

Personality Disorder in Older Adults

Understanding the Person, Building Skillful Approaches and Fostering Wellness in Care Teams

Developed by: The BSO Knowledge to Practice Community of Practice
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Behavioural Supports Ontario
Soutien en cas de troubles du comportement en Ontario

Initial Reflection

Have you supported someone living with personality disorder?

What were some of the challenges for you and your team?

What do you hope to learn/gain from this education?



What is Personality Disorder?

- A mental health condition where a person's thoughts, feelings, and behaviours deviate significantly from cultural expectations
- Personality disorders reflect long-term, learned patterns of behaviour and functioning that affect at least two of the following areas:
 - Way of thinking about oneself
 - Way of responding emotionally
 - Way of relating to other people
 - Way of controlling one's behaviour
- As a result, people living with personality disorder often struggle to maintain healthy relationships because of interaction patterns that create tension



Development of Personality Disorder

Personality disorders result from a complex interplay of **genetics, environmental and learned factors.**

Personality disorder traits are often:

- Self-protective strategies that the person developed early in life as a result of adversity, trauma and/or neglect
- Formed when there was not an attachment figure to trust or consistently rely on
- Result from a lack of models of positive and healthy relationships



Meet Randy

We will use Randy's story throughout!



Impacts of Living in Care Settings & Requiring Care

new food

new daily routine

social demands

meaningful activities not accessible

new people

requires help with bathing

loss of independence

feels confined to the wheelchair

new environment

loud environment



Essential Care and Communication Strategies

Promote Regular Team Communication

Offer Opportunities For Positive Interactions/ Engagement & Healthy Coping

Address Medical Emergencies, Self-Harm, & Suicide Ideations



Establish Rapport

Establish & Maintain Healthy & Effective Professional Boundaries

Set Clear & Realistic Goals & Expectations

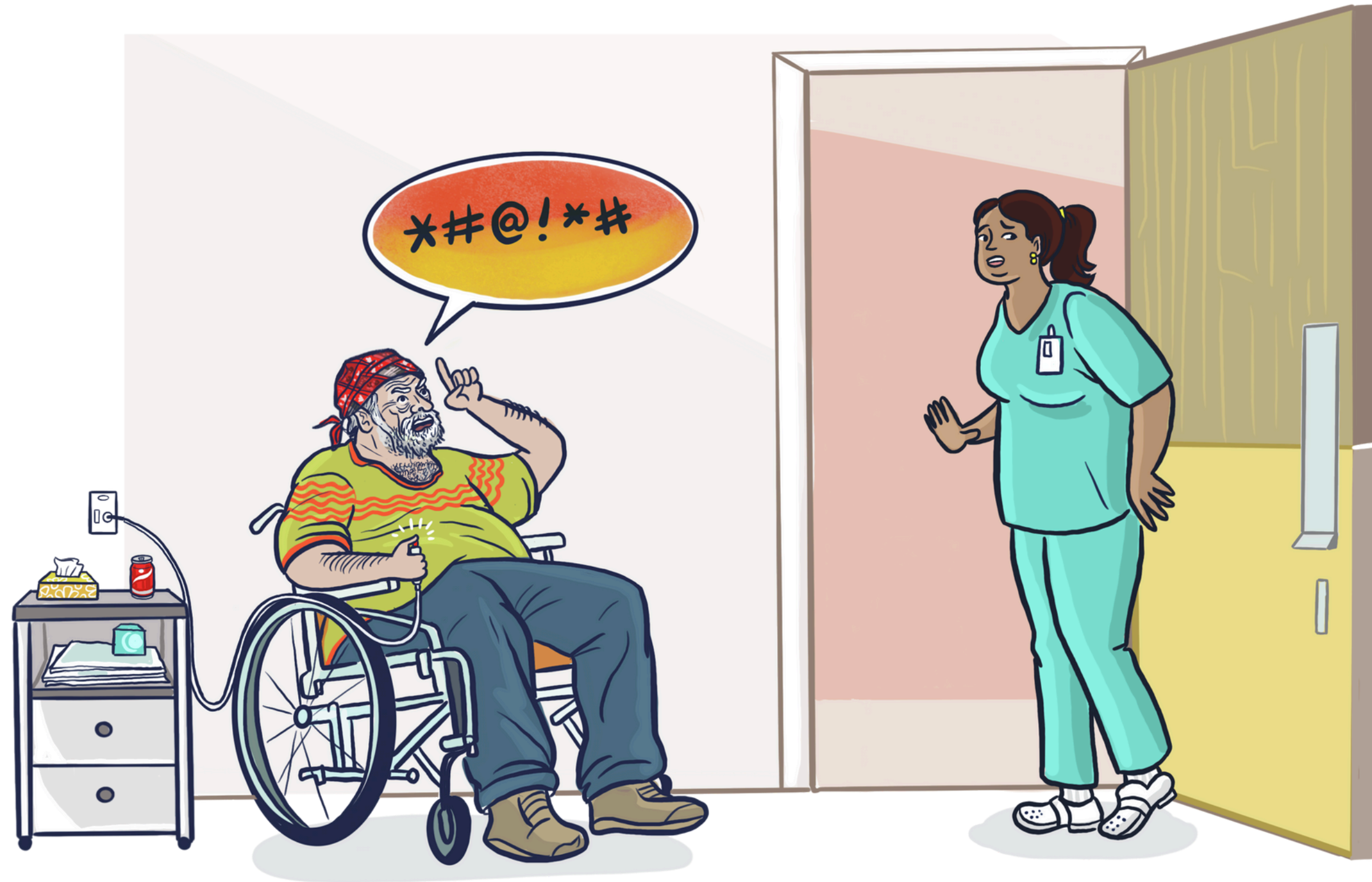
Ensure Team-Wide Consistency in Care Strategies

Include the Individual in Creating Their Care Plan

 See tip sheet for more information!



Randy's Response



Comprehensive Behavioural Assessment

Know the Person!

Consider Contributing Factors

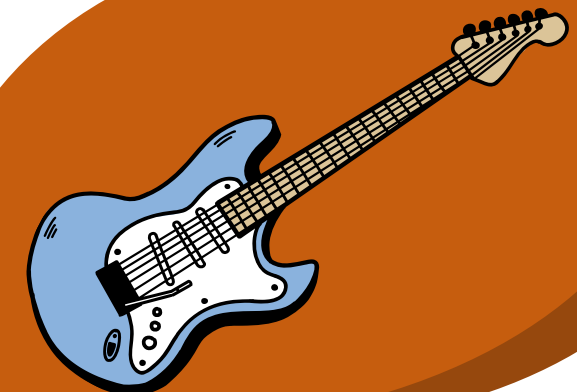
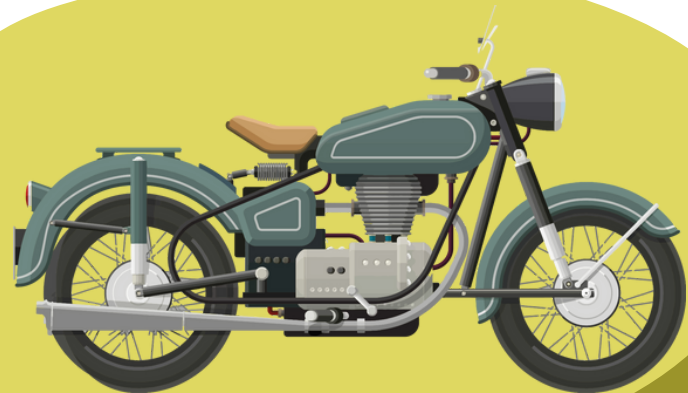
Review BSO-DOS[©] & ABC Documentation

Document Behaviours in Detail

Identify Behaviour Patterns



Randy's Assessment



Randy's Care Plan



Communication Strategies in Difficult Moments

AVOID

Avoid Controlling Language and Power Struggles

Accommodating **V**arious/multiple Requests

Offering Too Many Choices

Internalizing Negative Criticism

Developing a Special Bond

Instead,  Try this

- ✓ Communicate using neutral and objective observations. Use a calm tone, and relaxed and open body language.
- ✓ Remind the person of the agreed upon limits.
- ✓ Stick to the routine and offer fair and sustainable choices.
- ✓ Reflect on positive feedback you have received from others.
- ✓ Work as a team and remember your professional boundaries. Avoid personal disclosures.



See tip sheet for more information!



5 Steps to Set Healthy Boundaries

A healthy boundary is not an ultimatum for the person, but rather involves establishing limits that include offering choices with consequences. Boundaries can include physical, emotional and task-related limit setting.

1



Stop

2



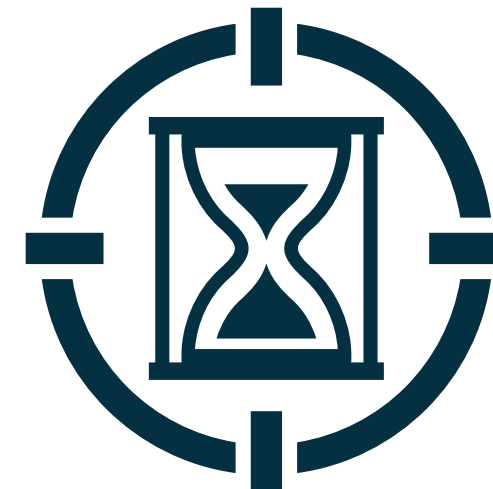
Assess/Reflect

3



Validate

4



**Establish a
Healthy
Boundary**

5



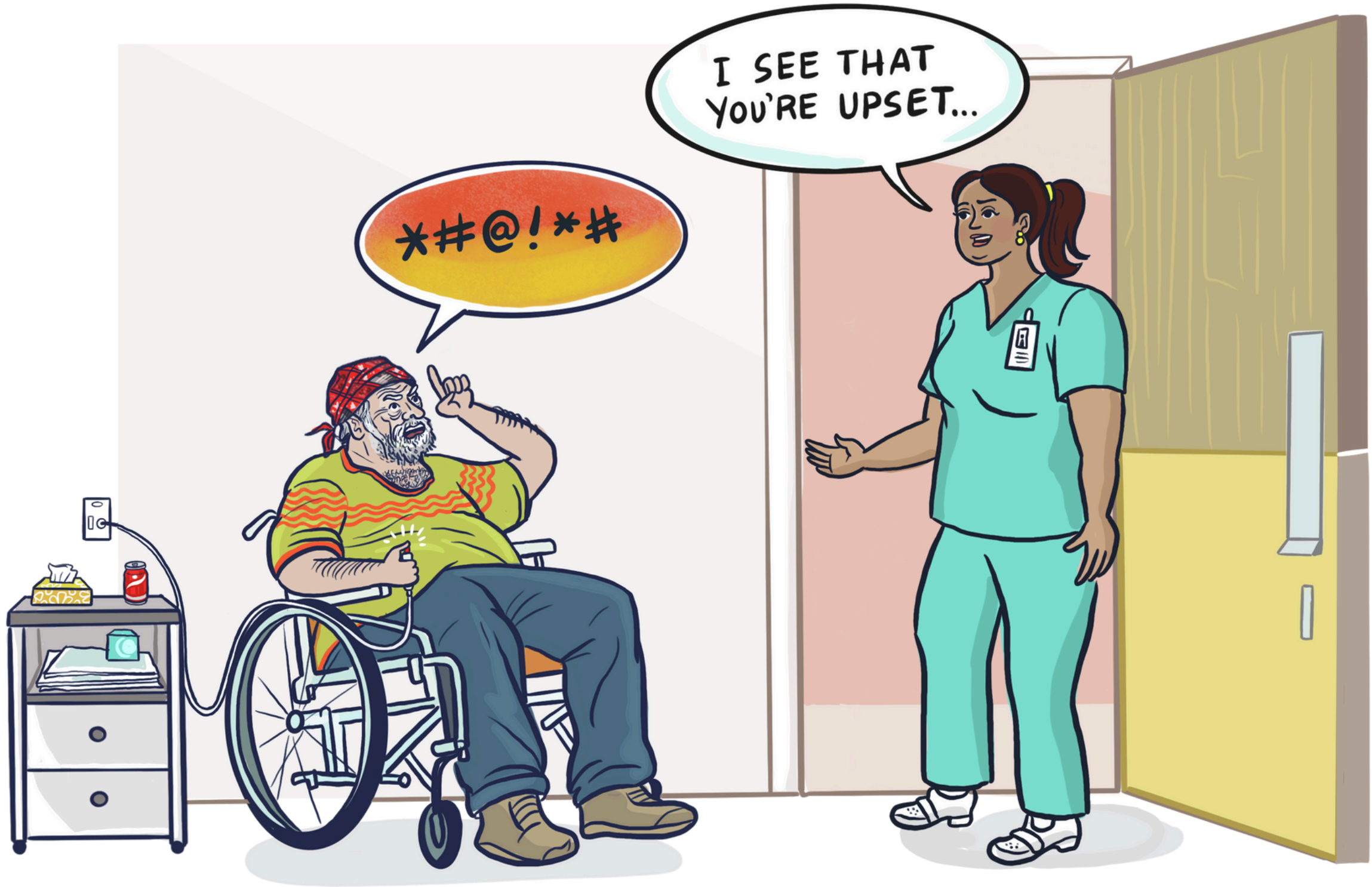
**Follow Through
to Build Trust**



See tip sheet for more information!



Applying the Steps to Set Healthy Boundaries



Setting Healthy Boundaries

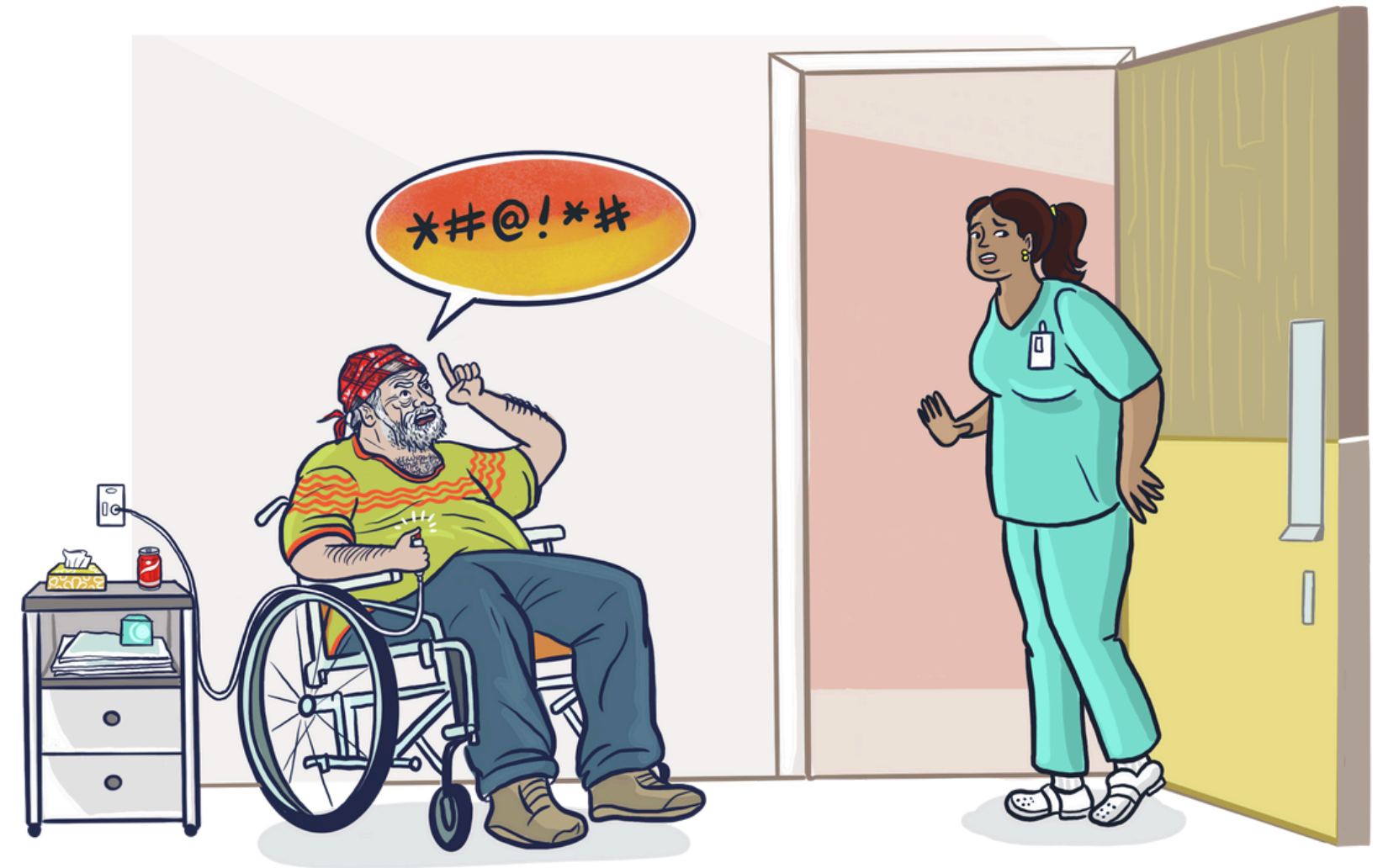
Examples of starter phrases to set healthy limits:

- You can _____ when you _____.
- First _____, then _____.
- When _____, then _____.
- If _____, then _____ (positive).
- Would you like to _____ or _____?
- You can either do _____ or _____.
- Do you want to _____ now or in five minutes?
- I'll help you as soon as you _____ (e.g. stop yelling).
- I'll be able to listen as soon as your voice is as calm as mine.
- I'll be glad to discuss this when _____.
- I'll be happy to discuss this with you as soon as the arguing stops.



Common Behaviour Patterns in Care Settings

- Intense or excessive requests for help
- Help-rejecting behaviour
- Difficulty accepting professional boundaries
- Antagonistic interactions with team members
- Suspicious/mistrusting of team members
- Dependence on team members for decision-making
- Behaviours that pose physical risk to others
- Team Splitting



See information booklet at www.brainxchange.ca/BSOPDCBPackage for related care strategies!



Understanding Team Splitting

The person classifies team members as "good" or "bad"



The person interacts with team members according to how they have been classified (e.g. pleasant toward the "good" and unpleasant toward the "bad")



Team members' responses are influenced by how they are treated and team members experience the person very differently



TEAM SPLITTING
Opposing impressions of the person
Team members are divided by disagreements in relation to the care of the person



Preventing Splitting Within Teams



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TEAM SPLITTING
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Common Responses From Team Members

Tension with Others

Feeling Judged

Frustration

Guilt

Fearful



Exhausted

Angry

Avoiding the Individual

Powerlessness

Helplessness



Recap of Successful Strategies

Avoid internalizing negative criticism

Learn about personality disorder

Maintain professional boundaries

Include the person in care planning

Use self-care strategies

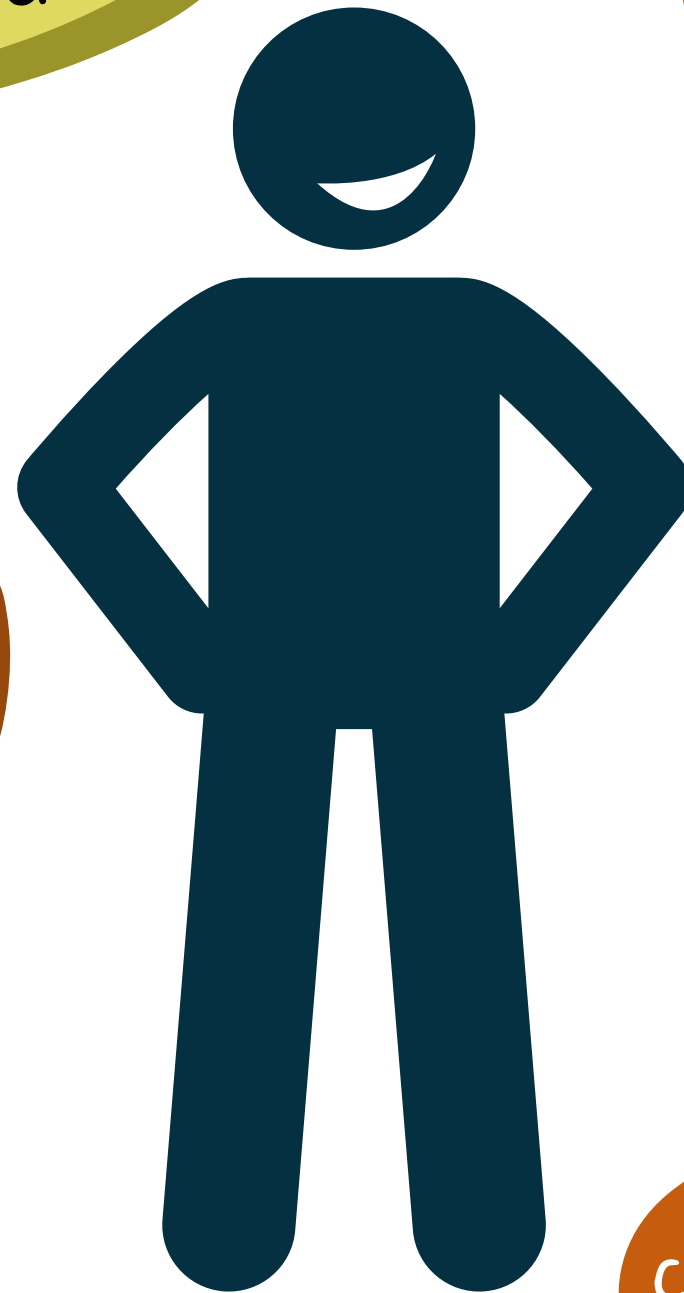
Support each other as a team!

Set clear & realistic expectations

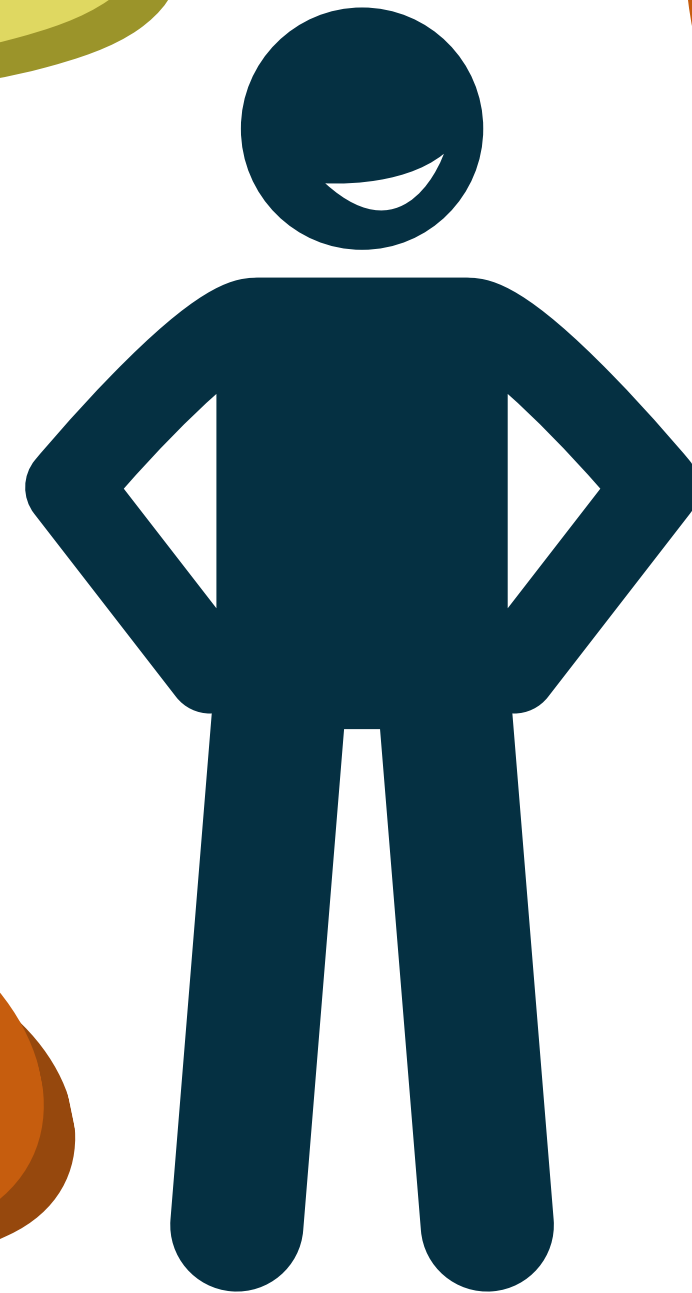
Set healthy boundaries

Regular team communication

Team-wide consistency in care strategies



Self-Care Strategies for Team Members



Healthy Habits & Sleep Hygiene

Spend Time Outdoors

Positive Self-Talk

Support Team Members

Move Your Body

Laugh & Have Fun!

Take Moments for Yourself

Limit Exposure to Negative Media

Practice Mindfulness

Set Realistic Expectations

Cultivate Creativity & Joy



Reflection & Application



From the strategies discussed today:

1. What is one 'take-away' that you plan to put into practice **when caring for individuals living with personality disorder?**
2. What is one 'take-away' that you plan to put into practice that will **support you and your team** as you care for individuals living with personality disorder?



Want to learn more?



Visit www.brainxchange.ca/BSOPDCBPackage for more resources, including:

- Personality Disorder in Older Adults Tip Sheets:
 - 1) Essential Care and Communication Strategies
 - 2) Communication Strategies to AVOID and to Try in Difficult Moments
 - 3) Setting Healthy Boundaries
 - 4) Preventing Team Splitting
 - 5) Myths vs. Facts
- Information Booklet:
 - Personality Disorder in Older Adults: Understanding the Person, Building Skillful Approaches and Fostering Wellness in Care Teams



Full references for the information presented is available within the information booklet



Wrap Up

We want to hear from you!



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brainxchange.ca/BSO



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