

Personality Disorder & Care Planning in Long-Term Care



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Core Challenge for Clients with Personality Disorder

- Emotion dysregulation is seen as the core problem in personality disorder
 - 6 elevators
- Maladaptive behaviours are attempts to manage intense emotions
 - 3 examples of acting out

5 Ways to Identify Personality Disorder

- **Emotion** - moody, difficulty with anger
- **Behavioural** - suicide/self-harm, impulsive
- **Cognitive** – excessive rigid/fluid thoughts
- **Interpersonal** - unstable relationships, feel needy or victimized, fear of abandonment
- **Sense of Self** - empty, unstable identity

Solution:

Provide Structure

Definition:

- Setting healthy client boundaries

Example:

- Client excessively ringing call bell, despite several attempts by staff to have them use it appropriately

Solution:

- Create consistent structure

Tools for Setting Healthy Client Boundaries

- Intermittent reinforcement causes problems
 - Mouse and Toys “R”Us
- Clarity about bottom lines. All staff have to be on board
- Too much flexibility creates more chaos for the client and the team.

Challenges from the Client's Perspective

Living with personality disorder;

- Inability to be alone and self-soothe
- View of self as hateful and defective
- Feelings of helplessness and hopelessness
- Childhood abusive relationships reenacted
- Failure to develop affect tolerance and impulse control

Challenges from the Staff's Perspective

Urge to rescue

- Stop the pain, distress, FIX IT
- Fear of self-harm, suicide
- Fear of anger, submit to pressure
- Reassure client when they say “you don’t care”

Urge to control, distance, punish

- Want to stop the client's destructive behaviors
- Want to escape intense distress or feeling incompetent
- Negative responses to feeling manipulated, threatened, having never-ending crises

Solution:

Staff Approach

Definition:

- Be warm by validating client *and* direct by setting clear boundaries

Example:

- Client escalates and is yelling and threatening to report staff and have them fired

Solution:

- Give yourself permission to step back or set clear boundaries

Day to Day Challenges

Difficulty Respecting Rules & Authority

- Don't internalize moral values, respect for rules
- Tend to be controlling, defiant, engage in power struggles

Difficulty with Communication Skills

- Have trouble identifying and understanding feelings
- Need practice with honest verbal communication

Difficulty with Accountability, Problem-Solving

- Have trouble accepting responsibility for behaviour
- Use a variety of defences to deny accountability
- Need a simple process to learn to problem-solve:
choice = consequences

Solution:

Reestablish the Connection

Definition:

- Your role with the client is to re-establish a positive connection after the client's emotional crisis.

Example:

- How to build rapport and repair the relationship after the call bell incident.

Solution:

- Re-establishing good relationships between the client, other staff members and leadership

Supportive Leadership

Some elements of good clinical leadership:

- Structured, consistent care
- Supportive, collaborative relationship
- Assume client is **competent** and **responsible** for their actions
- Excellent team communication
- Everyone is on the same page and avoids “splitting”

Foundation of Your Care Plan

Structure

- Be clear and consistent with boundaries

Approach

- Be warm *and* direct when the client is challenging you

Connection

- Debrief and collaborate with staff to reestablish, repair, and maintain the client relationship
- All 3 skills must be utilized *across the team and supported by leadership* otherwise, the client will continue to act out

The Care Plan

Focus- Mental Health needs related to Personality Disorder

Maladaptive behaviour- Excessive use of call bell

Structure- Client is both **competent** and **responsible** for his/her actions

Healthy boundaries- Client chooses to leave the dining room during meal service and ring call bell. Staff will assist client when service is complete

Approach- **Warm and direct**: “It is your choice to leave the dining room, but I am unable to assist you until meal service is finished.”

The connection- Staff maintain rapport by treating every encounter as a new encounter and not reinforcing the negative behaviour.

Thank you!

