“What? What For?”

# ****Purpose:****

* To determine together the goals and anticipated outcomes of the Discovery phase.
* To ensure the Discovery process (including recruitment strategy, Discovery questions, etc.) is in line with the goals and anticipated outcomes set by the group.

# ****Materials Needed:****

* Copies of the ‘What? What For?’ Chart
* Pens or pencils
* Flip chart or whiteboard
* Whiteboard or regular markers
* A copy of the information from the Determining Group Expectations activity completed in Dawn (create a handout or write on white board)

# ****Instructions:****

1. Remind the culture change coalition that the purpose of discovery is to find out what the group or organization already does well. The goal is to ask appreciative questions which are in line with the group’s expectations.
2. Ask each culture change coalition member reflect individually or in small groups on the group’s expectations for Culture Change within the group or organization. Ask members to individually complete the first two columns of the ‘What? What For?’ chart (see chart template in the Culture Change Living toolkit).
3. Collect responses and fill in the chart as a group.
4. As a group, identify key themes that emerged from the interviews.
5. Collectively complete the third column by identifying the discovery questions or actions that will help you achieve your goals.

Below is an example of some responses to this activity that come from one of the Partnerships in Dementia Care (PiDC) Alliance research sites. Reading through these will help to see how some team members may choose to respond and provide some clarification for Culture Change Coalition members. See the Culture Change Living Toolkit for a template describing

## Example of a completed form:

|  |  |  |
| --- | --- | --- |
| What? | What for? | What should we ask? |
| Positive stories about how families and people with dementia have accessed information and resources in early stages | * To maintain some consistency in the care continuum
 | * If you could suggest ways to improve the care and support you are receiving, what would you suggest?
* Describe any resources, information, or supports related to dementia that you have found useful.
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| What it takes to develop care relationships early on and sustain them over time? | * To create comfortable relationships that enable persons with dementia to participate in their care
* To form relationships with family and clients early on to help them transition through the stages of the disease.
* To work as a consistent team.
 | * Describe a positive experience or support that helped you most with your role as a caregiver.
* Describe a positive helping/caring experience that you have been a part of.
* What strategies do you use as a staff member to maintain professional boundaries while building caring experiences with your clients and their family members?
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