

Continuum of Provider-Directed to Citizenship Model

Provider Directed	Staff Centered	Person Centered	Person Directed	Citizenship
<p>Mgmt. makes most of the decisions with little conscious consideration of the impact on residents and staff.</p>	<p>Staff consult residents or put themselves in residents' place while making the decisions.</p>	<p>Resident preferences or past patterns form basis of decision making about some routines.</p>	<p>Residents make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and lifelong habits.</p>	<p>Residents have influence on the community, they are problem solvers, share responsibility for each other, they are expected to contribute. Organization & staff support people to exercise autonomy, connection and well-being, and work to remove systemic barriers.</p>
<p>Residents accommodate staff preferences; are expected to follow existing routines.</p>	<p>Residents accommodate staff much of the time—but have some choices within existing routines and options.</p>	<p>Staff begin to organize routines in order to accommodate resident preferences—articulated or observed.</p>	<p>Staff organize their hours, patterns and assignments to meet resident preferences.</p>	



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