

# Building a Community Utilizing the Love and Belonging Tools

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# Agenda

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Introduction

Review the Love and Belonging Tools

Review of the Engagement Program

Successes with using both Love and  
Belonging and Engagement

Final Tips and Take Aways





“I have learned that people will forget what you  
said, people will forget what you did, but people  
will never forget how you made them feel.”

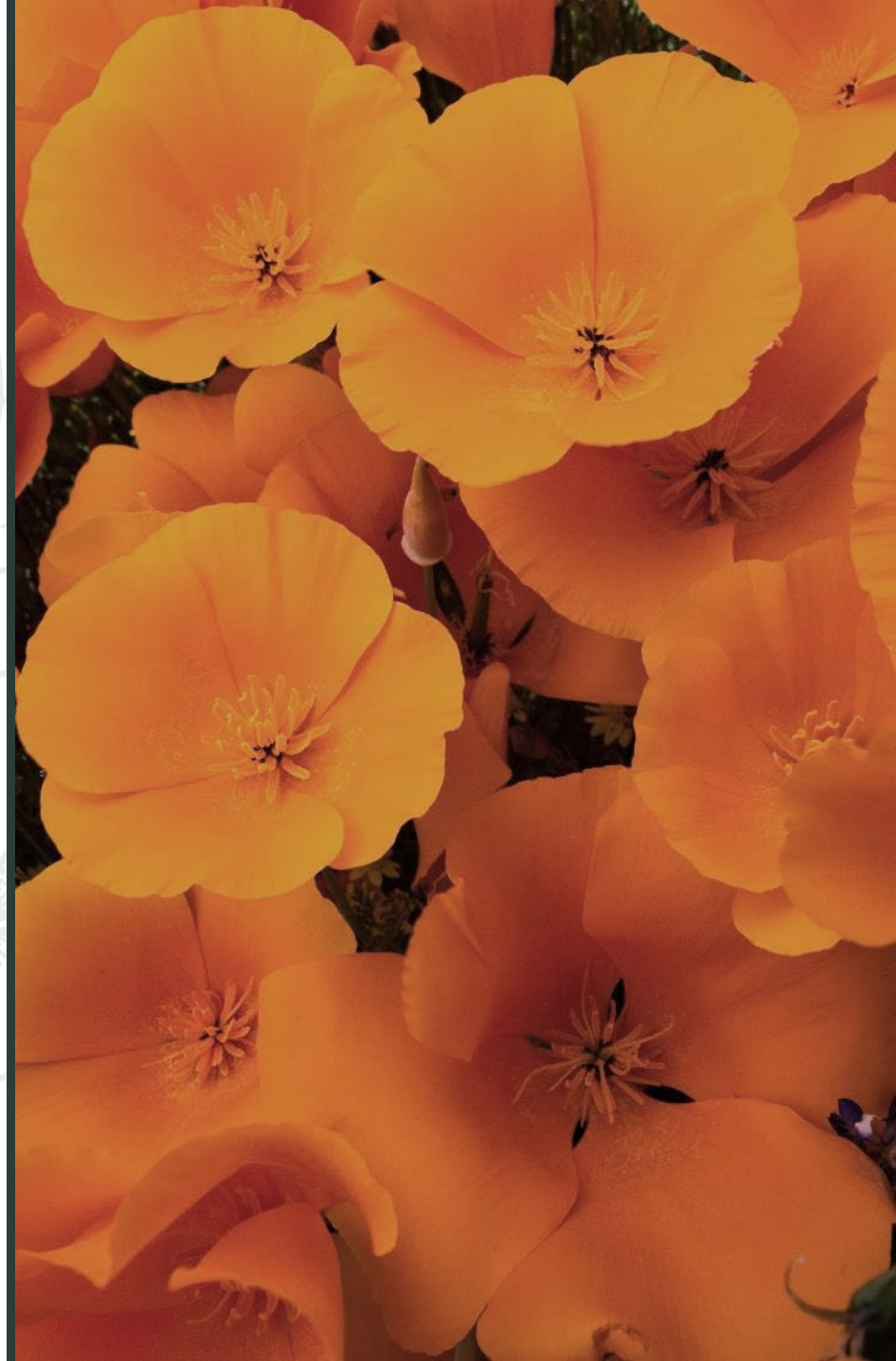
Maya Angelou



# Dementia Bill Of Rights



"As a person with dementia, I have the same human rights as every Canadian as outlined in the Canadian Charter of Rights and Freedoms."



# What is Love and Belonging ?



- ❖ It is an innate human need, and instrumental in overall health and well-being throughout our life span.
- ❖ We have developmental milestones throughout our life in respect to intimacy and sexuality.
- ❖ Childbirth – skin to skin contact is encouraged to promote feeling of safety, security, develop trust and express emotions.
- ❖ Early Childhood- we depend on sense of touch as it helps us feel loved , explore our surroundings and build bonds.
- ❖ Young Adulthood- usually 15-18 years of age we start to seek intimate relationships.
- ❖ Adulthood- Usually 25-45 years of age strong relationships are built. Futures are planned and families may be started.
- ❖ This is significant because sexuality and intimacy is a lifelong journey: an innate human need and an essential part of overall health, well-being and quality of life. Aging does not negate its necessity but rather solidifies it. This does not change in the presence of dementia.

# What is Love and Belonging



- ❖ Maslow's hierarchy of needs (1943) would indicate that once all a person's basic needs are met, they will look to fulfill their need for Love and Belonging.
- ❖ Would it then be of importance to have the need for love and belonging established within the individuals care plan? Would this help to ensure this need is met and supported throughout one's remaining years?

# What is Love and Belonging



- Evidence based research shows that dementia is a progressive disease with gradual changes over time.
- The person will revert to younger life experiences, events and capabilities.
- Think for a moment to a time where you started a new job what is the first emotion you felt entering that environment? What would have or did make it better ?
- Could coming to LTC feel like that experience and how could or can we make it better for residents. Especially those living with dementia !!
- Should it be considered normal for people living with dementia to seek comfort in one another and build relationships?

# Love and Belonging Tools



Assessment of Awareness of Actions

Love and Belonging Assessment of Need- Physical

Love and Belonging Assessment of Need- Verbal

Love and Belonging Observation Tool

Level Green-Go

Level Amber- Proceed with Caution

Level Darker Amber- Proceed With Caution

Level Red-Stop





# ADKAR

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Change Management Model

# What Is The ADKAR Tool



## ADKAR

Change Management Model

” The secret to successful change lies beyond the visible and busy activities that surround change, at its core, is rooted in something much simpler: how to facilitate change with one person.”

Jeff Hiatt, Creator of ADKAR



# Step 1: Awareness



Change begins with understanding why

Key planning questions

Why is the change in practice necessary and why now?

What is wrong with what we are already doing?



# Step 2: Desire Change Involves Personal Decisions



How are the individuals that we support going to benefit from the change?

How do we build champions that will promote the change?

What is in it for the team?

“ If people help plan the battle, they won’t battle the plan”

# Step 3: Knowledge Change Requires Knowing How





What education or training is required to support the change ?






# Step 4: Ability Change Requires Action In the Right Direction



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- What mentoring and/or support is required to implement the change in practice ?
  - Who should staff go to when they have suggestions or questions about the change in practice?
  - **Embrace Questions and Suggestions**

# Step 5: Reinforcement Change Must Be Reinforced to Be Sustained

- How do we celebrate when the change in plan is successful?
- How are we going to re-evaluate the change?
- How do we keep the momentum going ?



**SUCCESS IS NOT FINAL;  
FAILURE IS NOT FATAL:  
IT IS THE COURAGE TO CONTINUE  
THAT COUNTS.**

WINSTON S. CHURCHILL

# Final Tips and Takeaways



- Educate your staff on the Love and Belonging tools and encourage ongoing use and communication.
- Develop a plan and start small. This allows staff and families to see the benefits and provide feedback.
- Boredom Busters for LTC Link
- <https://clri-ltc.ca/resource/boredom-busters/>

# Remember



## What Got You Here Won't Get You There



# Questions ??



Thank You For Your Time. Together  
We Make a Difference !!!