The Goal

Mission of The Eden Alternative:

The improve the well-being of Elders and their care partners by transforming the communities in which they live and work.

Measuring Success

- Common measures:
  - Federal and state survey results
  - Institutional standards
  - Healthcare system standards
  - Quality Indicators
  - Satisfaction
- Do they measure the experience of well-being for the individual and the organization?

Well-Being Task Force

- 2004 Eden Alternative grant
- Team of culture change leaders, researchers and educators
- Perspective:
  - Elderhood is another stage of human growth and development
  - Well-being for all is the ultimate outcome of person-directed care

Measure Well-Being

- Began the process in 2004
- Eden Alternative Research team took the next steps in 2008
- More testing of the tools in 2010-2011
- Final, validated assessment tools in 2012

What is Well-Being?

- A contented state of being
- Path to a life worth living
- What we all desire
- In true community, we can only experience well-being if those surrounding us are also
- Evolves and develops over a lifetime
Seven Domains

- Identity
- Growth
- Autonomy
- Security
- Connectedness
- Meaning
- Joy

Identity

- Being well-known; having personhood; individuality; wholeness; having a history
- What do you need to have a strong identity in the community in which you live and work?
- What happens when someone’s identity is weak?

Growth

- Development; enrichment; unfolding; expanding; evolving
- What do you need to continue to grow in the community in which you live and work?
- What happens when someone lacks opportunities to grow?

Autonomy

- Liberty; self-governance; self-determination; immunity from the arbitrary exercise of authority; choice; freedom
- What do you need to have autonomy in the community in which you live and work?
- What happens when someone feels they lack autonomy?

Security

- Freedom from doubt, anxiety, or fear; safe, certain, assured; having privacy, dignity and respect
- What do you need to have security in the community in which you live and work?
- What happens when someone feels insecure?

Connectedness

- State of being connected; alive; belonging; engaged; involved; connected to the past, present and future, to personal possessions, place, nature
- What do you need to be connected to the community in which you live and work?
- What happens when connectedness is lost?
Meaning
• Significance; heart; hope; import; value; purpose; reflection; sacred
• What do you need to have meaning in your daily life?
• What happens when meaning is lost?

Joy
• Happiness; pleasure; delight; contentment; enjoyment
• What brings joy to your life?
• What happens when joy cannot be found?

Integrating Well-Being
• Growth plans for all
• Care partner team meetings
• Education
• Decision-making
• Problem-solving
• Policies and procedures
• Job descriptions/evaluations
• Rituals and celebrations
• Tracked over time

Assessing Well-Being
• Three assessment tools
  – Elder care partners
  – Employee care partners
  – Family care partners
• Two rounds of validation
• Combined with annual data collection = organizational well-being

Assessing Well-Being
• Analysis packets and tools available to Eden Registry Members on the “Tools” page
• White paper available to everyone under “Resources” and “Spreading the Word”
• Paper tool and online version
• Excel file for analysis of groups

Online Entry

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Analytics
Mean: 4.49
Standard Deviation: 0.657
Standard Error: 0.089
Variance: 0.432
Instructions:
1. Enter the actual score for individuals, or the average group score, for each question in column C. Agree responses are worth 5 points and Disagree are 1 point.
2. The form automatically carries the score over to column D.
3. Well-Being domain totals are automatically scored at the bottom.

Statement Number | Statement | Actual (individual) or Average (group) Score | Adjusted Score
--- | --- | --- | ---
1 | My room shows who I am | 0 | 
2 | I can come and go as I please | 0 | 
3 | My spiritual beliefs are respected here | 0 | 
4 | I can go outdoors when I want to | 0 | 
5 | I have personal objects in my room that mean a lot to me | 0 | 
6 | I can do what I want here most of the time | 0 | 
7 | People know what I am interested in | 0 | 
8 | People use the name I prefer | 0 | 
9 | I feel that my life has meaning | 0 | 
10 | Life here is generally good | 0 | 
11 | I think about what I've learned in life | 0 | 
12 | We celebrate important occasions together | 0 | 
13 | I have the chance to learn new things | 0 | 
14 | I am mostly content | 0 | 
15 | I learn more about myself everyday | 0 | 
16 | I am mostly happy | 0 | 
17 | My belongings are secure | 0 | 

Elder Well-Being Domain Scores

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