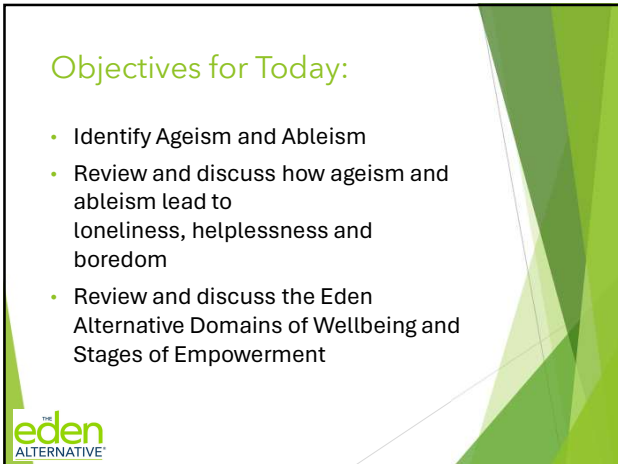
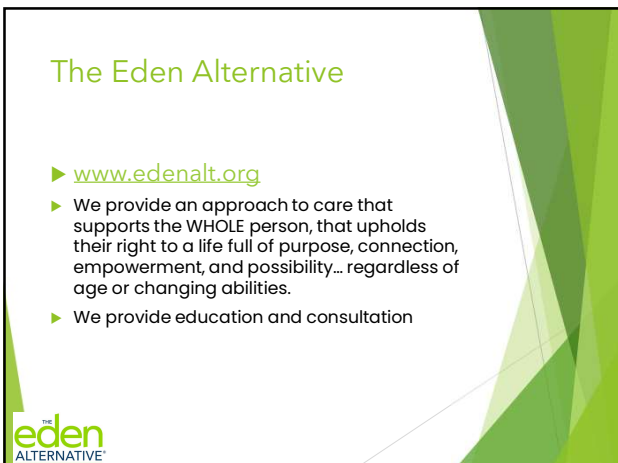




1



2



3


Definition of an Elder

Someone who by virtue of life experience is here to teach us how to live.

The Eden Alternative®

An Elder is a person who is still growing, still a learner, still with potential and whose life continues to have within it promise for and connection to the future. An Elder is still in pursuit of happiness, joy and pleasure, and her and his birthright to these remains intact. Moreover, an Elder is a person who deserves respect and honor and whose work it is to synthesize wisdom from long life experience and formulate this into a legacy for future generations.


*Barry & Deborah Barkan,
founders of the Live Oak Project*



4

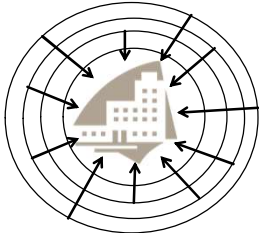
The Eden Alternative

- ▶ 10 Principles, and
- ▶ 7 Domains of Well-being



5

Institutional Mindset

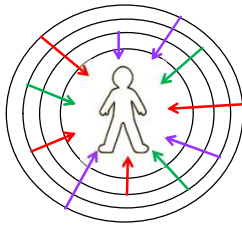


Institution is more than a building ... it is a mindset



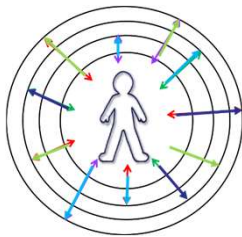
6

Person-Centered Mindset



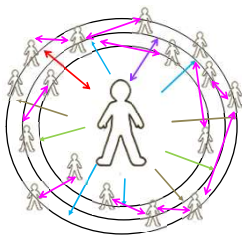
7

Person-Directed Mindset



8

Well-Being Mindset




9

Principle One

Loneliness, helplessness and boredom are painful and destructive to our health and well-being.

This is the PROBLEM Principle.



10

Principle Two

A caring, inclusive and vibrant community enables all of us, regardless of age or ability, to experience well-being.

This is the SOLUTION Principle.




11

Loneliness

The pain we feel when we want companionship and cannot have it.

Principle Three:

We thrive when we have easy access to the companionship we desire. This is the antidote to loneliness.



12

Helplessness

The pain we feel when we only receive care and never have an opportunity to give care.

Principle Four:
We thrive when we have purpose and the opportunity to give, as well as receive. This is the antidote to helplessness.




13

Boredom

The pain we feel when our lives lack variety and spontaneity.


Principle Five:
We thrive when we have variety, spontaneity, and unexpected happenings in our lives. This is the antidote to boredom.



14

10 Principles of the Eden Alternative

- ▶ Principle 1 - Problem Principle
- ▶ Principle 2 - Solution Principle
- ▶ Principles 3, 4, 5 - Antidotes



15

What does our society say about older adults and persons with disabilities?


► <https://www.menti.com/aln86x3g1gn8>



16

Ageism, Ableism, and the Three Plagues

- Ageism: discrimination against a person because of their age
- Ableism: discrimination against a person based on our perceptions of their abilities
- How do ageism and ableism intersect with loneliness, helplessness and boredom?



17

Ageist/ableist attitudes and labels

Feed and reinforce loneliness, helplessness and boredom


Results in calling out, reaching out, clinging, agitation, irritation, restlessness, etc.



18

Behaviors

- ▶ Behaviors are expressions of an unmet need
- ▶ Which direction should we go?
 - ▶ Behavior Management
 - ▶ Root Cause Analysis



19


Behaviors (Unmet Needs) Traditional Pathway/Behavior Management



```
graph LR; Behavior((Behavior)) --> BehaviorProblem((Behavior Problem))
```

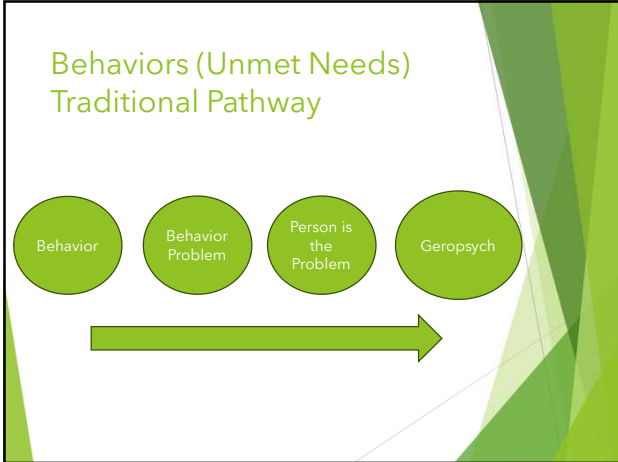
20

Behaviors (Unmet Needs) Traditional Pathway



```
graph LR; Behavior((Behavior)) --> BehaviorProblem((Behavior Problem)); BehaviorProblem --> PersonIsTheProblem((Person is the Problem))
```

21



22

Behaviors (Unmet Needs) Traditional Pathway Result

- ▶ Person is medicated (may or may not return to previous living environment)
 - ▶ Home
 - ▶ Assisted Living
 - ▶ Skilled Nursing Home
 - ▶ Memory Care/Support
- ▶ Unmet need has not been addressed
- ▶ "Behavior" persists

23

Paradigms

- ▶ A paradigm is a set of assumptions, concepts, values and practices that constitutes a way of viewing reality for the community that shares them.
- ▶ A paradigm shift = a new way of seeing the world.

24

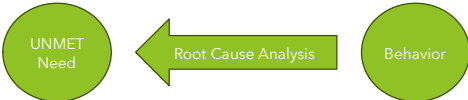
Eden Alternative Domains of Well-Being®

- ▶ Identity
- ▶ Growth
- ▶ Autonomy
- ▶ Security
- ▶ Connectedness
- ▶ Meaning
- ▶ Joy



25


**Behaviors (Unmet Needs)
Root Cause Analysis through
Domains of Well-being**



26

**Root Cause Analysis with Eden
Alternative Domains of Well-Being®**


- ▶ Does this person have Identity? Has it changed recently?
- ▶ Growth - Is this person growing?
- ▶ Autonomy - Does this person have choice?
- ▶ Security - Is this person secure?
- ▶ Connectedness - Does this person have connectedness?
- ▶ Meaning - Does this person have meaning in their life?
- ▶ Joy - When was the last time the person was joyous?



27

Root Cause Analysis w Domains of Well-being Result


- ▶ Person's unmet need is fulfilled
- ▶ Carepartners understand triggers which cause behaviors and prevent triggers in the future
- ▶ "Behavior" likely stops
- ▶ Person is in a state of well-being



28

Principle Six


- ▶ Meaningless activity corrodes the human spirit. Meaning is unique to each of us and is essential to health and well-being.
- ▶ How do we create meaning?
- ▶ How can we destroy meaning?



29

Principle Six in Action

- ▶ We support others and the decisions we make can cause
 - ▶ Meaning to be completely stripped away
 - ▶ Meaning strengthened for all



30

Simple Pleasures

- ▶ Make our day a little better
- ▶ Often taken for granted
- ▶ The details create the uniqueness

- ▶ Not a once and done ...



31

Principle Seven

We are more than our medical diagnoses. Medical treatment should support and empower us to experience a life worth living.

Care: helping another to grow


Treatment: helping someone with an illness to recover



32

Principle Seven in Action


- ▶ We support others and the decisions we make can cause
 - ▶ Meaning to be completely stripped away
 - ▶ Meaning strengthened for all



33

The Eden Alternative
Golden Rule

As management does unto
staff, so shall staff do unto
the Elders.



34

Principle Eight

Decision-making must involve
those most impacted by the
decision. Empowerment activates
choice, autonomy, and influence.



35

Five Conditions of
Empowerment

- ▶ Information
- ▶ Knowledge
- ▶ Skills/training
- ▶ Resources
- ▶ Supportive environment

All conditions must be present for
true Empowerment.



36

Empowerment cautions:

- ▶ The person receiving the decision must be ready
- ▶ Skipping over people to take a decision directly to the Elder can create conflict
- ▶ Your heart has to be committed to empowerment
- ▶ Don't let fear be the driver



37

Communication

- ▶ Listening Filters
 - ▶ Try to fix it or give advice
 - ▶ Compare, tell our own story
 - ▶ Take it personally
 - ▶ Judge, criticize, or blame
 - ▶ Jump to conclusions
 - ▶ Avoid conflict, placate



38

Communication


- ▶ Active Listening
 - ▶ Be fully present
 - ▶ Be calm
 - ▶ Seek to understand
 - ▶ Stay open
 - ▶ Monitor body language
 - ▶ Reflect back message
 - ▶ Reflect back needs/feelings
 - ▶ Follow-up questions



39

10 Principles of the Eden Alternative

- ▶ Principle 1 - Problem Principle
- ▶ Principle 2 - Solution Principle
- ▶ Principles 3, 4, 5 - Antidotes
- ▶ Principles 6, 7, 8 - Practice Principles



40

The Eden Alternative® and Culture Change

The Eden Alternative = Culture Change

Culture is the predominating attitudes, beliefs, values and underlying assumptions that characterize an organization.

Culture is the sum total of everything we do without thinking about it or planning it.

Goal = Person-directed model of care, focusing on well-being for all involved



41

Three Types of Transformation

Physical Transformation
Organizational Transformation
Personal Transformation



42

Facilitating Transformation

- ▶ The GROWTH Model
 - ▶ G = Get Real
 - ▶ R = Reach Out
 - ▶ O = Open Up and Dream
 - ▶ W = Work Up a Plan
 - ▶ T = Take Action
 - ▶ H = Hold Steady and Reach Further




43

The Eden Alternative Test

- ▶ Is it close to the Elders?
- ▶ Does it provide continuing contact?
- ▶ Does it promote growth?

OR


- ▶ Would we do it this way at home?



44

Principle Nine


Building a collaborative and resilient culture is a never-ending process. We need to keep learning, developing, and adapting.



45

Culture vs Climate

- ▶ **Culture** is the deeply rooted nature of the organization, the result of long held formal and informal systems, rules and traditions.
- ▶ **Climate** is the feel of the organization, based on the values, skills, attributes, actions and priorities of the current formal leadership.




46

Climate

Cold Climate		Warm Climate
▶ Pessimism	→	▶ Optimism
▶ Cynicism		▶ Trust
▶ Stinginess		▶ Generosity

↙


Mitzvah: A good deed done without expectation of anything done in return.



47

Principle Ten

Wise leadership is the key to meaningful and lasting change. For it, there can be no substitute.



48

What is leadership?


- ▶ The ability to influence others to follow you in a positive direction. Even if the leader is not standing beside them, they continue in that direction.
- ▶ Leadership flows from relationships
- ▶ Where do leaders come from:
 - ▶ Natural leaders: 10%
 - ▶ Born in crisis: 5%
 - ▶ Grown by other leaders: 85%



49

The Anatomy of Power
JK Gilbraith


Compensatory Power
Condign Power
Conditioned Power



50

10 Principles of the Eden Alternative

- ▶ Principle 1 - Problem Principle
- ▶ Principle 2 - Solution Principle
- ▶ Principles 3, 4, 5 - Antidotes
- ▶ Principles 6, 7, 8 - Practice Principles
- ▶ Principles 9, 10 - Drivers



51

Create a more accountable system of care:

- ▶ Teach members of the larger community
- ▶ Share with other care service providers
- ▶ Become bi-lingual
- ▶ Transition the whole person
- ▶ Short-term care reflects the individual's daily rhythm of life
- ▶ Pay attention to loneliness, helplessness and boredom
- ▶ Inspire students



52

As you dream, think about:

- ▶ Tikkun Olam
Repair the world
- ▶ Tikkun Halev
Repair the heart




53

Learning Circles

I have seen there is no more powerful way to initiate significant change than to convene a conversation ... It is always like this. Real change begins with the simple act of people talking about what they care about.


Margaret Wheatley





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Ways to Grow with The Eden Alternative

- ▶ Branding guidelines
- ▶ eVOLVE Online Learning
- ▶ eNGAGE Workshop Learning
- ▶ DIY Education Kits
- ▶ Eden Educator
- ▶ eMPower Consultants
- ▶ Eden Membership (Eden Navigator)



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Learn more at www.edenalt.org

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