are informed partners in decision-making, and receive timely follow-through on recommendations, scheduling, and progress updates. We prioritize responsiveness and reliability because trust is foundational to high-quality care.

Professionalism is reflected in ongoing staff training, supervision, and mentorship, ensuring our team stays current with best practices and ethical standards. We emphasize accountability, follow-through, and reflective practice at every level of service delivery.

By combining high ethical standards with personalized, values-driven care, we deliver excellence that is sustainable, compassionate, and centered on long-term success for the individuals and families we serve.

We demonstrate innovation and leadership by intentionally evolving how applied behavior analysis is delivered, particularly for teens and adults with autism who have historically been underserved. We lead by challenging compliance-based models and instead implementing neurodivergent-affirming, values-driven practices that emphasize autonomy, assent, and meaningful life outcomes. We integrate principles from Acceptance and Commitment Therapy (ACT) into behavior analytic services to support emotional regulation, values clarification, and flexible responding. We also adapt service delivery to meet real-world needs, offering individualized support across all settings rather than relying on rigid program structures.

Leadership extends beyond direct services. We also invest in mentoring clinicians and technicians through ongoing training, reflective supervision, and ethical decision-making support, helping shape a more compassionate and skilled workforce. We actively collaborate with families, schools, and community partners to coordinate care and problem-solve barriers to access and participation. We are committed to responding to emerging research and community needs, continuously refining our practices to ensure relevance and sustainability. By modeling ethical leadership, embracing innovation, and centering neurodivergent voices, Divergent Behavioral Services contributes to meaningful change within the ABA field and sets a standard for thoughtful, forward-thinking care.

Divergent Behavioral Services is guided by core values embedded in our daily operations of respect, ethics, individuality, collaboration, and growth, and these values are. Respect shows up through neurodivergent-affirming practices that honor each client's autonomy, communication style, and lived experience. We prioritize assent, choice, and dignity in all interactions, ensuring services are supportive rather than compliance-driven.

Ethical practice is central to how we operate. Decisions are grounded in evidence-based care, transparency, and accountability, with careful consideration of what is clinically effective and personally meaningful for each individual. We emphasize individualized treatment planning and ongoing data review while remaining responsive to client and family feedback.

Individuality guides how we design and implement services. No two programs look the same because no two people are the same. Goals are selected based on client values, functional needs, and quality-of-life outcomes, not standardized checklists.

Collaboration shapes our relationships with clients, caregivers, team members, and community partners. We value open communication, shared problem-solving, and mutual respect, creating strong partnerships that support consistency and success across environments.

Growth is reflected in our commitment to continuous learning and professional development. We support our team through mentorship, reflective supervision, and training, while also adapting our services based on emerging research and community needs. Together, these values ensure that Divergent Behavioral Services operates with integrity, compassion, and long-term impact.

My business is in the season of building. We were established in the summer of 2024, at a time when changes to healthcare and Medicaid funded services have gone through changes in Missouri. We have weathered these changes and established ourselves as an accessible resource in the Springfield area. We are one of the few providers in our area offering a more focused approach to behavioral services for all ages; including teens and adults in our area.

When we focus on the highest priority needs, we provide support where it is needed most while allowing individuals and families to live their lives outside of clinical services.

When I decided I wanted to be a Behavior Analyst my ultimate goal was to be part of the solution providing quality support in Southwest Missouri. I am proudest of the success we are already seeing with individual clients and families as well as within our business and community. As a neurodivergent clinician and business owner I understand some of the challenges we face in our community. I lead with compassion and understanding with the ultimate goal of supporting all members of our community in finding their voice and a place where they truly feel safe and that they belong.



Tiffany Moore established Divergent Behavioral Services in August 2024. She began working in the field supporting those with disabilities in 2007. She earned a Bachelor of Science degree in Psychology from Missouri State University, a Master of Arts degree in Human Development and Family Studies with an emphasis in family and community services from the University of Missouri Columbia. After seeing the limited services available for those with Autism and other intellectual and developmental disabilities in Southwest Missouri and the added impact of the COVID 19 pandemic she decided she wanted to be a part of the solution. She completed a graduate certificate in Applied Behavior Analysis from Arizona State University. She then earned her certification as a Board Certified Behavior Analyst in 2023 and is a Licensed Behavior Analyst in Missouri, Texas, and Virginia.

She obtained training in behavioral support across the lifespan from 18 months to 55 years of age with varying levels of support needs in clinics, schools, daycares, homes and community settings. Her extensive experience in the disability field has allowed her to have a unique perspective while disseminating the science of ABA.

She is most passionate about creating increased access to ABA services that are rooted in compassionate and trauma informed care. As a parent and neurodivergent clinician, she doesn't just say she is neurodivergent affirming, she lives the practice every day. Her ultimate goal is to increase the understanding that all behavior is communication and every person's voice matters.