



INTERDEPENDENCE

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Let Freedom Ring**

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“What we do with our lives individually is not what determines whether we are a success or not; what determines whether we are a success is how we affect the lives of others.”

A. Schweitzer

Interdependence – what it means

- Interdependence is about relationships that lead to a mutual acceptance and respect. It suggests a fabric effect where diversity comes together in a synergistic way to create an upward effect for all people.

“In a new sense all life is interrelated. All persons are caught in an inescapable network of mutuality, tied to a single garment of destiny. Whatever affects one directly affects all indirectly. I can never be what I ought to be, and you can never be what you ought to be until I am what I ought to be. This is the interrelated structure of reality.”

Dr. Martin Luther King

Interpersonal Interdependence

- Dependence Paradigm – all about you
- Independence Paradigm – all about me
- Interdependence Paradigm – all about we

“Interdependence is a choice only independent people can make. Dependent people cannot choose to become interdependent. They don’t have the character to do it; they don’t own enough of themselves. As you become truly independent you have the foundation for effective interdependence.”

Steven Covey

Interdependence is when people parlay their skills, abilities or energies with others and in the process create a stronger, more successful reality.

Three debates that affect Interdependence

- Selfishness vs Altruism
- Individualism vs Community
- Institutional vs Empowerment

Our Current Reality in Elder Support

- We often look at problems and dysfunction
- We congregate people into services
- Often experts feel they know best
- Care/Services offered via chain of power
- The person served is labeled (diagnosed)
- Services are framed from factory mentality
- Literature/Research focuses on problems
- Consumer is exempt from responsibility

Current Reality Byproducts

- Consumers are treated like commodities
- A we/they perspective unfolds (promoted)
- A cause/effect reality unfolds
- Promotes a “sick role” perspective
- Suggests that the expert knows best
- Promotes stereotypes of people served

All of these realities work against
Interdependence

Key Aspects of Interdependence

- Focuses on Capacities that people have and not their problems
- Stresses the importance of Relationships
- Listens closely to the consumer and their perspective
- Promotes a greater sense of culture change of services and stereotypes

The Power of Relationships

- Gives people Identity
- People are happier with their lives
- People are actually healthier
- People are kinder
- People are more honest
- People are more tolerant
- People actually live longer

Achieving Interdependence

- The consumer must be in charge of their lives as much as possible.
- This can be done by supplementing the person or the environment around them.
- People must be supported to develop or maintain relationships.
- We must find and use the gifts of people in the community as possible.
- We must resist trying to “fix” people.

“What is necessary, I wondered, for us to become complete human beings.”

Oliver Sacks

Actions of Interdependence

- Role Competency Enhancement
- Supplemental Supports
- Relationship Building
- Systems Advocacy (Culture Change)

“There is no failure except in no longer trying.”

E. Hubbard

Organizational Interdependence

- Articulate a culture change agenda
- List out your guiding principles
- List out strategies to achieve your agenda
- Prioritize your strategies
- Focus action toward your best strategies
- Review your guiding principles (again)
- Evaluate your actions

“There must be a beginning to any great matter, but the continuing into the end, until it be thoroughly finished, yields the true glory.”

Sir Francis Drake

“Human beings are not like amoebas, we’re not things. We’re much more like coral, we’re interconnected. We cannot survive without each other”

Willard Gaylin

“The first big task of Interdependence is thinking and understanding each other – that means talking together.”

Robert Bellah

“Satisfaction lies in the effort not in the attainment. Full effort, is full victory.”

Mohandas Gandhi

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