Creatively Designing the Current Care Culture

# ****Purpose:****

To explore through creative means, staff, resident(s), and family care partners’ perceptions of the current culture of care at [organization].

# ****Objectives:****

* To continue creating a safe space for open communication.
* To build trusting and strong relationships between Culture Change Coalition members through sharing and learning.
* To understand the current culture of care from the perspectives of those living, working, and/or visiting the home.

# ****Materials Needed:****

* Coloured markers and paper
* Art supplies

# ****Instructions:****

1. Together, identify the major groups of persons involved in care within your group or organization (most will select residents or clients, staff and family partners in care). Divide Culture Change Coalition members in to as many groups as there are categories.
2. Assign a ‘perspective’ to each of the groups. Ask each group to think about the current culture of care from the perspective of one of these groups (staff, family, residents etc.). Discuss what the current culture of care is like right now within your setting. Ask groups to consider the following categories or any others you feel are important to structure their discussion:
   1. Values
   2. Beliefs
   3. Attitudes
   4. Behaviours
   5. Approaches to care
3. Ask coalition members to draw, act out, or even write a song that captures the culture of care at your setting. Creativity is encouraged!
4. Ask each group to share the creative portrayal of current care culture with the whole group. Discuss differences and similarities between the perspectives. As a group, consider how this exercise demonstrates the value of including diverse perspectives within the Culture Change Coalition table. Remember to take notes or record or photograph the results so that you can present these findings within your meeting minutes and refer to them as you move through the Culture Change process.
5. Remember to include these perspectives or keep them on hand when the group completes the Envisioning the Future Care Culture activity.