Competency for the Ability to Appropriately Interact with Residents with Dementia

*\* Note: Elements of this competency may be applied to residents with behavioral issues. This tool can be modified based on your specific resident population and can be used in conjunction with an Inservice Lesson Plan \**

Employee Name: ­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Positive Physical Approach** | Demonstrates Competency | Comments |
| 1. Connect visually with the resident. |  |  |
| 1. Move Slowly towards the resident |  |  |
| 1. Greet them by their name. |  |  |
| 1. Stop moving towards the resident when you get to about six feet in front of them. |  |  |
| 1. Never approach the resident from behind or where they cannot visualize you. |  |  |
| 1. Hold your hand out to see if they will accept you entering their personal space. |  |  |
| 1. Move from the front to the side of the resident |  |  |
| 1. Slide into hand under hand hold |  |  |
| 1. Get to the person’s eye level. |  |  |
| 1. Give a simple, short, and friendly message |  |  |
| 1. Use gesturing and simple motions to give cues to your message. |  |  |
| 1. Use hand under hand approach to hold the other hand |  |  |
| 1. Provide gentle pressure on the palms of the hands |  |  |
| 1. Utilize pressure on the elbow joint to assist with movement. |  |  |
| 1. Sit down lean by leaning forward, drop hands and create stability from behind |  |  |
| 1. Stand up by holding your hand out, move to the side and use the hand in hand approach to guide them into a standing position. |  |  |
| **Response to Behavior** *(including Sundown Syndrome)* |  |  |
| 1. Understand that a person’s perception is their reality. Recognize that our personal views often lead us to decide whether behavior is challenging.   Do not confront the resident or try to discuss the behavior |  |  |
| 1. Identify needs that may lead to certain behaviors:  * Physical comfort *(i.e. pain, hunger, elimination needs)*  * Emotional well-being  * Feeling competent  * Desire to be social with others  * Ability to find one’s way  * Desire to be understood  * Desire to communicate  * Boredom  * Depression |  |  |
| 1. Identify patterns in behavior |  |  |
| 1. Use positive words when describing behavior. |  |  |
| 1. Demonstrate being flexible, creative, and able to   try different ways to take care of causes of certain  behavior. |  |  |
| 1. Respond in helpful ways when you believe that words and behaviors may express unmet needs. |  |  |
| 1. Do not initiate physical contact during the behavioral episode |  |  |
| 1. Consider alternative techniques that are individualized based on the resident’s needs. |  |  |
| **Wandering** |  |  |
| 1. Encourage physical activity that is appropriate for the resident’s mobility status |  |  |
| 2. Redirect pacing or restless behavior into a productive activity or exercise |  |  |
| 3. Reduce noise levels and other stimulants that may cause confusion |  |  |
| 4. Reassure the resident if they appear disoriented. |  |  |

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Evaluator Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_