# Continuum of Person-Directed Culture

Developed by Sue Misiorski and Joanne Rader, this Continuum of Direction illustrates the differences between staff directed and person directed culture.

# **PROVIDER DIRECTED**

Management makes most of the decisions with little conscious consideration of the impact on elders or staff.

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

## STAFF **CENTERED**

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

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

# **PERSON CENTERED**

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

# Staff begin to organize routines in order to accommodate elder preferences articulated or observed.

## **PERSON DIRECTED**

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

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

#### **CITIZENSHIP**

Elders have influence on their community, they are problem solvers, they share responsibility for each other, they are expected to contribute. The organization, leadership, management and staff support people to exercise autonomy, connection and well-being, and work to remove systemic barriers.

#### LOW

# **CONTINUUM OF PERSON-DIRECTEDNESS**

HIGH

Developed by Crotty, Rader, and Misiorski, 2005. Adapted by Christian Living Communities, 2021.

