

## CREATING HOME WITH THE EDEN ALTERNATIVE®

Traditional Eldercare	Eldercare with the Eden Alternative
<b>Delivery of Care</b>	<b>The three plagues of the loneliness, helplessness and boredom account for the bulk of suffering among our Elders - Medical treatment is the servant of genuine human caring.</b>  <b><i>Principle One and Seven</i></b>
<p>The plagues of the human spirit are not address in care plans.</p> <p>Residents wait for the staff to come and assist them with their needs.</p> <p>The goal is to deliver efficient and cost-effective care that will provide for the needs of many.</p> <p>A one-size fits all approach is used for all of daily life including treatments, therapies, meals, and activities.</p> <p>Care delivery is tied closely to the time clock; everything has its designated time to happen.</p> <p>Morning road rage creates stress for the residents and staff alike.</p> <p>The doctors, therapists and nurses are the main players in the daily life of the home.</p>	<p>The plagues of the human spirit are acknowledged and care partners are committed to eliminating them.</p> <p>Person-directed care grows out of focusing on the needs of the individuals within the home.</p> <p>The Elders preferences are honored and medical treatment is designed to support those preferences.</p> <p>Treatment is something provided to those who are ill - Care means helping another to grow and it is available to everyone.</p> <p>There is spontaneity, close relationships, high family involvement and the opportunities for everyone to give and receive care are easily found.</p> <p>The trappings of the medical model are removed from the home such as the nursing station, medication cart, uniforms, overhead paging, and alarms.</p>
<b>Relationships</b>	<b>The Elders deserve easy access, close and continuing contact, with the Human Habitat to find the loving companionship they need. Relationships matter. An Elder-centered community creates opportunities to give as well as receive care.</b>  <b><i>Principles Two, Three and Four</i></b>
<p>The driving philosophy is to avoid burnout of the staff by rotating assignments regularly.</p> <p>There is minimal effort to build relationships across departmental boundaries.</p> <p>The task comes before the person.</p> <p>There are physical barriers to the development of relationships such as large nursing stations, name tags, uniforms and employee only areas.</p>	<p>Creating smallness within the home by dividing into neighborhoods or households of 10-15 Elders deepens relationships.</p> <p>Meals are prepared and served within the neighborhood or household and the Elders have a role in that every day process.</p> <p>Relationships flourish as Elders and care partners plan social events, learn together, problem solve together, and make decisions about daily life in the neighborhood or household.</p> <p>Learning Circles are the communication tool of choice and involve the Elders, care partners and families.</p> <p>If desired, Elders have access to animal companionship in their daily lives.</p>

	Elders have access to give care as well as receive care. Care partners have opportunities to receive care as well as give care.
<b>Activities</b>	<b>An Elder-centered community imbues daily life with variety and spontaneity. The opportunity to do things that we find meaningful is essential to human habitat.</b>  <i>Principles Five and Six</i>
<p>Activities happen on a time schedule usually created by the activity department.</p> <p>Ownership of activities lays within the those employed in the activity department.</p> <p>Care for residents systematically suppresses the opportunity for unexpected events and occurrences to happen.</p> <p>Creating a fulfilling life for the resident is centered on the activity calendar and activity personnel.</p>	<p>The activities on the calendar are linked to the lives of the people who live and work in the organizations. It is full of references to specific people and shared memories.</p> <p>Generic events that are inspired by major holidays are transformed into specific events that celebrate a local aspect of every holiday.</p> <p>Elders, family members and care partners are engaged in discussions to bring about simple pleasures.</p> <p>There is strong promotion of meaningful relationships.</p> <p>Unexpected and spontaneous events are encouraged and celebrated.</p>
<b>Decisions</b>	<b>Decisions belong to the Elders or those closest to them.</b>  <i>Principle Eight</i>
<p>Made by management or department heads and passed on to the direct-care staff to implement.</p> <p>Decision-making authority, discipline and oversight is the responsibility of managers, supervisors or department heads.</p> <p>Decisions are largely based on regulations, efficiencies, ease of monitoring and staff convenience.</p> <p>Decisions are based on what is best for the organization.</p> <p>Staff do their work according to the assignments they have been given.</p>	<p>Care partners share in the authority and responsibility of meeting regulations while creating a daily routine that meets the desires of the Elders.</p> <p>Care partners are cross-trained in a variety of tasks and given the skills they need to be successful.</p> <p>Leaders use the five keys of empowerment to move decisions closer to the Elders.</p> <p>All care partners are permanently part of a neighborhood or household team.</p> <p>Conflicts are managed within the teams.</p> <p>Decisions are based on the Elders' preferences.</p> <p>Decisions are made in the neighborhood or household.</p>
<b>Programmed Approach to Daily Life</b>	<b>Creating an Elder-centered community is a never-ending process. Human growth must never be separated from human life.</b>  <i>Principle Nine</i>
<p>Programs are set in place to be completed and followed up on.</p> <p>People are told that honest mistakes will be forgiven, although actions may not support that statement.</p>	<p>Mistakes will happen and are acknowledged. People know that frost will come and how to warm the soil again.</p> <p>Honest mistakes are forgiven and used as an opportunity to learn.</p>

<p>All decisions are made according to the policies and procedures of the organizations.</p> <p>The leaders create the policies and procedures with little to no input from those deeply involved in the daily life of the residents.</p> <p>Answers to issues that arise are sought through the implementation of a new program, policy or procedure.</p>	<p>The community celebrates the value of humility, forgiveness and patience to help create a better place to live and work.</p> <p>The focus of the community is on finding ways to help each other to grow, recognizing that growth is still important regardless of position, age or frailty.</p> <p>The community supports the use of learning circles as a tool to communicate, develop ideas, build relationships and keep the journey moving forward. Learning circles support ongoing growth and acceptance of change.</p> <p>The community celebrates successes and milestones, no matter how small they may seem along the journey.</p>
<p><b>Leadership</b></p>	<p><b>Wise leadership is the lifeblood of the struggle against the three plagues.</b></p> <p style="text-align: right;"><b><i>Principle 10</i></b></p>
<p>The managers, supervisors and departments heads are often seen as leaders though they may lack the needed skills.</p> <p>Managers, supervisors and departments heads have ample opportunities to receive training and skill development to fulfill their roles.</p> <p>The managers, supervisors and departments heads understand that information is power and so share what they know on a “need to know” basis.</p> <p>Managers, supervisors and departments heads see their role as the ones who chart the course for the organization and then expect others to follow their direction.</p> <p>Managers, supervisors and departments heads are often unknown or unapproachable as they are very busy and important people in the organization.</p>	<p>Managers, supervisors and departments heads have been given the skills they need to become effective leaders.</p> <p>Leaders understand that empowerment is the key to creating home; decisions have to be made by the Elders or those closest to them.</p> <p>Leaders see their role as shifting to one of providing support and access to needed resources for the neighborhoods or households.</p> <p>Leaders have removed any departmental boundaries, even to the point of completely redesigning the organizational structure.</p> <p>Leaders call others to do what is right and good by leading by example and making principle-based decisions.</p>