The Eden Alternative

A philosophy of resident directed care in aged care and community care
Outline

• What is the Eden Alternative?

• Why is it relevant for all?

• What does it mean for you and your home or organisation?
The Eden Alternative™ is...

- A model of resident directed care
- Based on 10 Principles of the Eden Alternative
- Challenges the medical & institutional models of care
- Challenges traditional organisational culture
- Has a practical framework for all operators
What the Eden Alternative isn’t
The three plagues of loneliness, helplessness, and boredom account for the bulk of suffering in a human community.
Principle 1 – the Problem Statement

In an Eden home:

- the aim is to eliminate Loneliness, Helplessness and Boredom through implementing the 10 Principles
- The job of all staff is to alleviate that suffering
- Resident options and choice becomes the focus
- Staff see the benefits very quickly
- Homes benefit financially, operationally
An elder centred community commits to creating a human habitat where life revolves around close and continuing contact with children, plants, and animals. These relationships provide a pathway to a life worth living.
Principle 2 – creating home....

In an Eden home:

• User friendly spaces are created for all
• Close and continuous contact with pets, plants and children are integral
• Vegetables & flowers are grown by residents for use in the home
• Jigsaw puzzles and games are left out - to teach and play without staff assistance...

Just like your home...
3. LONELINESS:
Loving companionship is the antidote to loneliness

4 HELPLESSNESS:
Opportunities to give as well as receive care

5 BORERDOM:
Variety & spontaneity
Pets can add more than just cleanup problems!!!
Principle 3 – Companionship is the antidote to Loneliness

In an Eden home:

- Care staff are empowered to engage with residents and introduce and develop the elements of the Human Habitat
- Pets are welcome
- Staff are communicating better and share successful interventions for reducing loneliness
- Residents are forming their own neighbourhoods
- Have real input into their living and dining spaces
Principle 4 – giving & receiving care is the antidote to helplessness

In an Eden home:

• Residents are busy, more active
• Share tasks such as closing and opening curtains, setting and clearing tables
• Collecting residents for functions and meals
• Residents are more engaged in wanting to help and care for others
• Residents and staff are starting to **GROW** - not **EXIST**
Principle 5 – variety & spontaneity are the antidotes to boredom

In an Eden home:

• Staff and residents enjoy unstructured activities
• Laughter levels and smiles increase
• Resident “behaviours” reduce
• Management team are genuine in modelling Recognition, Flexibility and Appreciation to all staff when unscheduled events occur e.g. when Fire alarm rings!!!
Soil Warmer

1. 100 metres
2. Discus
3. Pole Vault
4. Javelin
5. 400 metres
6. 110 Metres Hurdles
7. Long Jump
8. Shot Put
9. High Jump
10. 1500 metres

• Eden Alternative
Principle 6, 7 & 8...doing too much!

6. MEANIGNLESS ACTIVITY:
Corrodes the human spirit unless it is meaningful

7. MEDICATION OVER CARE:
Rely too heavily on medical treatment

8. EMPOWERMENT OF ELDERS/RESIDENTS:
How decisions are made
Principle 6 – meaningfulness in our daily actions and activities is essential

In an Eden home:

• ALL staff understand that everyone contributes to “lifestyle planner” - not just the DT’s
• Residents day is balanced with planned and unplanned activities
• Life is the program - not the program being your life
Principle 7 – Medical treatment is the partner in clinical care, not the master!

In an Eden home:

• Residents daily life does not revolve around treatment and medication schedules
• Staff understand difference between care and treatment
• Institutional language is replaced
• The elements of pets, plants & children enhance health outcomes
• Traditional nurses stations are removed!!!
• Animals have care plans too!
Principle 8 – Decision making

In an Eden home:

• Decisions are made as close to the elder as possible
• Duties are flexible to meet the elders’ needs
• Residents are encouraged to have a voice that is heard
• Re-alignment of the organizational structure occurs
• Management reviews all policies and procedures
“Growing old is like being increasingly penalized for a crime you haven’t committed”
9. GROWTH:
Creating an Elder-centered community is a never-ending process.

10. WISE LEADERSHIP:
Lifeblood of the struggle against the plagues
Principle 9 – growth is not separate from life

In an Eden home:

• It's evident that specific individuals’ lives (managers/staff/res) have improved as a result of using the tools of the Eden Alternative®.
• Surveys and personal stories attest to staff/resident growth in patience, forgiveness, and humility.
• Mindful stories of errors/periods of frost that they have encountered, and learnt from.
• Staff gain confidence as trained Eden Associates.
Principle 10 – Wise Leadership influences others

In an Eden home:

• Management invite, allow and provide resources for change to happen
• Residents are the focus
• Leaders lead by example

• Zero tolerance to Horizontal violence
• All staff support those trying to improve things
• Staff are friends with residents
• Staff are trained as Eden Associates
“We can’t solve problems by using the same kind of thinking we used when we created them”.

Albert Einstein
Pathway to the Eden Alternative from the city to the bush....

- Start the conversation with others already on the Eden journey
- View EiON “transforming Aged Care DVD”
- Visit Edenising homes
- Train in house teams as Eden Associates
- Look at culture change as an opportunity
- Become an Eden Centre of Excellence
- Visit our website for more information
Want to know more?

e: sally@edeninoznz.com.au

e: admin@edeninoznz.com.au

m: 0404 144 707

w: www.edeninoznz.com.au

w: www.edenalt.org
I always wondered why somebody didn’t do something about that, then I realized I am somebody.