



5 Strategies (Plus Hands-on Tools) For Helping Future Healthcare Professionals Develop Geriatric Sensitivity

Our agenda:

- Overview of Realityworks, Inc.
- Who are today's students and what makes them unique?
- What is geriatric sensitivity and why does it matter?
- Tips for teaching geriatric sensitivity
- How Realityworks can help you address key skills
- Q&A

Who is Realityworks?

- Based in Eau Claire, WI
- Established 25 years ago
- RealCare Baby® was our first product!
- Learning aids for CTE pathways: FCS, Health Science, Agriculture and Trade Skills



**What barriers prevent
your students from developing
geriatric sensitivity?**

The Faces of CTE: Who Are Our Students?

68 Million Americans Belong to Generation Z

- 51% are students
- Relevancy matters
- WHY are they learning what they are?
- HOW will they apply it to the real world?

Source:

<https://explodingtopics.com/blog/gen-z-stats>



Gen Z Students Are Different From Millennials



- Compared to Millennials, Generation Z students have...
- Even shorter attention spans
- Even better technology skills
- Even stronger desire for real-world learning

Source:

<https://greekreporter.com/2022/09/23/genz-vs-millennials/>

Understanding Generational Differences

- Compared to Millennials, Generation Z students have...
- Even shorter attention spans
- Even better technology skills
- Even stronger desire for real-world learning

Source:

<https://www.linkedin.com/pulse/learning-from-gen-z-training-todays-workforce-jackie-peer/>

Silents	Baby Boomers	Generation X	Generation Y	Generation Z
Born 1925-1945	Born 1946-1964	Born 1965-1981	Born 1982-1995	Born 1996-2009
a.k.a. Traditionalists Veterans Builders	a.k.a. Boomers Me Generation	a.k.a. Gen X Latch-Key Kids MTV Generation 13 th Generation	a.k.a. Gen Y Millennials Echo Boomers	a.k.a. iGeneration (iGen) Post-Millennials Centennials
Telephone	TV	PC	Internet	iPhone, Social Media
Largely disengaged from technology	Early IT adopters	Digital immigrants	Digital natives	Technoholics
Face-to-face	Face-to-face; telephone or email if required	Text messaging or email	Online/social media and text messaging	Visual communication using technology
Teach Me Prefer a structured "command and control" oriented learning, classroom lectures, books and on-the-job training	In Person Prefer classroom setting with in-class participation; will use technology and may prefer books to reading online	Learn by Doing Prefer self-directed learning and freedom to figure things out on own; computer before books	Short and Sweet Thrive on flexibility and space to explore; favor on-demand, highly personalized and interactive training	Get it Now. Do it Now. Learn it Now. Want to learn on their own terms; prefer visual and interactive, bite-sized and hands-on learning; use of technology and social media is a given

How Do You Teach Generation Z?



- Provide information across multiple modalities – activities, group work
- Focus on engagement
- Provide active learning opportunities

What Is Geriatric Sensitivity? Why Is It Important?

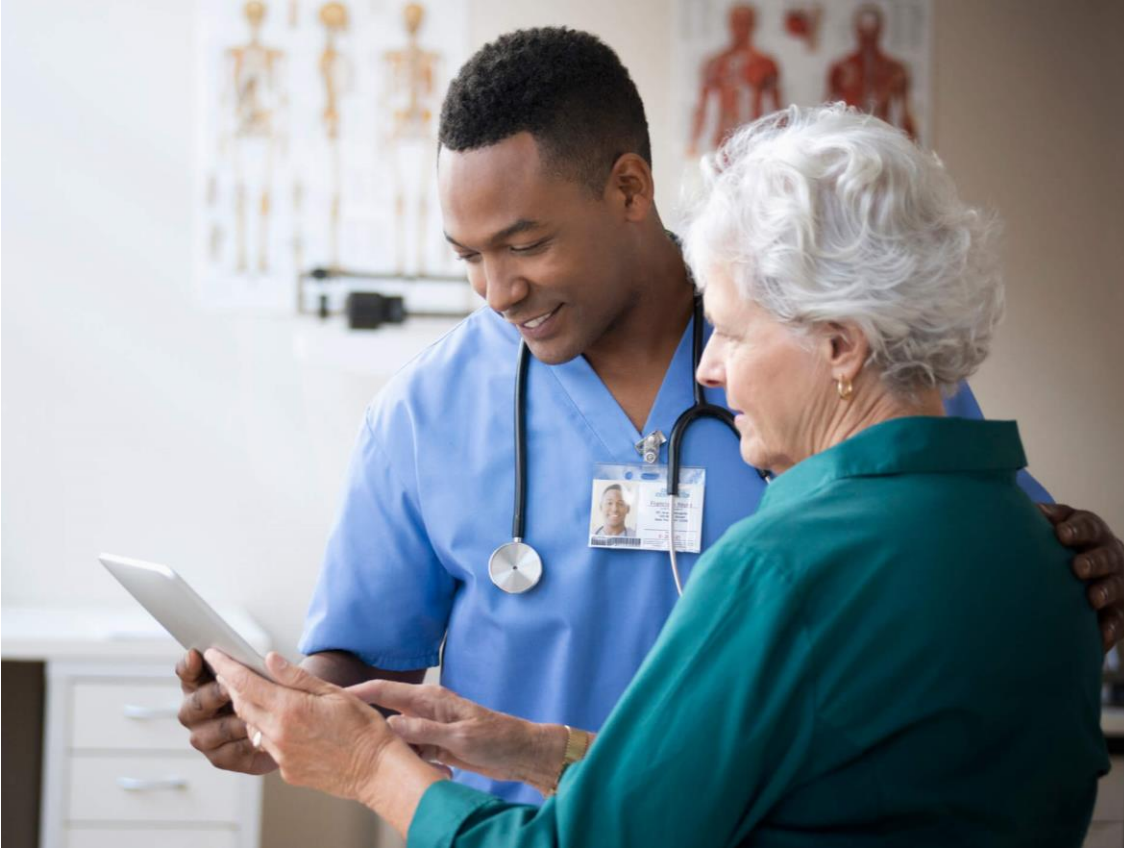
The Number of Older Adults Is Increasing

- People worldwide are living longer
- By 2030, 1 in 6 people in the world will be aged 60 years or over
- Population ageing is occurring everywhere

Source: <https://www.who.int/news-room/fact-sheets/detail/ageing-and-health>



Demand for Healthcare Jobs Is Growing



- Employment in healthcare occupations is projected to grow 13 percent from 2021 to 2031
- This increase is expected to result in about 2 million new jobs over the decade
- About 1.9 million openings each year, on average, are projected to come from growth and replacement needs

Source: <https://www.bls.gov/ooh/healthcare/>

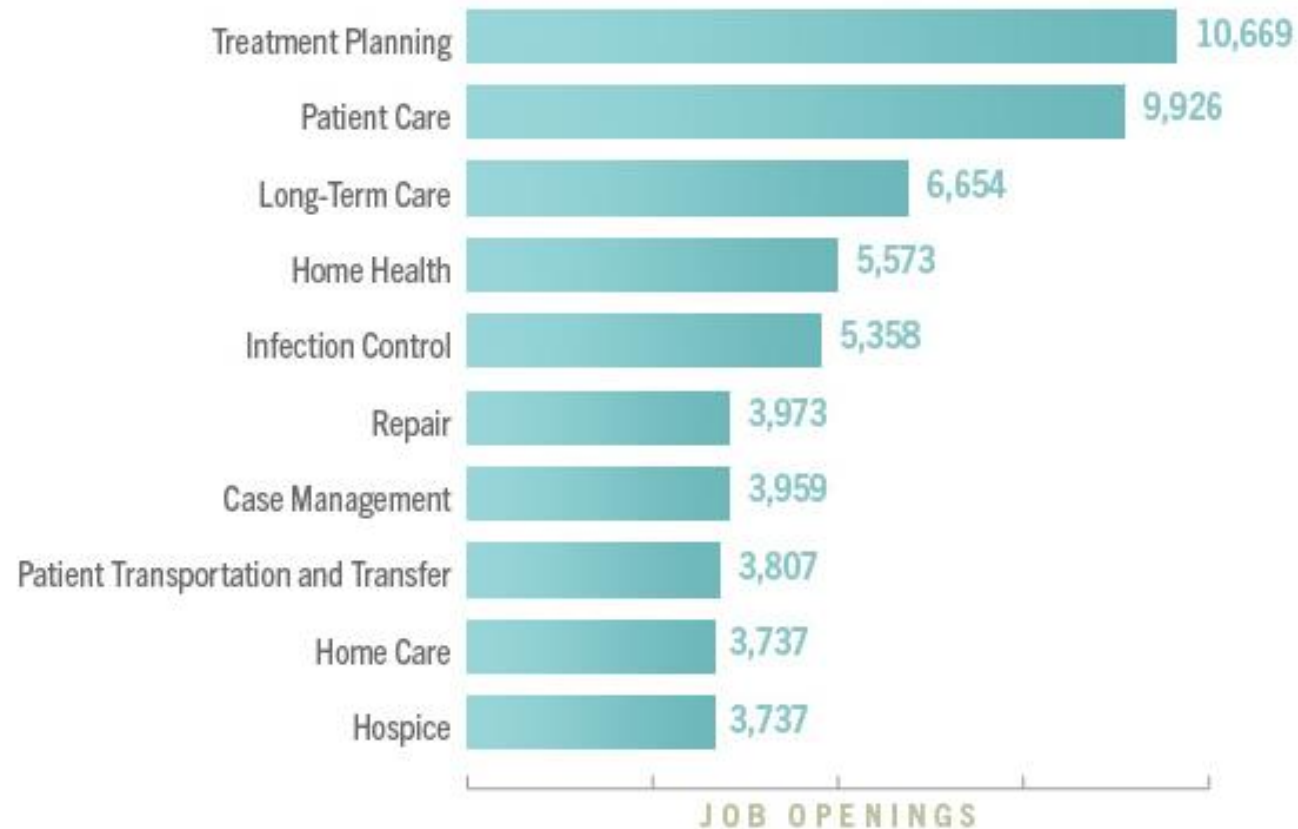
Empathy and Sensitivity Are In-Demand

- Nearly **3 in 4 employers** say they have a hard time finding graduates with the soft skills their companies need
- **Almost half of academic institutions** believe that recent graduates lack life skills needed in the workforce
- Undeveloped soft skills can lead to medical errors, unhealthy/unproductive work environments, job dissatisfaction and more

Sources:

- <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/employers-say-students-arent-learning-soft-skills-in-college.aspx>
- <https://www.nursingcenter.com/ncblog/march-2019/top-10-soft-skills-for-nurses>

TOP 10 SKILLS YOU NEED FOR WORKING IN A NURSING HOME



Analysis of nursing home job postings,
12/01/2012-12/15/2013



“I want to be able to teach my students to be more understanding and empathetic with the aging process by the time they make it to their clinical rotation at the local nursing home... I want them to understand why the residents move so slowly, and I want them to learn to be patient and kind while working with them.”

- Miranda Kessler, RN-BSN, Nicholas County Career and Technical Education Center, WV

E.M.P.A.T.H.Y. → Better Communication



E: eye contact



M: muscles of facial expression



P: posture



A: affect



T: tone of voice



H: hearing the whole patient



Y: your response

Source: Riess H, Kraft-Todd G. E.m.p.a.t.h.y. Academic Medicine. 2014;89(8):1108-1112.

5 Strategies for Teaching Geriatric Sensitivity to Today's Students

Strategy #1: Ask What Works

- Ask students directly
- Use a questionnaire
- Encourage honesty



Free Quiz Options

- **20 questions via EducationPlanner.org:**

<http://www.educationplanner.org/students/self-assessments/learning-styles-quiz.shtml>

- **7 questions via Chegg.com:**

<https://www.chegg.com/play/student-life/quiz-what-type-of-learner-are-you/>

- **10 questions via Quizony.com:**

<https://www.quizony.com/what-kind-of-learner-are-you/index.html>

Strategy #2: Set the Stage With a Pre-Activity

Empathy Self-Assessment

Take this self-assessment and decide for yourself if you need to improve.

Yes ☐	No ☐	I have a general interest in the welfare of other people.
Yes ☐	No ☐	I have a warm personality.
Yes ☐	No ☐	I am flexible when dealing with situations.
Yes ☐	No ☐	I am alert and can pick up on how others are feeling.
Yes ☐	No ☐	I am able to listen objectively to other people.
Yes ☐	No ☐	I am able to cope with egocentric persons.
Yes ☐	No ☐	I am sought after by other people to listen to their problems and fears.
Yes ☐	No ☐	My friends would not call me self-absorbed.
Yes ☐	No ☐	I am able to focus on the person who I am talking to without getting distracted.
Yes ☐	No ☐	I understand the difference between sympathy and empathy.
Yes ☐	No ☐	I have a variety of life experiences that give me a broad understanding of people.
Yes ☐	No ☐	Others see me as adaptable, flexible, and easygoing.
Yes ☐	No ☐	I am able to maintain my own health and happiness without getting wrapped up in other people's problems.
Yes ☐	No ☐	I am patient and kind.
Yes ☐	No ☐	Others would describe me as humble, not arrogant.

5 Lessons to Incorporate Social-Emotional Learning Into the Classroom

Use the five lessons in this free guide to address the core competencies of Social-Emotional Learning in your Family & Consumer Sciences or Health Science classroom.



Realityworks® 800.262.3806 | www.realityworks.com

- Get your copy: Download our free Social-Emotional Learning Guide: <https://www.realityworks.com/resources/classroom-ideas/>

Strategy #3: Add Relevancy With Real Examples

“My high school students may have jobs at Pizza Hut, McDonald’s or the local hospital, but empathy and soft skills are needed everywhere. As I teach students about their future professions, we discuss how soft skills are used in their current jobs... I ask them to provide me with specific instances where they emphasized with a customer, and how it impacted that exchange.”

- Jennifer Hebert, CTE teacher, Beau Chene High School, LA

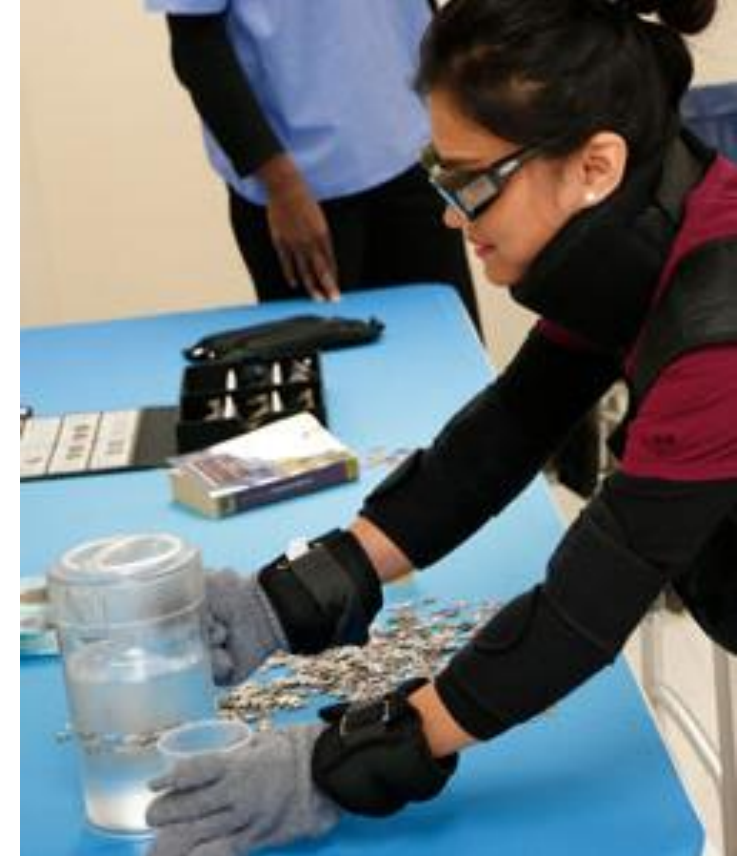


Strategy #4: Bring In Subject Matter Experts



- Demonstrates relevancy
- Enables real-world connections
- Promotes engaging discussion

Strategy #5: Incorporate Hands-on Learning Aids



Why Hands-On Learning Aids?

83%

of participants were able to empathize with life in old age very well after participating in age simulation suit experience.⁹

95%

of participants had better understanding of the physical conditions of aging after participating in an age simulation suit experience.⁹



Source: <http://www.age-simulation-suit.com/effectiveness.html>

Meet the RealCare™ Geriatric Simulator

More Geriatric Sensitivity Instructional Favorites



- Geriatric Sensory Impairment Kit
- Medication Management Simulation Kit
- Geriatric Nursing Manikin
- Geriatric Foot Care Model

Learn more:

<https://www.realityworks.com/geriatric-training-tools/>

Bonus Strategy:

Create a Geriatric Sensitivity Workshop



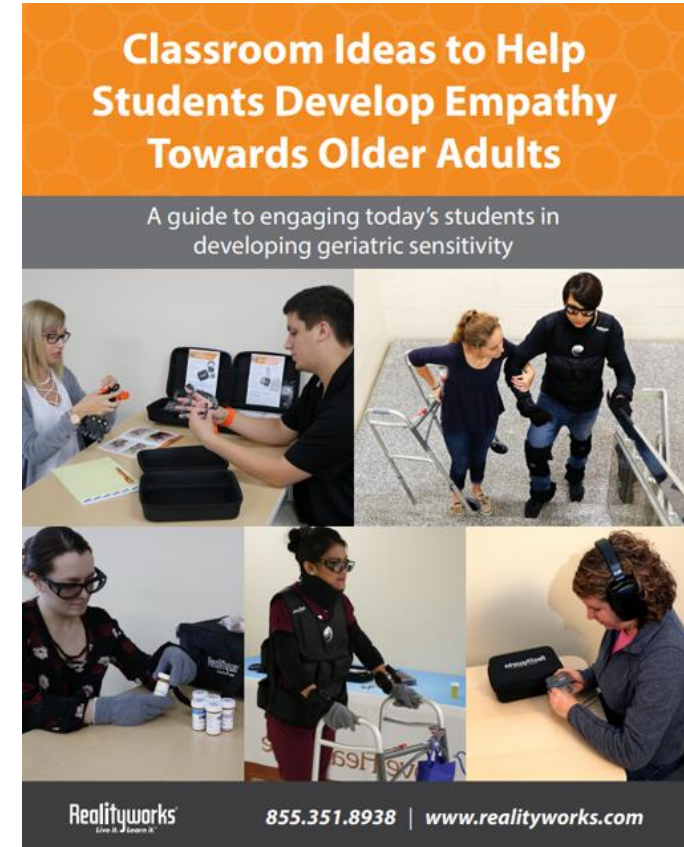
"You can watch videos all day, but once you put a student into that situation, it's a totally different experience," said Sadonya Suttles, M.S.N., R.N., Assistant Professor and Simulation Lab Coordinator at MAC. "We made our own simulators for a while, but with so many elderly patients in the hospitals, we've been able to focus so much more on these skills. And the students love it."

Sadonya Suttles
Assistant Professor, Lab Coordinator

Read Sadonya's story: <https://www.realityworks.com/stories/mo-college-creates-geriatric-sensory-workshop-to-prepare-students-for-health-care-careers/>

Now What?

- Download a free guide on teaching empathy toward older adults, a free infographic on geriatric sensitivity, a free empathy self-assessment... and more!
- **Downloads:**
<https://www.realityworks.com/geriatric-training-tools/>
- Contact us with questions!
information@realityworks.com





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