



## Staying Connected: Adult Maltreatment Prevention & Awareness News

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### THIS IS ME...

#### **Four Fs That Make A Freakin' Difference by Steven C. Hayes Nov, 2022 | Medium**

##### **Failure**

*“Failure shows you which strategies aren’t working, and, if you watch closely, can point you towards better solutions.”*

##### **Fidelity**

*“If you find yourself chasing other people’s ambitions, rather than your own, you will fight an uphill battle.”*

##### **Fellowship**

*“We’ is a more important unit than ‘me,’ and an expanded view of self-efficacy needs to include social efficacy of a dedicated and supportive team, group, or culture.”*

##### **Follow Through**

*“Repetition makes the difference; gradually building larger and larger patterns makes the difference; consistency makes the difference.”*

As the temperatures start to dip, and the snow flakes begin to fall, many of us start to get excited for the upcoming holiday season. A season where we try to slow down a little bit to focus on our traditions and the fellowship of our friends, family, and co-workers.

Fellowship during this time of year tends to occur at holiday parties, family meals, or even around a cozy fire.

Put simply, fellowship is the friendly association with people that share our interests. These fellowships can be a small group of dedicated fans, a group of advocates pushing for positive outcomes for their cause, a group of co-workers with a desire to improve the quality of their work, or a family.

Fellowship is an important part of goal attainment. Although we all want to believe that we are rock stars in our fields and can achieve anything we set our mind to on our own, it is very difficult to achieve lofty goals without help from others. This is not to say that self-efficacy is not a valuable trait for goal attainment, it only suggests that group-efficacy may lead to more positive outcomes for the larger goals or projects.

The construct of group efficacy started to emerge in the late 20<sup>th</sup> century to describe a group’s perception of their capability to work together to achieve their desired outcomes. Studies of group efficacy have varied from how to measure group efficacy to the relationship between group efficacy and other group variables.

Research into this topic has suggested that higher group efficacy leads to higher productivity. So how do you start out with higher perceptions and beliefs that your group will achieve these great things?

Start by making sure that you have the right group working on the right project.

Each of us has our own specific strengths and desires, so making sure that they will help move the group towards the ultimate goal is extremely important.

More than likely, the group formed to advocate or address a certain topic, so it is important to make sure that you all are towards the same endgame. Once you have established where the group would like to be, it becomes beneficial to set smaller, more incremental, goals. This is often thought of as getting a win to set the momentum in the right direction. Studies have suggested that group efficacy can be cyclical in nature, and by achieving smaller goals the group’s perception that they can reach their desired outcomes will have a positive effect on performance towards the endgame.

As the group picks up wins, we expect to see an increase in individual motivations to achieve the endgame as well as improving on self-efficacy of the group members. It is also believed that by increasing both self-efficacy and group efficacy there will be an increase in resiliency when facing challenges and setbacks.

In addition to the increase in group performance, increased group efficacy has many positive benefits to the individual members of the group as well. The fellowship of the group helps each of us grow, learn and be more resilient in our personal and professional lives.

As we grow in our abilities, we grow in our ability to serve our fellow Kentuckians to help them be free from abuse, neglect and exploitation.

*(Research information used in this article can be found at: [\(PDF\) Group Efficacy And Group Effectiveness: The Effects of Group Efficacy Over Time on Group Performance and Development \(researchgate.net\)](#)*

# This is me...

*Clifton Bryant  
Social Service Specialist  
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Over the past 20 years I have worked in various capacities to help adults maintain their health and welfare in various settings. I started out working in a group home and transitioned through case management, investigations, supervision and finally macro level planning and interventions.

I started out doing this work for the same reason as most, because I wanted to make a difference. I continue to do this work because there is still a lot to do to help our adult citizens of Kentucky be free from abuse, neglect and exploitation.

Over the years there have been times where I have felt defeated and began to wonder if I was truly making a difference. When those feelings start to rise I reach out to others in the protection field to see where we are at and how we can start being the change that we want to see.

What can I do to spread awareness? I am a strong advocate in participating on your local coordinating council on elder abuse. If this is not in your comfort zone, consider talking about adult maltreatment to everyone you know.

If you know me, you know I have lots of ideas, some of which are too big to pull off (at the moment). I will continue to do my best to pull others in to help make a difference. I know that I am where I am today because I have had a lot of support, so I want to continue to provide support to our fellow Kentuckians so they too can have the life they want.

## Defining Words! How do we communicate?

In APS we generally take referrals with alleged perpetrators identified as anyone that comes in contact with an adult. However, in cases of caretaker neglect we have a specific definition of who should be considered a caretaker and thus who is identified as the alleged perpetrator.

KRS 209 defines a caretaker as an individual or institution who has been entrusted with or who has the responsibility for the care of the adult person voluntarily or by contract, employment, legal duty, or agreement.

This definition means that we will identify individuals as caretakers who have agreed to provide some sort of caregiving services to the adult through a contract, employment, volunteerism or a verbal or written agreement.

A large percentage of the referrals that are received under this are going to be in regards to adults receiving services in long-term care settings (i.e. nursing facilities, personal care homes).

Another large percentage is going to be alleged perpetrators that have been identified as family members.

It is important to remember that just because someone has a caregiver, the neglect that is occurring may not be the result of the caregiver. It may be a situation where the adult is not cooperative or is resisting with the caregiver. In this situation it would be more appropriate to consider self-neglect.

The most common example of the assumed caregiver neglect is with a married couple. The assumption made is that a spouse should be meeting that needs of the other. There may be situations where the spouse is not allowed to by the adult to be a caregiver.

Although the referral source is not expected to identify this dynamic, it is important to share as much information as you know to help the intake workers make the appropriate determination.



Inaccuracies in Medicare's Race and Ethnicity Data Hinder the Ability to Assess Health Disparities

[Click Here](#)

The Elder Mistreatment Emergency Department Toolkit: Improving Elder Mistreatment Identification and Response

[Click Here](#)

Decision-Making Options That Are Less Restrictive Than Guardianship

[Click Here](#)

## What pop song do people play on Thanksgiving day?

“All about that baste”



On Demand Documentary  
[Documentary | All The Lonely People \(allthelonelypeoplefilm.com\)](#)

On Demand Podcast  
Guardianship Podcast  
[Guardianship podcast | USC Center for Elder Justice](#)

### Want to Get Involved With Things on the Horizon?

**World Elder Abuse Awareness Day 2023 Planning - 12/8/22 at 10:00am (ZOOM)**

\*\*\* Interested in helping to plan for a WEAAD event on June 15th, 2023? Help connect all of the great events across the state for a unifying effort.

**LCCEA Model Protocol Update - 12/5/22 at 10:00am (ZOOM)**

\*\*\* Interested in helping to update the model protocol that is used to guide the Local Coordinating Councils on Elder Abuse?

Email [Cliff.Bryant@ky.gov](mailto:Cliff.Bryant@ky.gov) for the link to participate!