



YOUR ROLE AS A CARE PARTNER AT GLACIER VIEW LODGE - OUR JOB VISION

You are a part of a group of dedicated people who are committed to creating an environment that promotes the well-being of all, fights to eliminate loneliness, helplessness and boredom, and where decisions are made by those who live here or those closest to them. We believe in the value of person directed care. This is why we have chosen to weave the Eden Alternative Philosophy and principles within Glacier View Lodge. We are a community where becoming well-known and developing close and caring relationships matter.

How to Grow Yourself

- The best way to help you grow is to be open to new ideas and approaches and to challenge yourself to think beyond the usual and expected approaches to care for our residents.
- Be willing to talk with your team leaders, share your concerns respectfully, and work on solutions when you are struggling with the changes we are making.
- Keep our residents' needs, desires and life goals central to all decisions and conversations with other healthcare professionals.
- See problems and mistakes as opportunities to help others grow.
- Be patient, forgiving and humble with others as they struggle to transform the care we provide.
- Seek out new information and ideas that benefit those who live and work here. Webinars, classes, connecting with other culture change organizations, searching the internet and reading books are great ways to stay up to date.
- Take what you are learning and find ways to share it with others to help them grow too.

How we will Help You Grow

- Your team leader will work with you to identify areas and opportunities for you to grow. They will focus on your strengths, praising your successes, providing immediate feedback, and reminding you of your value. This can include identifying a peer mentor or coach; participating in educational offerings that strengthen your personal and professional skills and having you teach what you know to others.
- We need to work together to identify a daily rhythm for your role that enables you to have time to listen closely, build relationships and be a part of your residents' lives.

How you will Grow Others

You will:

- Seek out new ideas and approaches that improve the lives of the whole care partner team (Residents, families and team members.)
- Be aware of and responsive to loneliness, helplessness and boredom in the lives of all of your care partners
- Support personal and team development throughout our organization.
- Help our residents become well-known and woven in the social fabric Glacier View Lodge as they move in.
- Talk about, identify, and help implement simple pleasures for the residents and all care partners.
- Ensure that the residents' preferences are captured in their care plans.
- Be open and available for people to approach when they have concerns.

- Provide timely feedback and data to ensure that resident care is being provided in accordance with current policies, procedures, rules, regulations and guidelines.
- Ensure that communication is accurate and timely throughout the day and during the week so everyone has the information they need to be successful.
- Nurture relationships and teach others how to recognize and grow their strengths
- Laugh and have fun with everyone in our Glacier View Lodge community.

Environmental Conditions

We work hard to create a home where everyone feels welcome. Here are a few details you should know about our environment:

- **INSIDE/OUTSIDE:** You will generally work inside, although we encourage time spent outside with our residents if it is in accordance with their preferences
- **COLD/HEAT:** Our buildings temperature is regulated by our resident's needs. You may find it hot at times, especially in the summer. Rooms are kept at temperatures that make the residents comfortable. There are areas in the building with air conditioning and cold water is available for you to keep hydrated.
- **WET/HUMIDITY:** Everyone is expected to help bathe our residents. While the tub room has some ventilation, please be aware that this environment can be quite humid at times.
- **NOISE:** Areas of our building can be loud at times, especially if there are repairs or construction happening. We hope that most of the noise will be from laughing, singing, dancing and any other boredom buster.
- **DRY/DUST:** We work hard to keep a clean building but dust, dander and feathers are a part of our daily life.
- **SMELLS AND CHEMICAL EXPOSURE:** The Lodge is our resident's home. They may want to use scented products. There may be occasional exposure to cleaning chemicals.

FULFILLING YOUR ROLE:

To ensure that we have the right person with the right knowledge, the following is required:

- Patience, active listening skills, verbal and non-verbal communication skills.
- A sense of humor
- Respect for all people you come in contact with.

Physical Demands

This position demands good physical and mental health. You may be required to lift, carry, turn or assist people living with physical disabilities. You must be will and able to work a flexible work schedule to ensure that you build strong care relationships with care partners that works all shifts. You must be able to sit, stand, bend, and move around the home to become well known to others and be able to help as needed. You will need to be able to effectively use conflict resolution skills as well as therapeutic communication to ensure a respectful workplace. You may experience possible exposure to conditions normally expected of resident care areas, such as unpleasant sights, odors and difficult interpersonal situations. There is potential for injury and exposure to blood, bodily fluids and communicable diseases. There are stresses associated with working in a long-term care environment. Examples of these stresses include, but are not limited to – shift rotation, weekend and holiday duty, unusual or impaired behavior by the residents, family reactions, cumulative losses and variable involvement of medical staff.

- **LIFTING:** Regularly up to 25lbs. Must also be able to effectively operate related equipment
- **CLIMBING/BALANCING:** Occasionally
- **STOOPING/BENDING:** Regularly

- PUSHING: Regularly
- STANDING/SITTING: Regularly
- REACHING: Regularly
- SPEAKING: Must be able to speak, read and write the English language in an understandable manner as English is the spoken language of the care home.
- VISION & HEARING: Must be able to see and hear or use prosthetics that will enable these senses to function adequately to ensure that the requirements of the position can be fully met.