



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.

A possible way to take this exercise:

Sharing
<p>Have people swap their routines with someone else in their group and move around to sit next to that person. Ask what it would be like to have the person's routine.</p> <p style="text-align: center;">↓</p> <p>Ask what insights come up for them when they think about living someone else's routine instead of their own.</p>

Discussion: Ask two people in each group to share their morning routines. 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



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nursing home now:

1. How much say do individuals have in their morning routines?
2. What is the impact 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. 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.
5. *Major focus of exercise:* 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.

Time needed
for discussion:

Approximately 30-45 minutes depending on amount of time