

## CULTURE CHANGE in ACTION WEBINARS

Growing Person-Centeredness

Back to Basics: Sometimes the Answer is Not a Shiny New Penny!



Joanne Rader



#### Objectives:

- Define basic concepts and practices that support PCC
- Examine basic concepts related to bathing without a battle
- Identify and explore at least two other
   basic concepts and practices that support
   best practice

Pioneer Network

**CULTURE CHANGE** 

## Five basic principles:

- Know the person
- 2. It's all about relationship
  - 3. Listen to the person
- 4. Learn to speak the language of dementia
- 5. No forced care

## 1. Know the person

Ballerina with Alzheimer's returns to Swan Lake

#### 2. It's all about relationship

Does it make any sense, in any world, that you would allow someone to touch you and take your clothes off before you give permission or before you know them?

- ► How do you get permission?
  - Create a relationship

## Here is how

- Pre-preliminaries from Humanitude
  - ► Knock, knock, knock
  - Make eye contact
  - Make verbal contact
  - Try touch if have the others

Need at least 2 to get consent to proceed

# 3. Listen to the person - words, sounds, facial expression and other behaviors

- All behavior has meaning and is a form of communication
- And that includes YOUR behavior!!!!

An example of learning the language of dementia

## General strategies: calm, flexible, guiding, simplify, go slow

- Verbal Approaches
  - Concrete, exact, positive phrases
  - One step commands
  - Yes/no questions
  - Use props
  - Avoid arguing or reasoning
  - Ask for their opinion

- Nonverbal Approach
  - Attitude and mood are contagious
  - Make eye contact
  - Approach from front or slight side
  - Get low
  - Use gestures
  - Use touch to guide

### 5. No forced care

#### What has gone wrong?

- Didn't listen to resident's choice and concerns
- Used forced so focus on task not person
- Limited vision about possible options
- Not feeling like as caregiver could make decisions at bedside.

#### What has changed?

- Resident feels listened to
- Resident's privacy and comfort taken into account - creativity and sensitivity
- Task being done in context of a relationship
  - Compliments
  - Conversation about thing resident is interested in
  - Can it be better or is it good enough?

How does the resident feel after this experience?

How does the caregiver feel?

How does this help with recruitment and retention?

#### **Provider Directed**

#### Staff Centered

#### Person Centered

#### Person Directed

Mgmt. makes
most of the
decisions with
little conscious
consideration of
the impact on
residents and
staff.

Staff consult residents or put themselves in residents' place while making the decisions. Resident
preferences or past
patterns form basis
of decision making
about some routines.

Residents make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and lifelong habits.

Residents accommodate staff preferences; are expected to follow existing routines. Residents
accommodate staff
much of the time—
but have some
choices within
existing routines and
options.

Staff begin to organize routines in order to accommodate resident preferences—articulated or observed.

Staff organize their hours, patterns and assignments to meet resident preferences.

Low

#### **Continuum of Person-Directedness**

High

## Five basic principles:

- Know the person
- It's all about relationship
- Listen to the person
- Learn to speak the language of dementia
- No forced care bathing 3 videos

## QUESTIONS?









# Let's Talk About Sex: Intimacy, Sexual Expression, and Living with Dementia

#### Faculty:

Vicki L. Schmall, Ph.D., Executive Director and Gerontology Specialist with Aging Concerns in Oregon Evy Cugelman, RN, Gerontological Nurse Educator/Consultant Elizabeth Edgerly, Ph.D., Executive Director of the Alzheimer's Association, Northern California





#### A Conversation With Friends on Collective Trauma and Coping During The Holidays

Thursday, December 10, 2020 1:00 pm - 2:00 pm EST











