

# ABOUT GENTLE PERSUASIVE APPROACHES (GPA®) IN DEMENTIA CARE



**Every day in Canada point-of-care providers interacting with older adults in the dementia context may face situations of risk.**

*Care provider distress is 5x greater among individuals caring for seniors with moderate to severe cognitive impairment.<sup>4</sup>*

**Are we doing all we can to support and protect Canada's point-of-care providers?**

- 1 in 5 individuals caring for persons with dementia report feelings of distress, anger or depression or an inability to continue care.<sup>1</sup>
- In Canada, 90% of frontline workers experienced physical violence and 43% reported violence on a daily basis.<sup>2</sup>
- Nursing Aides identified resident-related factors (cognitive impairment and not wanting care) as the main cause of combative behaviour and they reported having no control over the factors.<sup>3</sup>

References: Alzheimer Society of Ontario<sup>1</sup>; Banerjee et al., 2012<sup>2</sup>; Morgan et al, 2012<sup>3</sup>; CIHI 2010<sup>4</sup>.

**Why implement GPA in your organization?**

- Help safeguard staff safety.
- Meet legislative and accreditation safety requirements (provincial and national).
- Equip staff with practical (real-life) strategies for responding with confidence to the behaviours associated with dementia.
- Benefit from a learning framework that is theoretical, practical and based on adult learning models.
- Benefit from a training model that is immediately useful.
- GPA is accessible and affordable; the only materials required for the course are a manual.
- GPA is sustainable. Large organizations will benefit from our GPA Certified in-house coach model (*see below*).
- GPA works! The evidence and the testimonials from participants and coaches show that GPA is enhancing the quality of care through each person it touches. Learn more at the AGE Research Hub on our website.

**Who should take GPA?**

GPA is a multidisciplinary education program designed for everyone who interacts with older adults in the workplace—all registered staff, PSWs, housekeeping, students, security, volunteers, etc.

**How is GPA delivered?**

GPA Basics Education is a full-day (7.5-hour) education session led by GPA Certified Coaches and designed to address individual learning styles via a motivating mix of experiential exercises, video clips, whiteboard animation, mini lectures, role play and discussion.

**What makes GPA unique?**

Unlike many dementia education programs, GPA is multidisciplinary and comprehensive in its delivery. It is evidence based, incorporating collective, established evidence from the dementia context and AGE's own empirical evidence derived from our extensive evaluations of GPA within organizations.

*GPA Basics Education comprises 4 modules:*

- An Introduction to Personhood
- Brain and Behaviour
- The Interpersonal Environment
- Gentle Persuasive Techniques for Respectful Self-Protection (solo and in teams)

Now in its 4<sup>th</sup> Edition, GPA is regularly evaluated in context, across settings, over time. (*Further details at right.*)

**What is the GPA Certified Coach In-House Champion Model and How Will it Benefit You?**

For larger organizations, the GPA Certified Coach In-House Champion Model is the recommended model. An organization sponsors its own in-house GPA Certified coach(es), allowing it to facilitate staff GPA training and refresher sessions on demand. For smaller and/or rural organizations, where the model is not sustainable, AGE is currently working with its stakeholders and partners to develop a wider and more accessible regional approach.

## What is involved in a day at a GPA Basics Education session?

### Module 1

I am not my disease! The first step in our person-centred approach to care is understanding the unique human being behind the face. Each person with dementia is unique and still capable of interacting with the outside world.

*We start the day with an overview of the principles of person-centred care and explore the meaning behind dementia's responsive self-protective behaviours, including teaching a deeper understanding of the disease's impact on the brain.*

### Module 2

There is a relationship between the progress of the disease and dementia's behavioural responses and aggression.

*Discussion centres around the 'A's' of dementia (amnesia, aphasia, agnosia, apraxia, altered perceptions, apathy, anosognosia, and attention deficit), their relationship to behaviour, care implications and support strategies. Discussion of delirium includes an embedded hospital-based vignette and whiteboard animation video.*

### Module 3

Confidence Building: GPA's most important overall goal!

*Building on their learning in Modules 1 and 2, participants are taught how to apply emotional, environmental and interpersonal communication strategies to prevent, recognize, defuse and respond effectively and safely to responsive behaviours.*

### Module 4

The art of respectful self protection safeguards both the care provider and the person with dementia. One of the elements that make GPA unique is its teaching of these techniques.

*Participants are given an overview of respectful physical intervention principles that can help them de-escalate responsive behaviour in a clinical setting. They learn self-protective techniques to minimize risk, as well as respectful escort techniques that can be used — individually and in teams — to manage behaviours experienced by staff as catastrophic. Participants practice these techniques during the session.*

## What is GPA eLearning?

GPA eLearning is a new online program from AGE that is producing exceptional results. Made up of key content from the GPA Basics Curriculum, it is delivered via short video tutorials from the 4 modules in a GPA Basics Education session. Vibrant images, smart graphics and professional narration make it an immersive learning experience.

*Available to those:*

- currently enrolled in the *Geriatric Certificate Program*
- currently enrolled in or graduated from an accredited healthcare program, or where current job role
- includes interactions with older persons with dementia
- who want to enrol in GPA Certified Coach T training but need the prerequisite GPA Basics Education
- who are currently exploring employment opportunities for which GPA is a prerequisite.

*For more information about GPA eLearning or to register for the program:*

- visit [www.ageinc.ca](http://www.ageinc.ca)
- email [info@ageinc.ca](mailto:info@ageinc.ca)