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From the Director

EMPLOYEES OF THE QUARTER



Jamie Anderson,
Nurse Practitioner

The person who nominated Jamie state that Jamie always goes above and beyond his job to take the best care of the individuals we serve. “I work with Jamie a lot doing the admission call book and he is always so pleasant to work with and does great team work. You never hear, ‘I am too busy,’ or ‘take your admission papers to someone else to review,’ or ‘I don’t have time.’ He always says thank you with a smile and I will find you when I’ve completed reviewing the paperwork. If he has an admission come in close to the end of his shift, he will stay until he gets the admission done. The last several weeks, Jamie has been covering

third shift and has made folks on other shifts appreciate him even more. Jamie shows Leadership, Teamwork, Trust, and Honoring day-to-day tasks. He is always willing to help and go that extra mile to get the job done. He has such a positive impact with all staff with whom he works with. He always maintains a positive attitude in everything he does.” Thank you Jamie for all your hard work!



Amy Pauley, RN
Team Nurse,
First Shift, A/B

Amy’s nominator notes that Amy has been the B Team nurse since beginning work at

SWVMHI. “I have always been impressed with her professionalism and efficiency. However, on July 12, 2018, I witnessed Amy’s skills at their best.”

“B Team had three individuals who had refused medications, lab work, or both in the same morning. All three individuals had significant psychotic symptoms and histories of violence. Amy and I briefly discussed further the details of how we would manage encouraging these three individuals to comply with needed treatment. Amy had already worked out every detail. She had coordinated with the laboratory, security, the medication room nurse, and additional staff. She had orchestrated all these people to present at the right times and in the right manner to effectuate each individual’s cooperation. She also set the tone, such that the energy in each individual’s room was calm, supportive, but resolute. She made a decision to provide the Judicial Authorization for Treatment paperwork for one individual who

Hidden

There is a Christmas Tree on every page in this edition, just like the one pictured here. Can you find all of them?



Continued - Employees of the Quarter



had requested it, while maintaining the calm energy needed to have medication administered. In addition to providing calm support to the individuals we serve, Amy utilized staff resources in an efficient manner. Each individual received their medications and/or lab work without the need for physical holds.”

“In my estimation, Amy exhibited mastery of all the Facility values in one morning including: Communication, Honesty with Compassion, Trust, Teamwork, Self-initiative, Leadership, and Honoring day-to-day tasks.”

“Of course, I also would express my appreciation to Security, the laboratory department, the medication room nurses, and other A/B staff involved.”

Thank you Amy!



Taryn Thomas, RNCA
Float/Nursing

The staff member who nominated Taryn states, “Taryn works as a float nurse and is scheduled each shift where she is needed. Usually as a float nurse, you will be with another unit nurse who is familiar with the unit. On third shift, the past few months, Taryn on many nights has been with a pulled nurse from another unit. Taryn then has been the one who had to really step up and be the charge nurse because she was the most familiar with the patients and the unit. She has done this without complaint. She came in and worked an extra night so she would be the nurse there who was familiar instead of having two pulled nurses the next night. “

“Taryn has made a tremendous difference on third shift. She always has a smile and a positive outlook. Some of the things that others have said about Taryn are, ‘she pitches in and does whatever she needs to do to help out without complaint.’ ‘She is always positive and upbeat.’ ‘You never hear her say anything negative.’ ‘She is always pleasant to work with. I wish I could always work with her.’”

“Taryn had only three call-ins for the past year, which is to be commended, because she also had her first child on December 25. I appreciate Taryn and her work ethic and upbeat, positive attitude.”

Thank you for what you do for SWVMHI Taryn!



Sarah Smith, RNCA
Nursing, Day Shift, A/B

About Sarah, we learn that “Sarah is currently working an extended period of time (6 weeks) on third shift. She agreed to do this in order to keep third shift running smoothly and help keep everyone safe. The RNCA for third shift is on leave and there have been two recent separations of nurses. The newest nurse hired has just completed orientation and is being trained, in part, by Sarah.”

“Sarah has had to rearrange her personal life for this period of time in order to help out the unit as a whole. This is the second time Sarah has voluntarily covered third shift for an extended period. Her presence on day shift has been missed. Second shift and day shift appreciate not having to work overtime because Sarah is covering so many of the shifts. Sarah’s teamwork and dedication to everyone’s safety should be acknowledged.”

Thank you for your dedication Sarah!

SWVMHI Graduates of VPSL

LEADERS



If you look closely at the photo above, you can see the most recent SWVMHI graduates of VPSL I (Virginia Public Sector Leadership Program). Those from SWVMHI who graduated are: Garrett Baker, Christie Hayton, Danielle Grogan, and Lisa Taylor. Congratulations to these four and the other 17 SWVMHI Leaders who have attended VPSL I since its inception in 2017. SWVMHI also has four graduates of VPSL II (SystemLEAD) and one graduate of VPSL III, the highest level (Merle Obregon).

Will I have Life Insurance When I Retire

FAQ: I'm Going to Retire Soon. Will I have Life Insurance in Retirement?

Yes, if your employer offers this benefit and you meet the requirements for retirement when you leave employment. If you have VRS Group Life Insurance with your employer, a portion of your coverage continues into retirement. Your coverage includes:

- A death benefit amount that is equal to your creditable compensation at retirement, rounded to the next highest thousand and then doubled. The benefit is payable if you die of natural or accidental causes.
- An accelerated death benefit option. If you are diagnosed with a terminal condition and have fewer than 12 months to live, you can withdraw some or all of your life insurance proceeds to use for any purpose.

Your beneficiary or survivor will receive any remaining amount upon your death.

The amount of your coverage begins to reduce on January 1 following one calendar year after your employment ends. The reduction rate is 25 percent each January 1 until it reaches 25 percent of the total life insurance benefit value at retirement.

~For complete article, go to <https://www.varetire.org/mnews>.





PCT Career Pathway Level I Completions

SWVMHI, through the Department of Behavioral Health and Developmental Services (DBHDS), offers all Psychiatric Care Technicians (PCT) participation in the Direct Support Professional (DSP) Career Pathway. SWVMHI and DBHDS recognize the essential role that each PCT contributes to deliver high quality service to the individuals and families served and the DSP Career Pathway provides a method to assist PCTs improve client services through experience, training, and development opportunities. Through a structured three-tier educational program, PCTs are provided career growth opportunities that improve the overall competency level of staff, lead to a more positive work place environment, raise morale and improve both recruitment and retention measures. SWVMHI has a very active participation in this program and wishes to recognize and congratulate those PCTs who recently completed a tier of study. The following PCTs completed the DSP Career Pathway Level I and submitted their DSP portfolio to qualify for the December 2018 bonus:

Megan Carrico
Sandra Copeland
James Fry
Tammy Frye
Sasha Greer
Brandi Hall
Carol Johnson

Shelly Jones
Sonja Pruitt
Jane Radick
Brittany Wilson
Anthony Yarborough
Kim Yarborough

Congratulations to all DSP participants!



Take a moment for Holiday Safety

“Happy Holidays” everyone. The Holiday Season is here and there are lots of activities going on that can act as distractions to our work. It is a challenge to stay focused at work during this time of year.

Holiday injuries tend to put extra stress on everyone. Imagine yourself sitting around the holiday table in a leg cast because you fell off a ladder or tripped over something.

Unfortunately, these stories are more common than all of us might admit. Injuries during the Holidays seem to magnify how many people are affected by an injury to one person. How many people count on you each day to come home safely? If you add them up, you might be surprised.

Taking a few seconds for safety may seem unimportant to you, yet it is the one activity, the one action you might take during a busy and distracted day that will have the most benefit in keeping you safe.

SAFETY: Think of it as your
Holiday present to yourself.

In fact, you can think of each of those people who would be affected by an injury to you every time you take a few seconds to refocus.

Again, “Happy Holidays” to everyone. May the Blessings of this season warm the hearts of you and your families!

*~Submitted by Becky Barker,
Safety Committee*

Financial Tip: Credit Freeze Update



Thanks to a new federal law that was effective 9/21/18, you can get free credit freezes and year-long fraud alerts. This is helpful if you believe that someone may have tried to steal your identity and open credit in your name.

What is a Credit Freeze? A Credit freeze restricts access to your credit file, making it harder for identity thieves to open new accounts in your name. Usually you get a PIN to use each time you want to freeze and unfreeze your account to apply for new credit.

What's new? Previously, credit freezes may have had fees, depending on state law. Now, it is free to freeze and unfreeze your credit file and the files of children under the age of 18 (who may also be the victim of credit fraud).

What is a year-long credit alert? This is a fraud alert that will tell any business that runs your credit that they should check with you before opening a new account. Previously, fraud alerts only lasted 90 days. Now an initial fraud alert will last one year. It will still be free and identity theft victims can

still get an extended fraud alert for seven years.

The three credit monitoring companies, Equifax, Experian, and TransUnion, must each set up a webpage for requesting fraud alerts and credit freezes. The Federal Trade Commission (FTC) will also post links to those pages on IdentityTheft.gov.

It's important to know that freezing your credit will not prevent fraud on your credit or debit cards. A thief can steal or purchases your current credit/debit card information and use it for their own purposes. A credit freeze makes it impossible for anyone to borrow money or open a new credit/debit card in your name. A credit freeze still allows you to get your free annual credit report and it does not hurt your credit score. It is recommended that you continue to check your credit report. Historically, it has taken a few days to freeze or unfreeze the access to credit. The new law requires the credit bureaus to speed up the process.



Census

MONTHLY PATIENT CENSUS

Nov 2018

Admissions 60

Discharges 75

Passes 10

Average Daily Census 157

(Christmas Funnies cont.)

Q: What do you call an outlaw who steals gift wrapping from the rich to give to the poor?

A: Ribbon Hood

Q: What do you get if you cross a Christmas tree with an iPad?

A: A pineapple!

Q: Where do you find reindeer?

A: It depends on where you leave them!

Q: Why didn't Rudolph get a good report card?

A: Because he went down in History.

Q: What would you call an elf who just has won the lottery?

A: Welfy!

Christmas Funnies!

Q: Why do Dasher and Dancer love coffee?

A: Because they're Santa's Star Bucks!

Q: What does the Gingerbread Man use to make his bed?

A: Cookie Sheets!





15 Stress-Reducing Holiday Tips for Families with Special Needs

Holiday time is a joyous time to spend with family, loved ones and friends. It is also a time to be thankful, give to others, exchange gifts, and wish for peace.

In terms of my own special family, I look forward to all of the wonderful things that come with the holiday season. Having said that, the holiday season can be a difficult time due to changes to any and all of the following:

- Routine
- School programs
- Vacation
- Travel
- Visiting family and friends
- Attending functions
- Excruciating amounts of down time
- Too much noise, and lastly;
- Too much food

I have developed some coping mechanisms that help my own family survive the holiday season as unscathed as possible. It also affords my special family the enjoyment of the holiday season much more.

- **Do Not Over-Schedule** - It is tempting to make frequent visits, attend gatherings, and get involved in many activities during holiday time. This can often be too much for your special family. I feel that it is better to have one successful experience rather than many stressful and difficult ones. If my son needs to be on his best behavior for an activity, I make sure he has plenty of non-stressful time before and after an event to just be himself.
- **Bring Your Own Food & Supplies to Gatherings** - If your loved one is a picky eater or on a special diet, or if there is a risk of tantrums, difficult behavior, and stress over missing his/her favorite food, bring your own supply. Furthermore, if there are certain items that will help calm your child; such as iPads, books, stuffed animals, or weighted vests, make certain you bring them to all gatherings.
- **Offer to Buy Gifts** - My family and friends worry so much when it comes to buying gifts for my son with special needs. In order to alleviate this worry, I buy my son's gifts prior to any event, and my family members will then present the gift to him. This takes the stress off my family members and also ensures my son will not act out if he opens something he does not like or understand.
- **Try to Build in as Much Routine as Possible** - Although it is hard, I try to build as much of a routine as possible over the holidays. I keep a consistent wake up and bed times over breaks and throughout the year. I try to keep similar limits that I set during school. In our home, "screen time" remains limited, reading routines stay in place, and meals remain around the same time.
- **Ask the School or Program for Activities You can Work on At Home over Breaks** - It is also a good idea to ask teachers or therapists for activities you can do with your child over holiday breaks. This can help you establish a routine, help you see what your child is working on, and assess whether he or she is generalizing the skills being administered in school.
- **Take Two Cars** - It is always a good idea to have an escape plan for holiday activities. My husband and I always bring two cars to gatherings or activities, so that one of us can leave if our child with special needs is acting up. This way our other children can remain (if they wish), and our child with special needs can go home where he feels more comfortable.



Continued on page 7



(continued from page 6)

- **Plan Activities Where There is No Expectation that Your Special Needs Loved One Has to Behave** - I try to focus on activities that our family can do together where there are no expectations that my son needs to behave. Each Christmas day, my children dress up like elves. We visit friends with developmental disabilities at our local group homes with presents we've purchased and wrapped. This allows our family to "do good," have a fun Christmas activity, and allows my son with special needs the opportunity to be himself with no worries. My children look forward to this activity each holiday season, and it has become our holiday tradition!
- **Try to Schedule Ample Help** - If possible, I try to schedule extra help to assist me during the holiday season. This extra help may take the form of a "mother's helper," a babysitter, a local college student, someone to come along with us to activities and gatherings. This helper can watch my son with special needs when there are activities that I want the rest of my family to attend, but are not a good fit for my son with special needs.
- **Avoid Crowds** - Avoid activities where there are huge crowds. Whenever possible, I try to do my holiday shopping online to avoid the busy malls. One of the holiday activities my son loves is the train show at the Botanical Gardens. In order to avoid the large crowds, we often go on a rainy weekday when most people are not visiting. If I must attend an event or location that will be crowded, and one that I know my child with special needs will not enjoy (such as a yearly trip to the Rockefeller Christmas tree), I make sure to bring my "mother's helper."
- **Use the Time with Family to Discuss Plans for the Future** - Holiday time is a wonderful time to discuss your plans for the future for your loved one with special needs. It is a good time for your extended family members to see, first hand, what it takes to raise your loved one. Use these family gatherings to discuss issues such as guardianship and other special needs planning ideas.
- **Keep Calm** - One thing that upsets me is getting parenting advice from people who think they know how to handle behaviors better than I do. This happens often during the holidays season. For the sake of my son, I try to (and thankfully succeed at) remaining calm. I use these as teachable moments, such as the day I was at the Bronx Zoo with my son and a group of young students starting mimicking his vocalizations and hand movements. While my instinct was to yell at these children for being painfully rude, I instead spoke to the teacher about my son and the student reactions. I was happy to explain what autism was to them.
- **Don't be Afraid to Say No** - Don't be afraid to say "no" to anything that does not contribute to your own or your child's well-being. People who care about you will not be offended if you decline an invitation. Simply explain that it will not work for your special family. Figure out which events and activities are must-dos and let go of the rest. Maybe opt for a quiet night at home instead.
- **Take Time for Yourself** - I can't stress the importance of this enough. This helps you be a better parent. If you spot me alone in a movie or getting a manicure and pedicure this holiday season, you will notice that I strongly take my own advice!
- **Keep Expectations Reasonable** - We tend to have high expectations for the holidays and want them to be "perfect" family times. Don't get frustrated if the occasions don't go as planned. Just cherish the time you do have and make the best of it. If your child with special needs cannot handle a large family event on a certain day, plan something special just for your family and enjoy the time alone.
- **Count Your Blessings** - While it is so hard to raise a loved one with special needs, and while we may wish to just have a "normal" holiday season and not worry about all of the above, holiday time is an important time to realize all of the gifts we have been given via the gift of our children. I always take time to realize that I have become a better mother, a more patient person and a better advocate in my career of helping families with special needs. I am a better person and it is all because of my son. This makes me feel very lucky indeed.

Happy Holidays!

~Written by Sheryl Frishman and posted
in the REACH Region III Newsletter



Welcome Aboard!

Please welcome the newest additions to the SWVMHI Team!



November 25, 2018 - L to R: Stephanie Trivett, RNII, Ward C/D, 1st/12 hour shifts; Allison Hollyfield, Food Service Technician

SWVMHI Mission

We promote mental health in Southwestern Virginia by assisting people in their recovery.



November 10, 2018 - Front Row: Michelle Cornett, RNII, Ward F, 2nd shift; Katherine Stone, PCT, Wards C/D, 3rd shift; Donna Perkins, PCT, Ward C/D, 2nd shift; Cynthia Lawrence, RNII, Ward C/D, 2nd shift.

Back Row: Kayli Lewis, PCT, Ward F, 3rd shift; Cody Haga, PCT, Ward C/D, 3rd shift; Emily Powers, Food Service Technician; Melissa Cox, PCT, Ward A/B, 3rd shift; Paula Jackson, RNII, Float, 1st shift; Savannah Fuller, PCT, Ward A/B, 2nd shift; Tracey Dean, Food Service Technician.

WELCOME!



No Shave November

Captain Dave McConnell, Officer Tommy Cullop, and Chief Sean Carrigan are showing off their “no shave November” beards. The Security staff at SWVMHI donated the proceeds from this act to Santa’s Elves. Not pictured, Officer Richard White.



Employee Service Awards

This month, we celebrate the longevity of employees through Service Awards that were earned July through October, 2018.

July, 2018:

Thirty Years' Service: Cathy "Sue" Ashlin, Administrative Assistant for Physical Plant Services

Twenty-Five Years' Service: James Colgate, PCT, Geriatrics

Twenty Years' Service: Jennifer Snow, PCT, ERS, Ward I

August, 2018

Thirty Years' Service: Linda Parks, Health Information Management

Thirty Years' Service: Sharon Winebarger, Nutritionist

Twenty-Five Years' Service: Debbie Haga, Utilization Review Coordinator

Twenty Years' Service: Jennifer Armstrong, Food Service Supervisor (2016 Employee of the Quarter)

Twenty Years' Service: Connie Cook, PCT, ERS, Ward H

Fifteen Years' Service: Julie Stoots, ANE

Five Years' Service: Morgan Armstrong, Lead PCT, ERS, Ward H

Five Years' Service: Tanya Owens, PCT, ERS, Ward H

Five Years' Service: Marie Turley, PCT, Geriatrics

September, 2018

Thirty Years' Service: Denise Mance, Psy.D., Psychologist, Senior

Twenty-Five Years' Service: Fred Cress, Security, (2014 Employee of the Quarter)

Twenty-Five Years' Service : Wanda Hounshell, PCT, ERS, Ward J (2016 Employee of the Quarter)

Fifteen Years' Service: Deresa Hall, DNP

Fifteen Years' Service: Carrie Sykes, PCT, Admissions, Ward A/B

Five Years' Service: Deborah Orr, RN II, Geriatrics

Five Years' Service: Courtney Quinley, PCT, Admissions, Ward A/B



Thank you to our staff who have served well and sometimes for many years - you are helping us to fulfill our Mission, Vision, and Values at SWVMHI.

SWVMHI Mission: We promote mental health in southwestern Virginia by assisting people in their recovery.

SWVMHI Vision: Southwestern Virginia Mental Health Institute, in collaboration with the Community Services Boards, will always be the region's center of excellence in the treatment of serious mental illness.

- As a result, the people we serve continue their recovery from mental illness in their chosen communities and in their chosen roles.
- They leave the most restrictive treatment settings within the shortest possible time.
- SWVMHI is the region's center of excellence for people who are most challenged by serious behavioral health disorders.
- The SWVMHI vision helps to provide structure and guidance in moving toward our goals of more skilled staff, safer workplace, more active treatment, and better care for the individuals we serve.

SWVMHI Values: We best promote mental health in the people we serve by valuing:

- Communication,
- Honesty with Compassion,
- Trust with Accountability,
- Teamwork,
- Self-initiative,
- Leadership, and
- Honoring day-to-day tasks.



Thank you!
Cynthia L. McClaskey, Ph.D., Director

SWVMHI 2018 Veterans Day Commemoration

On Thursday, November 8, SWVMHI commemorated Veterans Day with a ceremony at 1:30 pm in the gymnasium. We were joined by the Marion VFW Post 4667 Color Guard, Mayor David Helms, Marion Police Chief John Clair, as well as Ken Heath, Marion's Community & Economic Development Executive Director, and Sarah Gillespie, Smyth County Chamber of Commerce. The program was moving and informative, inspiring and sombering, patriotic and heartfelt.

The Color Guard presented the flags and we were led in the pledge of allegiance by Joey Sword, Human Resource Manager. Daniel Eastridge performed a beautiful, acapella rendition of The Star Spangled Banner.

Those present were asked to raise their hands or stand if they were a veteran or had a loved one who was a veteran. Human Resources notes that we presently have 19 veterans who are employed at SWVMHI.



A special part of the program was dedicated in memory of our veterans and service members we have lost in the last year. Veteran Augusta Saucer was employed at SWVMHI as a clinical social worker at the time of her passing. SWVMHI has purchased a bench in Augusta's memory that will be placed on the hospital grounds in front of the Bagley Building near the flag, for the enjoyment of staff, patients, and visitors. In addition, some of you may know that my sister-in-law, Major Blanca Reyes died suddenly last December at Ft. Bragg, NC, while on active duty. In addition, one more loss of a veteran this year was George Cook, Jr., father of Kim Sayers, Human Resource Analyst.

Leanna Craig, West Region Director of the Virginia Veteran's and Family Services, Virginia Department of Veterans Services, gave the keynote presentation about all of the services that are in place in Virginia for veterans and their families. The VVFS program provides resource referrals, care coordination, and supportive services to Virginia's veterans of any era, National Guard, Armed Forces Reserves, caregivers, and family members. We hope to get Leanna back to provide some specialty training. In the meantime, you can visit their website: www.dvs.virginia.gov, find them on Facebook or twitter, or download the DVS app from Google Play or iTunes by searching for "Virginia Veterans."

Mayor Helms spoke about how proud he was of this facility and of Marion for their outstanding remembrances of veterans throughout the year.

Daniel Eastridge and R. J. Pasco performed two other songs, one of which, *The Angels Flew Home*, was written by Daniel Eastridge. It reminded me of the mem: "Not all angels play the harp and sing, Some are called to battle."

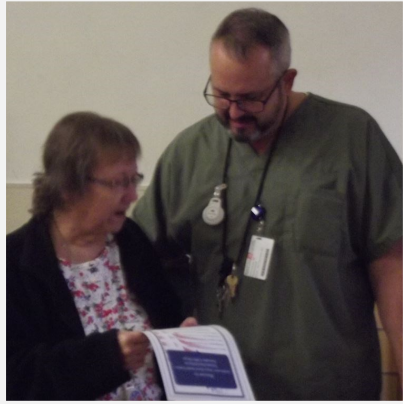
If you are a veteran or have a veteran loved one that you would like recognized at next year's program, please send the information to Heather Hall or Joey Sword in the Human Resource Department. We would love to have more photos of our Veterans to display.

Thanks to all who attended, to our guests and guest speakers, to Heather Hall, Jan Barron, and the Employee Recognition Committee for planning and implementing the program, and to the individuals we serve who provided decorations.

Also a big thank you to the Rehab Department who were involved in planning and set-up and worked outside of their usual daily responsibilities to advocate, educate, and collaborate to organize a list of patients to attend (55!), escorted all patients and held accountability for the entire event, mingled patients with visitors to reduce the stigma, jumped in to serve refreshments when the initial plan fell through, and many other tasks - we couldn't have done this without you! Last of all, thank you to all of our veterans. We owe every veteran a debt of gratitude that cannot fully be repaid.

~Submitted by: Cynthia L. McClaskey, Ph.D., Director

SWVMHI 2018 Veterans Day Commemoration (con't.)



MONTHLY ACTIVITY CALENDAR

<i>December 2018</i>						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2 	3 Gameroom 6:30-8pm	4 Gameroom 6:30-8pm	5 Gameroom 6:30-8pm	6 No Group - Onward Activities Chapel 6:30-8pm	7 Gameroom 6:30-8pm	8
9	10 Gameroom 6:30-8pm Movie Night	11 Gameroom 6:30-8pm Movie Night	12 Gameroom 6:30-8pm	13 Chapel 6:30-8pm	14 Gameroom 6:30-8pm	15 
16 	17 Gameroom 6:30-8pm	18 Gameroom 6:30-8pm	19 Gameroom 6:30-8pm	20 1:30-3:00 Special Event No afternoon groups Chapel 6:30-8pm	21 Gameroom 6:30-8pm	22
23 	24 HOLIDAY Christmas Eve	25 	26 Gameroom 6:30-8pm Birthday Party Night	27 Chapel 6:30-8pm	28 Gameroom 6:30-8pm	29 
	31 HOLIDAY					
	32					

December Days to Celebrate



“Off the cuff” December 2018 holidays to celebrate:

December 4 - National Cookie Day

December 6 - Miners’ Day

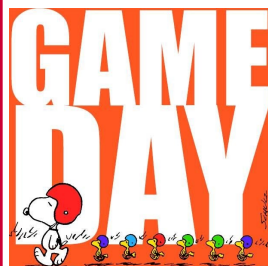
December 11 - Kaleidoscope Day

December 14 - Monkey Day

December 20 - Games Day

December 25 - Christmas Day

December 31 - New Years Eve



STAFF DEVELOPMENT NEWS

Have you ever wondered what it would be like to have dementia? Or wondered how the mental and physical challenges associated with dementia would impact your ability to complete even the simplest tasks?

On November 13, forty-nine staff members from SWVMHI had an opportunity to do just that. Staff from the *Commonwealth Senior Living Center (CSL)* visited SWVMHI to share *Second Wind Dreams*, a virtual training program that uses cutting-edge technology to simulate the physical and mental challenges that those with dementia experience. The goal of the program is to help caregivers and family members provide better person-centered care to individuals with dementia.

The training includes three phases: “garbing” and introduction, an 8 minute simulation experience which was then followed by a debriefing exercise.

Staff worked in pairs: one person observed while the other attempted to complete simple tasks while “garbed” with dementia-stimulating equipment. Afterwards, the pairs met with trained professionals from CSL to discuss their experiences and ask questions.



“Garbing” included headphones to simulate competing sounds; glasses to simulate macular degeneration; shoe spikes to simulate neuropathy; thick gloves with fingers sewn together to simulate lack of sensitivity. All staff who participated found the training to be enlightening. Staff comments included, “very helpful,” “disturbing,” “unsettling,” and very difficult.”



Tips for Working with Individuals with Dementia

- ⇒ Give ample time for tasks.
- ⇒ Cut down on noise and distraction.
- ⇒ Try not to argue about “their reality.” Just change the subject and move on.
- ⇒ Create social settings for them. Socialization slows cognitive decline.
- ⇒ Offer them to do the same thing over and over. It makes them feel safe.
- ⇒ Treat most behavior problems as coping strategies. Figure out what they are trying to tell you and fix it. For example, agitated behavior may mean needs toilet, needs meds, too noisy, etc. You have to be a good detective to figure it out.
- ⇒ Stay positive about all the good things they CAN do and all the good times you will have through this journey together. For a brief time (during the simulation) you have been where they are and that knowledge will give you hope through understanding.
- ⇒ Reinforce, encourage, reassure and come to their rescue. Without these positives, people with dementia tend to give up and withdraw, which can lead to depression.
- ⇒ Take care of yourself for the benefit of you both.

Dementia within the United States

Within the United States, there are at least 5 million people currently living with age-related dementias. As the population increases, these numbers are expected to rise. To put this into perspective, it's estimated that one out of every six women and one out of every ten men living past the age of 55 will develop dementia. Although there are various forms of dementia, around 70 percent of cases are due to Alzheimer's. Of the remaining cases, the second most common type is vascular dementia. Due to longer life expectancies and the large baby boomer population, the percentage of Americans living with this disease will increase in the upcoming years.



OUR TRAINERS





"Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas." ~ Calvin Coolidge

Word Search

Just for fun, how many of the following words can you find related to Winter?



P	O	C	A	N	D	Y	C	A	N	E	M	N	B	V	C	X	T
R	E	W	T	Y	U	I	O	P	L	K	J	H	G	F	P	D	S
L	S	C	M	N	B	B	V	G	I	F	T	S	C	X	O	Z	A
K	J	A	H	G	F	E	D	D	S	S	A	L	Q	W	I	E	R
V	B	R	N	O	E	L	N	M	P	O	I	E	U	Y	N	T	H
C	X	O	Z	T	A	L	S	D	F	G	H	D	J	K	S	L	T
Q	W	L	R	E	A	S	R	R	T	T	Y	U	I	O	E	P	A
S	T	S	U	G	H	N	M	K	I	U	T	F	X	E	T	Z	E
I	P	L	D	K	U	T	F	S	N	O	W	E	S	K	T	A	R
D	E	C	O	R	A	T	E	A	K	J	H	G	G	A	I	F	W
N	R	M	L	N	H	J	K	M	U	Y	H	I	T	C	A	R	D
B	E	V	P	C	X	X	S	T	D	R	O	C	P	T	L	M	N
F	G	D	H	S	A	Z	X	S	H	O	V	E	L	I	C	V	B
G	N	H	J	K	L	L	O	I	P	I	U	Y	T	U	R	E	W
H	A	N	G	E	L	N	B	R	G	F	D	S	X	R	Z	A	Q
J	M	K	L	P	O	I	U	H	Y	T	R	E	E	F	W	Q	M
R	T	G	L	P	O	W	S	C	D	F	G	H	T	Y	U	I	N
S	I	L	E	N	T	N	I	G	H	T	N	A	M	W	O	N	S

ANGEL

BELLS

CANDY CANE

CHRISTMAS

CAROLS

DECORATE

FRUIT CAKE

GIFTS

ICE

MANGER

NOEL

POINSETTIA

RUDOLPH

SANTA

SHOVEL

SILENT NIGHT

SLED

SNOW

SNOWMAN

WREATH



December Lunar Phases



Dec. 4 - First Quarter

Dec. 12 - Full Moon

Dec. 18 - Last Quarter

Dec. 26 - New Moon

Training Calendar

DEC 2018

Cell Petricia @ x 854 to REGISTER

D = Dogwood Room; C = Commonwealth Room; CL = Computer Lab; AB = AB Classroom

MON	TUE	WED	THURS	FRI
3	4 (D) 12-4 LHRC Mtg.	(C) CPR Renewal / TOVA Recert > 6:30-3 (1 st shift nursing) > 10:30pm-7am (3 rd shift osg.)	(C) CPR Renewal / TOVA Recert > 2:30-11 (2 nd shift nursing) CVC Basket Auction End at 3pm - 4-5pm	7 For Supervisors Only ALL SUPERVISORS ARE WELCOME! MUST sign up (HR) 9-12 - MVP & Performance Mgt. CVC Basket Auction Pick-Up 9am-11am
10 <u>(D) 8:30-5 Human Resource / Training Dept Orientation</u>	11 FACILITY TOUR 10 AM-Meet in Bagley Bldg. Lobby for history tour	12 (C) CPR Renewal / TOVA Recert > 6:30-3 (1 st shift nursing) (D) 8:30 - 12n Human Rights (D) 1-2 -Ethical Relationship- Policy 1018 (D) 2:15-4 pm CLC	13 (C) CPR Renewal / TOVA Recert > 2:30-11 (2 nd shift nursing) (D) 8:15-10:40 Fire, Gen Safety & Security (D) 10:45-12:15 Hazard Com (D) 1-3 Infection Control (D) 3:15 -5 Risk Assess/Mgmt.	14 (C) 8:30-5 Healthcare Provider CPR (D) 10-12 SW BOARD 8:15-5pm Academy West Classroom 2&3 STEP FORWARD Training
17 (D) 8:30 - 5 MHFA Course ID #00103400	18 (D) 8:30-12 Intro to Mental Illness (D) 1-2 Intro to Substance Use Disorder (D) 2:15-3:30 - REVIVE! Opioid Education/Naloxone Administration Class	19 (D) 8:30 - 2:30 Recovery & Wellness (RAFT) (D) 2:45-5:00 Intro to ID/DD	20 (C) 8:30-4:30 TOVA Part 1	21 (C) 8:30-2:30 TOVA Part 2
24/25 HAPPY HOLIDAYS TO EVERYONE! 		26 <u>(D) 8:30-3 Human Resource / Training Dept Orientation</u> (CL) 8:30-11:30 OneMIND Overview (D) 11:30-12:15 IT Security	27 (D) 8:30-10:30 Director's Orientation (D) 10:45 - 11:30 HR Wrap Up	28
31 HOLIDAY				

TOVA Recert / CPR Renewal for Nursing Staff with a birthday this month.

Employees scheduled for Healthcare Provider CPR Classes need to review the manual available in the Library prior to class.



TEAM BUILDING

SWVMHI takes another STEP FORWARD in the development of its leaders!

On November 16, twenty staff from SWVMHI gathered in the Dogwood Room to look at Patrick Lencioni’s “5” dysfunctions of a team, identify barriers to teamwork, and discuss strategies for increasing collaboration and cohesion among team members. In addition to reviewing appreciative leadership’s five needs of high performers, participants practiced low-cost/no cost activities to increase the relational capacity of teams and enhance their ability to lead productive, effective teams. The Team Building class concluded with a look at SWVMHI’s VALUES of *Teamwork* and *Leadership*, guideposts for leading individuals to be engaged team members who work together to achieve shared goals.

Why appreciative leadership matters

Appreciative Leadership meets these 5 needs that people have for high performance:

- ⇒ To know they belong;
- ⇒ To feel valued for what they have to contribute;
- ⇒ To know where the organization or department is headed;
- ⇒ To know that excellence is expected and can be depended on;
- ⇒ To know that they are contributing to the greater good.

Teamwork: In order for the team to attain its goals and objectives, it is imperative that members work together as a cohesive unit. The team must share a common picture or vision of *what each member is capable of accomplishing*. Teams will function best if there is effective communication, honesty with compassion, and trust with accountability.

Leadership: SWVMHI believes that creativity and the ability to lead are not limited to a few, but reside within each of us. Given the opportunity, people at all levels can be leaders. Each member of our staff can seize the initiative to make creative changes that benefit the people that we serve, every day.

The FIVE DYSFUNCTIONS OF A TEAM



