

Title: Group Exercise: Morning Routine

Goal: To personalize culture change by having participants think about the importance of their own morning routines and how they would be affected if those routines were interfered with, as is typical for people living in nursing homes.

Description: Work in small groups of four to six people. Have participants write down their own morning routine. Tell them to write what they do from the time they wake up to the time they leave home for work. Tell them they don't have to share anything about their sex or bathroom practices.

Two possible ways to take this exercise:

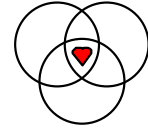
Paired Sharing	Group Sharing
Have people swap their routines with someone next to them. Ask how it would be if this was now their routine instead of their own.	Have them share their routines with each other in their small group and compare notes.
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Ask what insights come up for them when they think about living someone else's routine instead of their own.	Ask what insights come up for them as they hear how we all have different patterns and routines.

Discussion: Ask a few people to share their morning routine. They may talk about relationships and connection, taking care of others (people, pets), spiritual time or busy time, shower or bath preferences, quiet time to ready themselves for the day.

Explore with them what happens if their routine is interrupted or interfered with, for example if they have guests or are staying somewhere else.

Have them talk at their tables about what happens in their nursing home now:

1. How much are individuals able to maintain their morning routines?



2. What is the impact now on residents and staff when people are awakened according to the facility's routine instead of the individual's?
3. What could be done so people can start their day according to their own personal rhythms?

Closing points:

1. Everyone has a routine. It's surprising how routine-ized this is for each of us.
2. Each person's morning routine sets the pace of the day. Any interruption can set one off on a "bad" footing for the day.
3. The things that throw off your morning routine, throw off your residents too.
4. Moving from an institutional routine to an individual routine will affect every department because the whole building is geared toward the institutional routine. It will also have an impact on the schedule all day long.
5. Given the importance of starting our day right, we will see positive outcomes throughout the day when people living in nursing homes can start their day right.

Time needed: Approximately 30-45 minutes depending upon amount of time for discussion.