

 PHI QUALITY CARE THROUGH QUALITY JOBS

Going Beyond Regulatory Compliance... You ARE Ready!

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MOVING TOWARDS PERSON-DIRECTED, RELATIONSHIP-BASED LIVING


The History of Aging and Care in the U.S. – How did we get here?




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Early in the 20th Century

Elders aged in place with extended families
Or moved into homes with children





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Early Residential Care

Poor Farms/
Psychiatric Hospitals

1934 Social Security
Signed into law




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1940's Society is Changing

Women enter the workforce

People keep moving to cities

Families living far from elders



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Creation of the Nursing Home

Growing numbers of elders needing care and support

Medicare and Medicaid

The Growth of Nursing Homes



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2018 - Time to Change! REALLY...

Time to move beyond the institution to Real Homes and Person-Directed Living



At the Heart of Culture Change



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Reflect on Penny Shaw's perspective....



<https://youtu.be/fmKAbegsUnA>

- What do you think if Penny's points?
- What is the message you are taking from Penny Shaw's comments?
- What is the biggest challenge in her words to your practice?

Beliefs, Customs, Behaviors and Language

BELIEFS - *Something that is held with confidence to be true.*

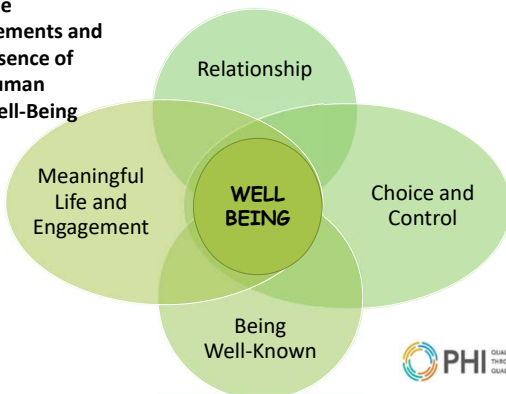
CUSTOMS - *A way of doing things that most people in a culture accept as tradition and beyond question*

BEHAVIORS - *the way we act in everyday life and the way we communicate with each other*

LANGUAGE - *the words we use to communicate to others what we believe and what we think is truly important*



The Elements and Essence of Human Well-Being



So Why Change? It is not really about regulations!

What are you taking away from this discussion?

What is the impact for elders living in homes with these beliefs, customs, behaviors and language?

What happens if these old customs, believes, language and behaviors are demonstrated in our work?



Individual Well-Being

A state or condition of being content, comfortable, healthy, successful and happy

Core Psychological Needs of Human Beings

Relationships/Connectedness/Attachment/
Inclusion/Love



Engagement/Connectedness

Occupation/Accomplishment

Growth Security/Comfort

Joy/Positive Emotions Identity

Meaning/Purpose Autonomy

Think of a time you were in high well-being

What psychological needs were most being met? How did you experience them?

Relationships/Connectedness/Attachment/
Inclusion/Love

Engagement/Connectedness


Occupation/Accomplishment

Growth Security/Comfort

Joy/Positive Emotions Identity

Meaning/Purpose Autonomy

Knowing a Person




Our Life Story

What are the ways you currently get to know a new resident?

Have you ever read an obituary of a resident after they died? Were there any surprises?


How do you currently learn about a person's life story? How do you share it.

"Getting to Know You"



Knowing a Person: Debrief

What impact did learning your partner's story have on your relationship?



How might knowing their stories influence your future relationship?


Choice and Control

Understanding the Balance of Power

Power - the capacity or ability to direct or influence the behavior of others or the course of events.

In what ways do you have control and choice in your life?

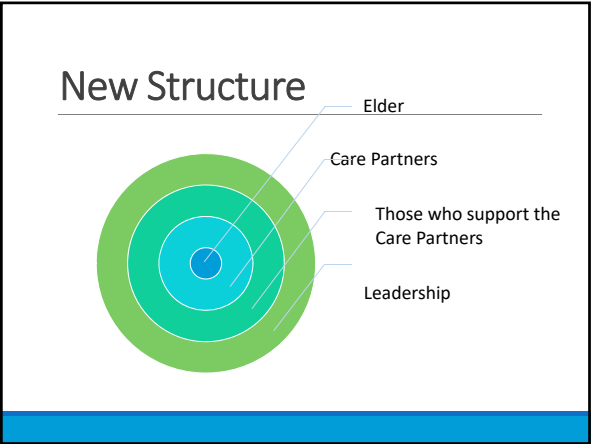
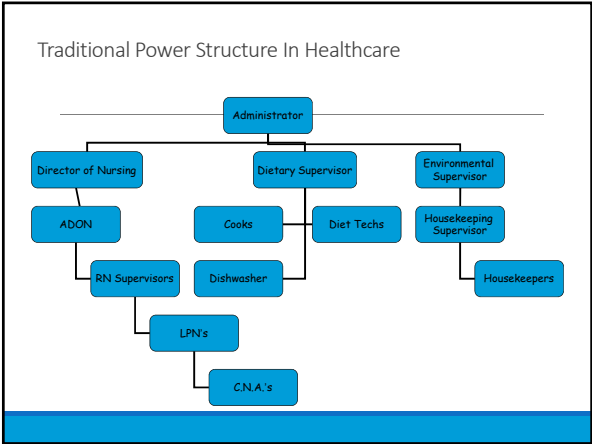
Do you control everything?



You wake up in the morning and are living in a nursing home....

What would be the most important thing for you to control to support your well being?

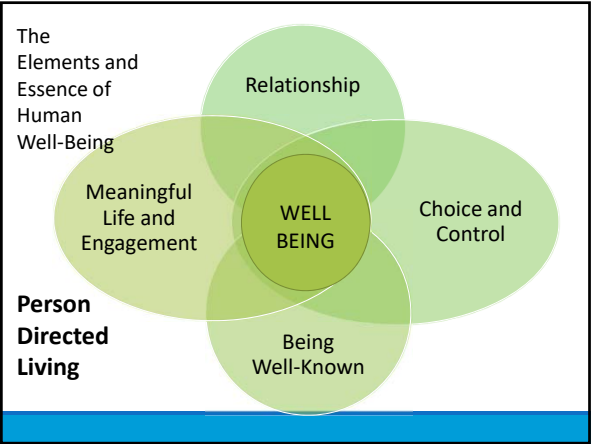
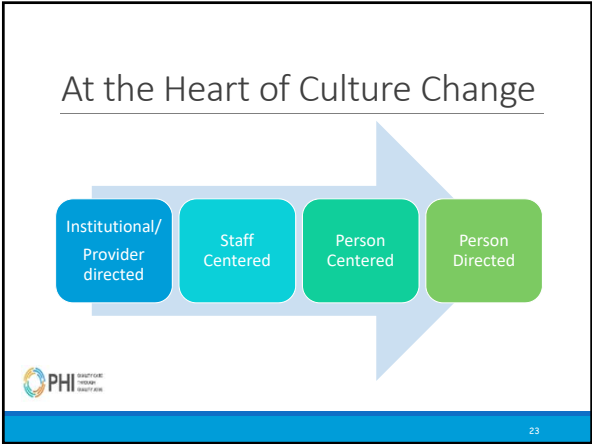
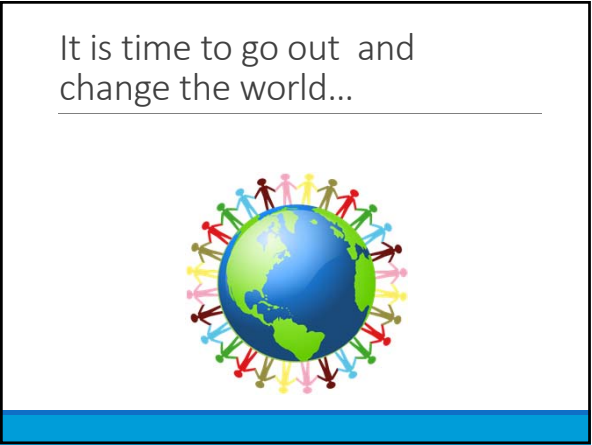
What would be intolerable for you to lose control over?



Meaningful Life and Engagement

We crave meaning in our lives.
 Why get out of bed in the morning without it?

What makes life meaningful to you? What adds joy and satisfaction to your days?



“There are few presumptions in human relationships more dangerous than the idea that one knows what another human being needs better than they do themselves.”

Michael Ignatieff



Learning Circle

What is one thing you will do based upon what you learned at this conference?

