

Personality Disorder in Older Adults Capacity Building Package **Background & Guidelines**

Background

Behavioural Supports Ontario's (BSO's) Knowledge to Practice Community of Practice (CoP) brings together educators from across the province who have a shared passion for capacity building and fostering knowledgeable healthcare teams in caring for older adults with complex and responsive behaviours/personal expressions associated with dementia, mental health, substance use and/or other neurological conditions. Members collectively recognized the increase in requests received from care teams regarding education related to mental health conditions.

The BSO community continues to recommend that organizations invest in formal educational initiatives found within the Behavioural Education and Training Supports Inventory ([BETSI](#)), including those specific to Mental Health. However, the CoP identified an opportunity to create additional capacity building products that would build upon the formal training that is currently available. As such, the CoP committed to collaboratively developing mental health educational packages that could be used by educators for in the moment training/coaching opportunities.

The CoP prioritized personality disorder as their focus of the first mental health capacity building package. Members noted that caring for individuals living with personality disorder often requires specialized approaches that differ from approaches commonly utilized with others within the BSO population (e.g. those living with dementia). They also recognized that due to the nature of the behaviour associated with personality disorder (e.g. intense requests for help, antagonistic interactions with team members, and difficulty accepting professional boundaries), that there is often a significant impact on team members and teams (e.g. compassion fatigue and team splitting). CoP members have witnessed this impact and wanted to contribute to supporting teams in their wellness, while also promoting compassionate, person-centred care, and providing a guide to increase team member confidence.

Purpose

Guided by the Knowledge to Practice Process Framework (Ryan et al., 2013), the *Personality Disorder in Older Adults Capacity Building Package* provides knowledge transfer and translation tools to be used by educators, behavioural support champions and/or leaders, who can further support implementation of learnings. The goal was to provide educators with grab and go, evidenced informed resources to build capacity within clinical teams in all sectors to skillfully and confidently care for individuals living with personality disorder, and to avoid/reduce compassion fatigue. The educational resources are aimed at point-of-care team members, as well as leadership. They are meant to prompt reflective practice and practical application strategies.

Contents of the Capacity Building Package

Type of Resource	Title	Purpose/Details
Information Booklet	Personality Disorder in Older Adults: Understanding the Person, Building Skillful Approaches and Fostering Wellness in Care Teams	<ul style="list-style-type: none"> ▪ A >30 page booklet, meant to be a resource for the educator/champion/leader who is using the capacity building package that provides foundational information about personality disorder. However, there may be benefit in sharing the resource with others. ▪ The slide decks and tip sheets (see below) have been created from key content from this resource.
Educational Slide Decks	Personality Disorder in Older Adults: Understanding the Person, Building Skillful Approaches and Fostering Wellness in Care Teams	<ul style="list-style-type: none"> ▪ There are two slide decks with speaking notes, that can be used to deliver an interactive presentation (e.g. 45-60 minutes) or a brief presentation (e.g. 15-20 minutes). ▪ The slide decks are only available in PDF format in order to maintain the integrity of the content. ▪ Each slide deck has an accompanying PDF document with speaking notes to support the delivery of the mini-education session. The speaking notes can be tailored as needed. ▪ You may choose to project the slides on a screen, use a hand-held device (e.g. tablet) or print the slides in order to display them to the group.
	Personality Disorder in Older Adults: A Brief Overview	
Tip Sheets	Personality Disorder: Essential Care & Communication Strategies	<ul style="list-style-type: none"> ▪ There are several 1 or 2 page tip sheets that can be printed and distributed as supplementary information to learners to reinforce key content. ▪ The tip sheets are only available in PDF format in order to maintain the integrity of the content.
	Personality Disorder: Setting Healthy Boundaries	
	Personality Disorder: Communication Strategies to AVOID and to Try in Difficult Moments	
	Personality Disorder: Preventing Team Splitting	
	Personality Disorder in Older Adults: Myths & Facts	

Implementation Checklist

As an educator/champion/leader planning to utilize the *Personality Disorder in Older Adults Capacity Building Package*:

- Review the entire package.
- Read through the information booklet to enhance your own understanding of personality disorder in older adults. A printed copy, that is easily accessible maybe helpful.
- Consider the educational requests/needs of the clinical team regarding personality disorder and consult others (e.g. management, clinical leads) to bolster this understanding.
- Review the capacity building package with the team's leadership/management. Bring to their attention the 'Fostering a Healthy Team' section of the information booklet as it provides practical ways for leadership to support team members as they care for individuals living with personality disorder.
- Determine the time the team can commit to education (e.g. 15-20 min presentations or 45-60 minute interactive educational sessions), the number of sessions to be offered and the number of learners expected to participate.
- Decide what elements of the Capacity Building Package you will use to best address the learning needs within the time allotted.
- Book your education session(s). Make necessary arrangement to be able to project the slide deck.
- Print copies of the slide deck presentation with speaking notes for your reference. Review the speaking notes to ensure comfort in using them. Tailor the speaking notes as needed.
- Print copies of the tip sheets that you plan to distribute. Print a few copies of the Information Booklet for learners who want a more in-depth resource.
- Deliver the education. Distribute relevant tip sheets. Ask learners to utilize the QR code on slide deck and/or tip sheets to provide feedback.
- Provide ongoing support to the team to support implementation of the skills and knowledge learned.

Feedback/Evaluation

- A QR code is available on various products (i.e. information booklet, slide decks and tip sheets) to provide an opportunity for clinical team members to provide feedback in real time through a brief survey. The BSO Provincial Coordinating Office and BSO Knowledge to Practice CoP will utilize the feedback to measure the impact of the capacity building package and to make informed adjustments.

Contact Information

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Reference:

Ryan, D. et al., (2013). Geriatrics, Inter-professional Practice, and Inter-organizational Collaboration: A Knowledge-to-Practice Intervention for Primary Care Teams. *Journal of Continuing Education in the Health Professions*, 33: 180–189.