Continuum of Person-Directed Culture

Developed by Sue Misiorski and Joanne Rader, this Continuum of Direction illustrates the differences between staff directed and person directed culture.

Provider Directed

Staff Centered

Person Centered

Person Directed

Management makes most of the decisions with little conscious consideration of the impact on elders or staff.

Staff consult elders or put themselves in elders' place while making the decisions. Elder preferences or past patterns form basis of decision making about some routines. Elders make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and lifelong habits

Elders accommodate staff preferences; are expected to follow existing routines Elders
accommodate
staff much
of the time—
but have
some choices
within existing
routines and
options

Staff begin to organize routines in order to accommodate elder preferences articulated or observed

Staff organize their hours, patterns and assignments to meet elder preferences.

Low

Continuum of Person-Directedness

High

Developed by Mary Tess Crotty, Genesis HealthCare Corp, based on the model by Susan Misiorski and Joanne Rader, distributed at the Pioneer Institutes, 2005.

