

# Partners in Positive Ageing (PiPA)

Living and working the process  
from a staff perspective

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# Overview

- New paradigm for the aged care workforce
- The implementation programs
  - foundation (1 day) for all staff
  - leadership (3 days) – Team Managers
- Staff outcomes from first case study



# Ageing workforce

- Predominantly female, over 45
- Competing demands – work, children, grandchildren, elderly parents
- Flexible work, phased retirement options
- Longer working life
- Work satisfaction = staff retention



# A new paradigm for work

Work contributes to wellbeing:

- Positive emotions (achievement, fun, sharing the good times)
- Is engaging – absorbing, thinking together, overcoming obstacles – ‘in the flow’
- Is meaningful – making a difference every day



# Key theorists

- Active ageing – Fernandez- Ballesteros
- Positive Ageing – Robert Hill
- Ageing Well – George Vaillant
- Positive Psychology – Seligman, Peterson et al
- Positive emotions – Fredrickson, Lyubomirsky
- Character strengths and Virtues – Peterson
- Finding 'flow' – Csikszentmihalyi
- Emotional Intelligence - Newman



# It's never too late..

- It can be concluded that it is never too late to start introducing behavioural changes for improving physical fitness, cognition and a sense of control, wellbeing and coping, or social participation (Ballesteros p 158)



# Staff training

- Identify strengths, talents, values and cultural traditions
- 6 key understandings about wellbeing
- Positive Psychology interventions for good mental health
- Resident assessment
- Lifestyle planning with residents





Say yes to  
working with  
others to  
achieve  
wellbeing



Say yes to  
using strengths  
of humour,  
gratitude and  
appreciation  
more of the  
time



Say yes to  
speaking up  
about what's  
important to  
me

# Positive psychology

*Positive psychology embodies what every human can say yes to. Every human being can say yes to more positive emotion. All of us can say yes to more engagement. Every human being can say yes to more meaning and purpose in life. Every human can say yes to better relationships. (Martin Seligman)*



# Foundation training

- Why a need for the new paradigm
- Living the process – resident perspective
- A good life
- Six key understandings
- Planning for wellbeing with residents



# The good life

- Pleasure (derived from emotional experience in the ratio of 3:1)
- Engagement and connection
- Meaning and purpose



# Leaders training

- More evidence-based research
- More positive psychology
- More positive interventions
- Emotional Intelligence – skills



# Living and learning



# The EI skills

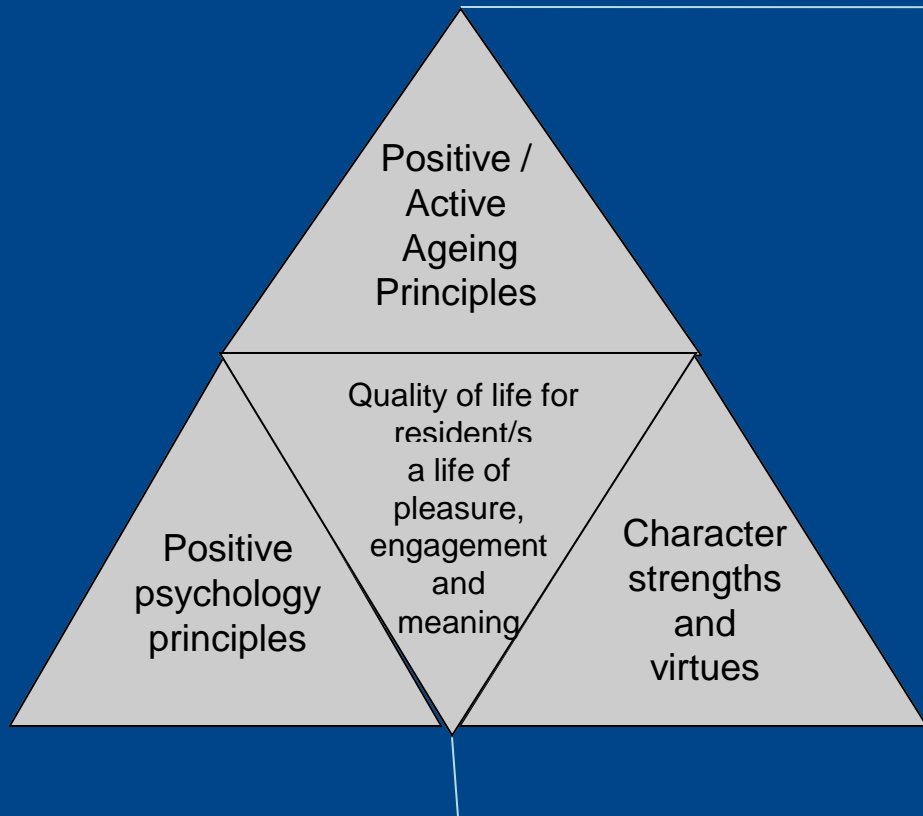
## Develop

1. Self reliance
2. Assertiveness
3. Optimism
4. Self actualisation
5. Self confidence
6. Relationship skills
7. Empathy

## Through:

- Lecture (information)
- Reflection
- Practice
- Revision of tools and processes
- Project work  
(implementing aspects of the model)





# Foundation training - responses

- High commitment to the changed paradigm
- “What will you change in your behaviour to ensure resident success?”
  - I’ll be positive, stimulate encouragement and encourage independence
  - Stop and listen to the residents without jumping in first
  - Increased willingness towards work
  - Turn each negative into a positive
  - Be open minded, be more creative, be more committed and encouraging



# Leaders responses

- 100% noted improvement in their own wellbeing
- >50% had increased time in planned exercise by third session
- >50% reported increased work satisfaction
- ~ 80% reported ‘considerable’ or ‘significant’ effect on their family life, and
- 100% reported a positive effect on their participation in community life



# Leaders responses

- I have more of a conviction and purpose in remaining physically, psychologically and socially active and I want to share this insight. I feel a greater sense of contentment as I know the 'secret' to positive ageing.
- I was very privileged as many of my colleagues were to be involved in the training... We can discuss and compare our reflections.
- We often talk about changes we experienced and still experience and I think we are an inspiration to each other.



# The lessons



# Conclusion

- A common language
- Supportive work and living environment (for wellbeing, work-life balance, flexible work, health promotion)
- Re-orientation of the service- paradigm shift
- Re-orientation of work as relevant to staff wellbeing
- Moving into the future: Future-proofing the aged care workforce

