

**ALL HANDS ON DECK
...INVOLVING ALL STAFF
IN ACTIVITIES**

Rachelle Blough C.T.R.S, CADDCT,CDP
www.rachelleblough.com



1

ICE BREAKER

Would you rather....

- Be housekeeper or cook
- Be administrator or activity director
- Feed a resident or lead a sing a long
- Lead book club or Bartending class



Why does this matter?



2

ORPHANAGES IN THE 1940'S

- What happened to the babies?
- Why did it happen?
- What does this have to do with our residents/clients?



3

THE SUITCASE EXHIBIT

- What happen to patients with mental illness when they moved to residential care?
- What happened to their cherished belongings?
- What does this have to do with our residents and clients?



4



WHAT WOULD YOU PUT IN YOUR SUITCASE?

- What would you pack?
- Utilize items surrounding our residents in the ADL care routine for conversation and comfort
- Have ALL staff write 1 sentence daily about a moment, interaction they had
- You become what you focus on - you don't want task masters you want moment makers



5



NEW HIRE TRAINING

- Homework - get to know residents during new hire orientation week - complete resident snapshot
- What you focus on grows

RESIDENT SNAPSHOT - NEED TO KNOW					
Room	Resident Name	Past job	Likes	Dislikes	Comforts
101-01	John	Teacher - 4th grade	school, laughter, jazz, coffee, tea	loud noise, groups	privacy, hot, bathroom
101-02	John	Police	being a cop, being, being out there in the	being out there in the	being out there in the
101-03	James	Farmer's wife	being out there in the	being out there in the	being out there in the

6



QUALITY OF LIFE REVIEW

- **Green-** High evidence of quality of life for participating in activities, or has meaning, purpose, pleasure or enjoyment on a daily basis.
- **Yellow-** With encouragement these residents will participate
- **Pink -** No quality of life, meaning or purpose, pleasure on a daily basis



7

PINK - TLC FOCUS GROUP

- Contact family for more information
- Schedule incentives for staff to spend more time with these residents
- Schedule volunteers to spend time with these residents



8

NEED TO REMIND ALL STAFF...

Why We do what we do....



Which is to

1. Make a difference in someone's live
2. Help others in need
3. To have a role in each resident's live have meaningful interaction each day

9



“When a janitor was approached at NASA he was asked what he did , he responded I help put man on the moon.”....

What does this have to do with our staff in healthcare?

10





TRIVIA

- Is a well operating team more like a baseball team or basketball team?

ANSWER: BASKETBALL TEAM

WHY: EVERYONE must be cross trained to do everything



11



LET'S DO THE MATH...

- 40 staff on the payroll
- If each staff gave 30 minutes a month to lead an activity that they enjoy their would be a social each day of the month that could be hosted by a staff person AND 10 people who could do 1-1's with focus residents

POWERFUL CONNECTIONS MADE

$$\begin{array}{l}
 2 > -3 & + \\
 0.999... = 1 & \times \\
 \pi \approx 3.14 & \div \\
 \sqrt{2} & + 2^{-3} \\
 5 & \times 2 \\
 101_2 = 5_{10} & + 3 \\
 (1-2) & + 3
 \end{array}$$

12



T-I-M-E THE MODEL TO CHANGE

- T= Teach the new concept in a documented in-service that ALL staff must attend
- I= Implementation date and announced incentive
- M= Model and monitor the new behavior exhibited
- E= Expect the new behavior , coaching and consequences if needed.



13



YOU GET TO DO WHAT YOU LOVE WITH THE PEOPLE YOU LOVE ...30 MINUTE CAMPAIGN

- Meet with ALL staff to fill in survey, preferred times, preferred events
- Confirm what they are assigned to monthly
- Help co-lead the first time with all staff
- Put them on a day they always work with their name on the calendar
- Remind, provide supplies, follow up and review and provide recognition



14



POWER OF THE PEOPLE CAMPAIGN

- Involve management staff with a “adopted grandparent”
- To do what you love with the people you love
- Have a start /end date and share the “connection” that was made



15



RED TICKET CAMPAIGN

- All staff that bring a resident to an activity pick up a red ticket from the activity staff
- A ticket is provided for each resident brought to event
- Have a raffle each month with incentives/prizes for pulling a RED TICKET to win



16

THEME FOR THE DAY

- Provide all staff conversation starters for the day in the assignment sheet to go with the theme
- Provide props or items to share with the theme

EXAMPLE: Mickey Mouse Birthday - provide picture of mickey photo copied for housekeeping to put in each resident room as they clean with a fact about mickey

www.brownielocks.com

National Coupon Month -let's clip and use coupons



17

A FEW TIPS FOR SUCCESS TO INVOLVE STAFF

- Create rituals of greeting each resident by name and thanking each resident at end of program
- Have a prepared Kit waiting /Like a teacher with a substitute the more information the better it will go



18

SEEING THINGS DIFFERENTLY

Let's say the months in order...how long does it take?

Let's list the months in alphabetical order...

How long does it take?



Point... It takes longer for the brain to process a change ...don't give up

19

SAMPLE ACT LESSON PLAN



Title : FLASHCARD FITNESS

Remind at breakfast: Sally/Jane/Earl/Annabel/
Eileen/Pat/Karla, Mattie, Foster, Vernon

Have front desk call and Invite : 312,310, 209, 307,328,
314,323,322, 325, 326, 319

Tips to lead :

** Remember greet each participant by name and welcome them

1. Select leader to help hold the cards
2. Select someone to read the word
3. Ask a question about the word - Where , how, when
4. Ask someone to count
5. Go thru all the cards 2 times.
6. Thank everyone for coming

20

CLOSING EXERCISE....

*Reach
for the*
STARS

THANK YOU FOR ATTENDING THIS SESSION

21

FOR FOLLOW UP INFORMATION

- ◉ Request flashcard fitness
- ◉ Resident snapshot homework
- ◉ Contact me for other requests...
- ◉ Available for private consulting and teaching

Rachelleblough@rachelblough.com

614-581-9634

www.rachelleblough.com


