

Provider
Directed

Staff
Centered

Person
Centered

Person
Directed

Mgmt. makes most of the decisions with little conscious consideration of the impact on residents and staff.

Staff consult residents or put themselves in residents' place while making the decisions.

Resident preferences or past patterns form basis of decision making about some routines.

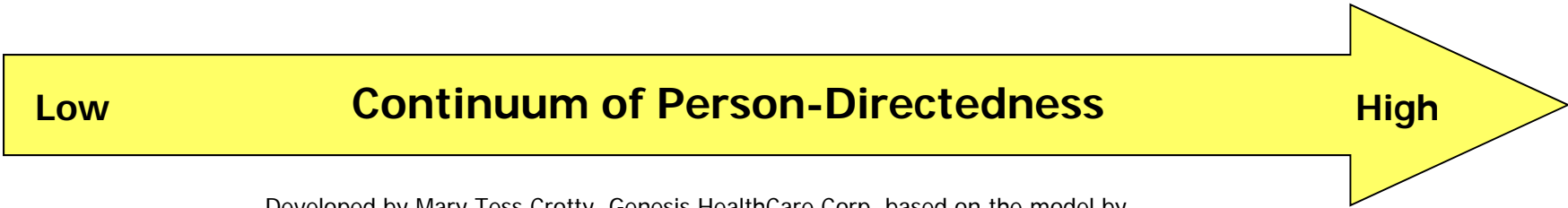
Residents make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and lifelong habits.

Residents accommodate staff preferences; are expected to follow existing routines.

Residents accommodate staff much of the time—but have some choices within existing routines and options.

Staff begin to organize routines in order to accommodate resident preferences—articulated or observed.

Staff organize their hours, patterns and assignments to meet resident preferences.



Developed by Mary Tess Crotty, Genesis HealthCare Corp, based on the model by Susan Misiorski and Joanne Rader, distributed at the Pioneer Institutes, 2005.