

The IADA News

Newsletter of the
Indiana Activity Directors Association
*Indiana's professional and credentialing association for
Activity Professionals in Long-term Care, Assisted Living, and Adult Day Services*



Summer Quarter 2015

Keeping You Informed

Failure

*by Brian Daniels, Director of Program and Services
Timbercrest, North Manchester, Ind.*

I grew up in the era when teachers still used a “red pen” to mark mistakes. You knew were in trouble at home if you brought home a quiz or homework with “a big red F.”

Handling those “red marks” - or whatever color your teacher used - is an important lesson in life. ***Failure is part of living, and no one can avoid it completely.*** In Activity Departments, failure can impact staff, residents, the facility, and the wider community.

Accepting failure and learning lessons from it have led to many adages worth considering: *If at first you don't succeed, try, try again.* In a field like Activities, where staff turn-over can be high, there are a lot of “first times” and “first timers.” Someone comes along with a brand new idea and energy and effort go into making it happen. And nothing. It fails. Time to give up? No! Everything that works in life was once a “new idea.” Don't forsake everything tried and true: but don't be afraid to continue to try new things.

Fool me once, shame on me; fool me twice, shame on you. Failure can come through someone else's actions. A craft kit comes in that is far more complicated than the catalog stated – or is far uglier. A singer comes to entertain who is simply awful. A family commits to weekly visits and never shows. Take the lesson from these situations: don't let them happen again.

No one is perfect: Everybody makes mistakes. Activities is definitely a difficult field for perfectionists. Who hasn't had a chair alarm go off during a prayer service, or someone choke on refreshments at a party? Who hasn't prepared refreshments for the usual number, only to have twice that many show up? Mistakes are going to happen.

Work those into the activity plan to turn failure to success.

Another key component of dealing with failure is **learning to distinguish between failure as a lesson versus failure as a lifestyle.** Failure as a lifestyle is a matter of habits and attitude.

What are habits of someone who has a lifestyle of failure?

- **Chronic tardiness**, not just for work, but for everything. Being chronically late is not only rude to those waiting, but it also demonstrates poor planning and poor judgment.

- **Unpreparedness.** It may seem minor, but it speaks volumes to your group when you have everyone ready and you can't find the trivia book. It speaks of indifference when you haven't kept up with the MDS/care plan schedule. Being unprepared shows you lack heart.
- **"Multi-tasking."** Occasionally, and in a few situations, someone can multi-task, but many, many studies have shown that most of us don't do it well. As a life-style, multi-tasking becomes an excuse: we become the proverbial "Jack of all trades and master of none."
- **Excuse-making.** There are thousands of variations of "the dog ate my homework," and they all sound just as feeble. Many, many people live in failure because their lives are so wrapped up in excuse making.
- **No prioritizing.** This is when that same "homework-eating dog" gets "wagged by its own tail." At work, this shows up in things like lack of a calendar, working without "to do" lists, etc. The chances are that is also shows up in home life: chasing kids' schedules, lack of sleep, too much drive-through and not enough home cooking.

If failure is your lifestyle, there are more adjustments needed than this article can address. Talk with your administrator about ways you can turn things around. Find someone who "has their act together" and ask them to be your mentor.

We know failure will happen. If it is not your lifestyle, then how can you handle failure when it occurs?

- 1) **Analyze the failure honestly.** Why did it happen? Do not accept excuses. Be objective. Create a list of the analysis. Share it with your supervisor and ask for input.
- 2) **Accept responsibility: don't blame anyone, including yourself.** There is a huge difference between blaming and being responsible. Own the things you could have done differently to avoid failure.
- 3) **Analyze immediately.** In all situations – failures and successes – analyze them immediately, the same day if possible. You will see the problems that created failure much more clearly when they are fresh.
- 4) **Write down solutions for next time.** If something is happening week-after-week, writing it down will help show the pattern of the mistakes. Maybe the failure was something that only happens once a year: a cruise-in, a Christmas party, an outing. Writing it down creates a memory when planning the next year's event.
- 5) **Understand consequences and don't avoid them.** There can be consequences of being late with paperwork or in-services; often they impact others. Knowing others rely on you, or that you will be affected by your actions, can help reduce failure.

Finally, realize that there are degrees of failure:

Incidental: These failures happen once in a while and, as previously stated, they happen to everyone. It is important to accept incidental failures and learn from them.

Habitual: Things like "always running late" are signs of habitual failure. Sometimes a simple solution can change a habitual failure: Go to bed 30 minutes earlier; commit to turning your phone off after 9:00 p.m. until 8:00 a.m. the next day, etc.

Chronic: As stated earlier, *you need help if your lifestyle is a chronic failure*. You have moved past a bad habit into destructive behavior at work and likely at home.

Terminal: There are failures that can cause you to lose your job. Neglecting documentation. Abuse or neglect of residents. Theft. Poor time management. Conduct unbecoming your facility. Knowing this should be a motivator for staying on track.

Failure happens, but you don't have to let it control you. Find success by getting rid of the things that cause you to fail.

Activity Director's Course

(This course is approved by Indiana State Department of Health
& National Certification Council for Activity Professionals)

Fall 2015

August 8, 9, 22 & 23

September 12, 13, 26 & 27

October 10, 11, 24 & 25

Hotel Information:

Drury Hotel

9320 Michigan Road

Indianapolis

Reduced rate for IADA member facilities

Classes held at

MorningSide of College Park

8810 Colby Blvd.

Indianapolis, IN 46248

Phone (317) 872-4567

For information and registration form contact

Glenda Dearth, ADC, Instructor

(765) 618-6426

ACCREDITATION RENEWAL

Don't forget, if your accreditation is up for renewal you must send in your hours before the end of the year. The following AD's are due for renewal in 2015:

Amanda Benson, Janice Bradley, Pam Carter, Brian Daniels, Sheila Daws, Glenda Dearth, Julie Dozier, Rachel Fox, Natasha Graves, Lori Hammons, Janet Hladek, Jan Horvath, Toni Jacobsma, Mary Kay O'Connell, Glenda Rowe, Marianne Shenefield, Valerie Turner and Shari Waltman

The President's Desk

Fall Conference is October 14-16, 2015 at the Season's Lodge, Nashville, IN and to let you know that the fall conference brochures are at the printers and will be mailed by August 10. The board has listened to your responses on your evaluations as the conference was planned according to your comments and suggestions (care plans, time management, men's activities, meeting the needs of many, yoga, event planning and more). This conference will offer more than other conferences but it will be at a price of more education in the conference center. Thursday morning has been adjusted to begin at 7:45 with welcome and announcements and to begin the conference at 8 AM promptly both days. A Thursday evening one hour session has been added. Main speaker is Debbie Hommel from New Jersey and additional speakers are Lisa Colleen, Tina McLean, Mary Sciscoe and Chris Buckland.

Spring Workshop is being held at the Drury Inn Northeast on Friday, March 11. Cindy Bradshaw from National Certification Council for Activity Professionals is the confirmed speaker; in addition, Cindy will also be teaching a refresher course for the MEPAP instructors on Saturday, March 12 which she is going to advertise about our workshop and we may have other activity directors from other states attending. More information will be available at a later date but please mark your calendar and save the date.

I did send out a question email to all members about the one day technology possibility summer 2016 to find out interest. Class size is limited to a maximum of 40 and with the responses of interest at present time this will only be offered for one day unless more responses are received. If you did not receive this email then maybe the email address that IADA has is not correct as there were some emails returned.

Also, just a reminder that beginning September 1 through October 31 the mail will be forwarded to our Treasurer Sheila Daws so if your facility is one that has their checks returned because of what is printed on their envelope please let your business office know that mail is being forwarded during those dates.

Elections are fast approaching for the 2016 year. Each member needs to think wisely and make sound choices. If you are asked to run for an office search the by-laws and decide whether you can fulfill that position. If you know that you cannot FULLY fulfill that position then please decline the nomination as you may be able to serve your district in another capacity. **REMEMBER, ALL DISTRICT ELECTIONS MUST BE HELD PRIOR TO THE FALL CONFERENCE** (according to by-laws). As far as State officers nominations have been accepted; however, please remember that nominations will be accepted from the floor of the general business meeting being held on Friday, October 16.

IADA has secured a discount rate of \$80.00 at the Drury Inn & Suites, 9320 N. Michigan Road, Indianapolis 46268, phone 317-876-9777. Any IADA member can use the IADA BizTrip Corporate ID #324886 for this rate during 2015. This rate only applies to the Drury on Michigan Road; however, there is a discount at other Drury Inn locations. Please take advantage of this discount because in November 2015 we will be evaluating how many rooms were booked and if more rooms were booked than projected the rate could go even lower for 2016. Please let me know how your stay was at this Drury or suggestions you may have for 2016. Email: abca@embarqmail.com

How can IADA help you grow as an Activity Director? What suggestions do you have for improvement?

This newsletter is very short. We ask that you plan to submit information for the next newsletter and information is due by October 15. Send information to tdickus@yahoo.com.

Barb Eckert, ACC
IADA President



Photos; Oak Grove resident Reba and son, Larry w/ his Chevy
Reba getting a scarf from Elvis



Oak Grove Retirement Village enjoyed some summer fun with Family Day. Elvis was in the house. Curt Lechner, an Elvis impersonator, entertained everyone. Elvis serenaded the residents in the audience and passed out scarves with a kiss on the cheek. There was also a Car Show and Root Beer Floats to be enjoyed by all.

IADA Nominations

To nominate someone for state office contact Erica Thomas.
Email: ericadthomas@yahoo.com

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SAVE THE DATES

IADA Fall Conference

October 14-16, 2015

The Season's Lodge, Nashville, IN

IADA Spring Workshop

March 11, 2016

Drury Inn Northeast, Indianapolis

Thank you to our IADA Sponsors

BOSMA Enterprises
Elder Source by Dobson Ministries
(Information about each listed on our website)

