

# Bone Diagram: Outcome Improvement Brainstorming Tool

Future Process or Performance

Strengths

Step 4:  
Identifying our strengths

Step 2:  
Describe our desired  
process or performance

Current Process or Performance

Step 1:  
Describe our current  
process or performance

What prevents growth from current  
to future?

Step 3:  
List possible obstacles or barriers

Step 5:  
Select a change that capitalizes on our  
strengths to promote growth.

## Strengths

- Quick to respond to concerns and dissatisfaction
- Focus on resident centered care (on the journey)
- Family involvement (sometimes residents more open to share with family than staff)
- Wyn uses 24 hour communication tool/staff: staff communication
- Workforce - all areas/departments
- Care Plan Coordinator: focuses on details, stays on top of what's happening
- CNA observation skills, know the residents
- Care Plan Team

## Future Process or Performance

- Develop policy and procedure
- Establish a consistent tool to use for screening for depression
- Establish who will do the screening, how often it will be done (process)
- What will we do with the

## Current Process or Performance

- Issues with depression communicated through care plan process
- Use Geriatric Depression Scale with full MDS (BT) if no cogn. impairments
- MDS mood indicators used as a trigger for screening (W) with quarterly assessments
- Staff and others provide input on signs of depression: CNAs, Nurses, Family, Rec Therapy, Soc Serv, Env Srvcs, Diet, Pastoral Care, Volunteers, Hospice
- If diagnosis of depression may already be established with psychiatrist

## What prevents growth from current to future?

- Communication with Interdisciplinary Team (including physician), resident, family
- Medication focused, not considering non-pharmacological approaches
- Task oriented
- Resistance to change
- Perception of time constraints, don't always look for way to "do it different"

- Develop a process for consistent screening for depression