

Envisioning the Future  2020 & BEYOND

**Integrating the Work of Aging into your life and practice**

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 Pioneer Network

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## Objectives

- Explain the different of Work of Aging domains
- Recognize the value of exploring the Work of Aging for ourselves and those we serve
- Employ activities that promote Work of Aging in our personal and professional lives

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## Who is Empira?

Empira is a non-profit collaborative quality improvement organization.

Empira *inspires* innovation programs and solutions to improve the aging experience with practical application of evidenced based research and collaboration.

It *challenges* the status quo with commitment to know and do better.

Empira is nationally recognized as a leader who *strengthens* the aging service industry by sharing the empirical results of applied research signature programs.




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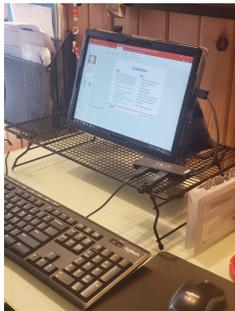
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Were all in this together!!

Zoom meeting "hack"

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I bet you didn't find it!



- Practical application of evidence based research to develop quality improvement programs

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## ResoLute

Resident empowered solutions on Living until the end



### MN PIPP grant

- CMP funds
- Voluntary/competitive program
- Reward innovative projects that improve quality or efficiency

### 3 year long project

- Exploration – first 2 years
- Currently in performance/integration year
  - (10% ↓) # of Meds
  - (20% ↓) Hospitalizations– MN QI
  - (3% ↑) Do people here:
    - Do things the way you want
    - Talk about things that are important to you

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## The Work of Aging



This work begins when people start to reflect on their life and confront their own mortality.

The “Work of Aging” is used to describe conversations or actions that support one in reaching wisdom recognizing what matters most in living and dying.

Work of Aging is a verb. It must be actionable

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## Our lens changed quickly

Our work started with residents in Long Term care but we quickly realized the value of “*Work of Aging*” for all people:

- ✓ Residents
- ✓ Families
- ✓ Staff
- ✓ IDT's
- ✓ Ourselves

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## 7 Work of Aging domains

<b>Life story</b>	What role does your story play in who you are today?
<b>Condition</b>	How does your health affect your quality of life?
<b>Purpose</b>	Why do you wake up in the morning?
<b>Relationships</b>	Do you have relationships you want to honor or reconcile?
<b>Spirituality</b>	Do you feel connected to something bigger than yourself?
<b>End of Life</b>	Have you prepared for the end of your life?
<b>Legacy</b>	What do you want others to think when they hear your name?

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## Life Story

**Why:**

We all have a story that we tell ourselves, about ourselves.

- Builds trust
- Opens channel of communication
- Gives context to our behavior

**How:**

Know the Person

- Identity
- Social history
- Non-negotiables
- Comfort preferences
- Greatest accomplishments

• Created from learning's from CMS's Hand in Hand  
Dr. Allen Powers  
Sonya Barsenss/ Gerentologist

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## Condition

**WHY:**

Avoidance of truthful prognostication is one of the chief drivers of suffering, health care provider moral distress and increased health care costs ([www.moraldistressproject.org/](http://www.moraldistressproject.org/)).

- People wait for clinicians to bring it up
- Clinicians wait for people to bring it up
- Societal Taboo /Cultural differences
- Fear of diminishing hope
- Complicated family dynamics
- Belief that code status, POLST, Advanced Directives are enough
- Quality measures focus on clinical outcomes

**How:**

- "Tell me what you know about your health conditions?"
- Identify gap in understanding
- Set the table for frank discussion around condition
- Medication alignment (NOT MED REC!!)

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## Purpose

**Why:**

Promotes living with a sense of contribution.

Many studies have shown that when people are contributing to a higher purpose, they are likely to have a healthier outlook on life and be more resilient to stress.

**How**

- Who are you?
- What do you do (what do you feel qualified to teach someone)?
- Who do you do it for?
- What do those people want or need?
- How do they change or transform as a result of what you give them?

How to know your life purpose in 5 minutes | Adam Leipzig

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## Relationships

**Why:**

Recognize the significance relationships have on quality of life.

Mend and nurture our relationships and resolve difficulties with integrity and grace.

**How:**

- Ira Byok "The Four things that matter most"
  - I love you
  - Thank you
  - Please forgive me
  - I forgive you

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## Spirituality

**Why:**

Feeling connected to something "bigger" than you can give your life a sense of meaning.

Spirituality is linked to many important aspects of human functioning- relationships, self-esteem and outlook.

**How:**

- Ask people to describe their spiritual beliefs
  - What have you experienced that has shaped your beliefs?
- Connect people with spiritual resources
- How does your community support all beliefs?

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## End of Life

**Why:**

Mortality is part of being human.

We must acknowledge how factors such as culture, ethnicity, religion and spiritual beliefs influence how people handle truth and make health decisions.

**How:**

- What outcomes are unacceptable to you?
- Atul Gawande, "Being Mortal"
- Honoring Choices
- Frank discussion around DNR/POLST/Advanced Directives
- Reconcile E.O.L. wishes with condition

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# Legacy

**Why:**

Research shows that without a sense of working to create a legacy, people lose meaning in their life.

The stories and wisdom of your life will become a source of comfort and connection for those who come after you.

We all have the power to form our own legacy.

**How:**

- How would you like to be remembered?
- What is your signature?
  - Letter writing
  - Recipes
  - Photo books
  - Autobiographies
  - Leaving words of love and advice
  - Share wisdom
  - Capture the stories

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# How do I break it down?

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The *Work of Aging™* describes thoughts and actions one takes as they reflect on their life, confront their own mortality and plan for the future. *Work of Aging™* begins when individuals begin to think about questions such as:

- How does my life have meaning?
- What matters most to me?
- How do I want to live the rest of my life?
- How long will I live?
- What happens when I die?
- How will I be remembered?
- Will my loved ones be ok when I am gone?

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## The goal of Work of Aging

- Peace
- Hope
- Acceptance

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The world today has us all doing Work of Aging.

Exploring these questions may be especially useful in today's uncertain world.




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Life story	Purpose	Relationships	Condition	Significance	End of life	Legacy
Orange	Blue	Red	Green	Gold	Purple	Yellow
What role does "your story" play in who you are today?	Why do you wake up in the morning?	How have your relationships impacted your security?	How does your health impact your security of life?	Do you feel connected to something bigger than yourself?	Are you prepared for the end of your life?	What do you want others to think when they hear your name?




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## Self Portraits of the Empira Consortium




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## Lets create our self portraits

Life story	Purpose	Relationships	Condition	Spirituality	End of life	Legacy
Orange	Blue	Red	Green	Gold	Purple	Yellow
What role does "your story" play in who you are today?	Why do you wake up in the morning?	Do you have relationships you want to honor or reconcile?	How does your health impact your quality of life?	Do you feel connected to something bigger than yourself?	Have you prepared for the end of your life?	What do you want others think when they hear your name?

- How does my life have meaning?
- What matters most to me?
- How do I want to live the rest of my life?
- How long will I live?
- What happens when I die?
- How will I be remembered?
- Will my loved ones be ok when I am gone?

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## Share your portrait on the app




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# Integrate Work of Aging

*Work of Aging™ Journals*



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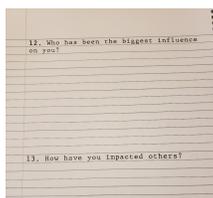
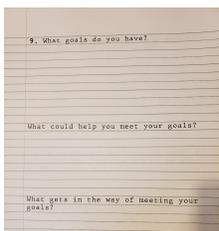
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## Peek inside - Reflection Journal



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## Peek inside - Connection Journal



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## Integrating Work of Aging

Hello is a conversation game. It's the easy, non-threatening way to start a conversation with your family and friends about what matters most to you.

- Spiritual care - discussion groups
- Social services – open conversation with families
- Taken home and played with family



©Common Practice

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## Integrating Work of Aging

- Beads represent significant events (joyful and difficult)
  - Marriage
  - Divorce
  - Birth of a child
  - Loss of a spouse
- Individual or group
- Usually not done in one session – bonds are made as the story unfolds
- Life story is affirmed
- Serves as a legacy piece



Beads of Courage®

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## Integrate Work of Aging



You have this template in your handouts. Use it in your communities to explore the "Work of Aging" with:

- Residents/Clients
- Families
- Staff
- Your family

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## Be inspired

Do any of the things we talked about, but better yet, use your imagination and integrate "Work of Aging" into your life and your practice in creative and meaningful ways!

I would love to hear what you do next! [kklund@empira.org](mailto:kklund@empira.org)

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## Connect With Empira



[www.empira.org](http://www.empira.org)

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