

# Supporting care staff: applying the principles of person centred care to enable excellence in caregiving



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Telling a Story, Making a Difference  
Applications of Personal Construct Psychology: a Constructivist  
Approach to working with people & projects. Clare Morris



PERSON AS SCIENTIST

Theory of events/surroundings



Experiment



**Validated**



**Invalidated**



**Try again,  
repeat  
experiment**



**Reconstruction**



**Hostility**



**Constriction**



**Elaborate and  
evolve theory**

## Validation & invalidation in formal caregivers and activities organisers

Validation	Invalidation
<ul style="list-style-type: none"> <li>• Keeping that bit in the middle safe (core self)</li> </ul>	<ul style="list-style-type: none"> <li>• Feels like a whirlwind</li> </ul>
<ul style="list-style-type: none"> <li>• Balance</li> </ul>	<ul style="list-style-type: none"> <li>• More money for dementia - where is it?</li> </ul>
<ul style="list-style-type: none"> <li>• Strong support for carers - interesting/bright/engaging/appealing</li> </ul>	<ul style="list-style-type: none"> <li>• Denial pops up. Some care staff are negative and task oriented. (How can we validate everyone?)</li> </ul>
<ul style="list-style-type: none"> <li>• Information sharing - ongoing CPD - ideas, experiential</li> </ul>	<ul style="list-style-type: none"> <li>• Care staff too busy to get people to activities</li> </ul>
<ul style="list-style-type: none"> <li>• Communication about daily activities within each care home - all staff need to read from the same hymn sheet</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of leadership and ethos - need it recognised that it's more than keeping people clean and fed</li> </ul>
<ul style="list-style-type: none"> <li>• Friendship &amp; like mindedness</li> </ul>	<ul style="list-style-type: none"> <li>• A sea change: the threshold is higher - shorter relationships, artificial environments, wide range of symptoms &amp; needs</li> </ul>
<ul style="list-style-type: none"> <li>• Finding commonalities across the care sector</li> </ul>	
<ul style="list-style-type: none"> <li>• Being empowered to go with the flow and allow time to enjoy the process</li> </ul>	
<ul style="list-style-type: none"> <li>• swapping job roles</li> </ul>	
<ul style="list-style-type: none"> <li>• More time for one to one - ? an extra member of staff so less rushed</li> </ul>	
<ul style="list-style-type: none"> <li>• Training brilliant</li> </ul>	
<ul style="list-style-type: none"> <li>• Activities which are organised in meetings</li> </ul>	
<ul style="list-style-type: none"> <li>• Carers joining in activities</li> </ul>	
<ul style="list-style-type: none"> <li>• Mentoring with activities organiser</li> </ul>	