

CENTER OF EXCELLENCE
FOR BEHAVIORAL HEALTH IN NURSING FACILITIES

Mental Health Awareness

A **Five-Week** Training Plan for Nursing Facilities



A Five-Week Training Plan for Nursing Facilities

The Center of Excellence for Behavioral Health in Nursing Facilities (COE-NF) has developed a five-week training plan to help raise awareness of mental health conditions in nursing facilities. This training plan provides brief videos, educational flyers, and trivia questions to engage and educate participants.

Take action to make a meaningful impact on mental wellness in your facility.

To access the fact sheets, bite-sized learning videos, and modules referenced in this training plan, please visit the [Centers for Medicare & Medicaid Services' Nursing Home Training and Resources page](#).



Training Outline

Week 1: Empathy and Stigma (30 minutes)

This session emphasizes the critical role of empathy and stigma reduction in promoting mental wellness. Start with the **Mental Health 101** bite-sized learning video and distribute the **Overcoming Stigma in Mental Health** educational flyer. Next, transition to **The Power of Empathy** bite-sized learning video and discuss the **Comfort Menu** as a proactive tool to help residents identify ways they would like to be supported. Conclude with the **De-escalation Strategies** bite-sized learning video to close out the week.

Display the **STOP SMILE GO: Relaxation, Mindful Moments**, and **Stop the Merry Go Round** self-care flyers for staff and residents around the facility.

Bite-sized Learning Videos (five-minute videos)



Mental Health 101



The Power of Empathy



De-escalation Strategies

Educational Flyer

Overcoming Stigma in Mental Health

Tool for Use with Residents

Comfort Menu

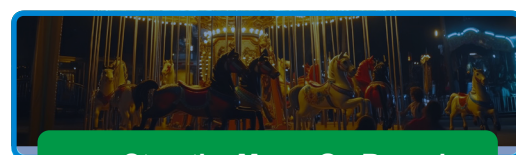
Self-Care Tips



Mindful Moments



Stop Smile Go: Relaxation



Stop the Merry Go Round-
Ways to Calm the Body and Mind

Week 2: De-escalation Strategies (30-45 minutes)

Build upon the Week 1 content with expanded de-escalation techniques. Kick off the week by watching the **De-escalation Strategies** module. Distribute and review the **De-escalation Toolkit** with staff and discuss ways to incorporate debriefing after incidents into daily practice. Post the **Do's and Don'ts of Nonverbal Communication** educational flyer for easy reference.

Module (15–20-minute video)



De-escalation Strategies



DO



DON'T

Educational Flyer



The Do's and Don'ts of Nonverbal Communication

Toolkit



De-Escalation Toolkit



Trivia Questions: Appendix B - De-escalation Strategies

Week 3: Major Depressive Disorder - Serious Mental Illness (30-45 minutes)

Start the week with the **Identifying and Supporting Residents with Major Depressive Disorder** module and share the **Understanding Major Depressive Disorder in a Nursing Facility** educational flyer. Next, watch the **Major Depressive Disorder** bite-sized learning video. Distribute the **Nonpharmacological Approaches to Depression Management** educational flyer and review the **Geriatric Depression Scale** and **Patient Health Questionnaire 9** screening tools with the clinical team to help with early identification, symptom management, and treatment referral.

Module (15–20-minute video)



Identifying and Supporting Residents with Major Depressive Disorder

Bite-sized Learning Video (five minutes)



Major Depressive Disorder

Educational Flyers



Screening Tools



Trivia Questions: Appendix C - Major Depressive Disorder

Week 4: Generalized Anxiety Disorder (30 minutes)

Share the **Generalized Anxiety Disorder in Nursing Home Residents** bite-sized learning video and corresponding educational flyers: **Understanding Generalized Anxiety Disorder (GAD)** and **Helping Residents with Anxiety**. Additionally, provide the **Screening Tool for GAD** to the clinical team to assist with early identification, symptom management, and treatment referral.

Bite-sized Learning Video (five minutes)



Generalized Anxiety Disorder in
Nursing Home Resident

Educational Flyers



Screening Tool



Trivia Questions: Appendix D - Anxiety

Week 5: Bipolar Disorder and Schizophrenia - Serious Mental Illness (30-45 minutes)

Start this week by sharing the **Bipolar Disorder: Understanding and Recognizing the Signs and Symptoms** bite-sized learning video and distributing the **Bipolar Disorder Facts** educational flyer. Conclude the week with the **Recognizing and Treating Schizophrenia in Nursing Facilities** module, the **Schizophrenia Fact Sheet**, **Ten Ways You Can Support a Resident with a Schizophrenia Diagnosis**, and **Schizophrenia in Nursing Facilities: Validating Diagnosis and Planning for Appropriate Care** educational flyers.



Bite-sized Learning Video (five minutes)



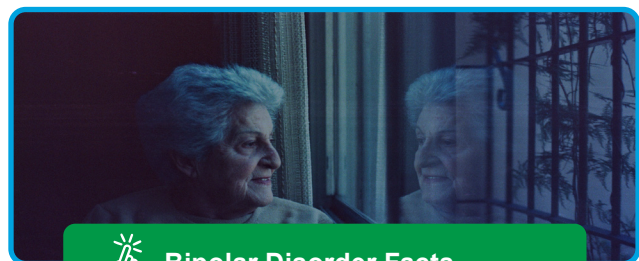
 **Bipolar Disorder: Understanding and Recognizing the Signs and Symptoms**

Module (10-20 Minute video)

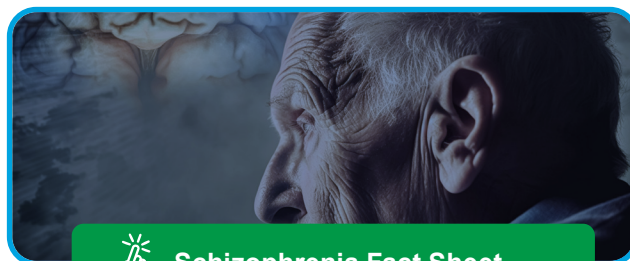


Recognizing and Treating Schizophrenia in Nursing Facilities

Educational Flyers



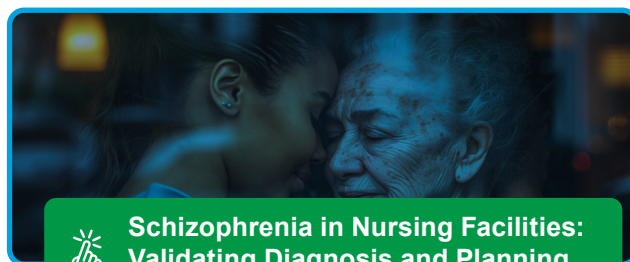
Bipolar Disorder Facts



Schizophrenia Fact Sheet



Ten Ways You Can Support a Resident with a Schizophrenia Diagnosis



Schizophrenia in Nursing Facilities: Validating Diagnosis and Planning for Appropriate Care

Appendices

Trivia Questions

Use these trivia questions to test team knowledge on key topics and reinforce important concepts. Encourage participation with small incentives like raffle entries, candy, or recognition. This approach makes learning more enjoyable and fosters a culture of continuous learning.

Appendix A: Empathy and Stigma

Question Where are the self-care flyers located?

Answer List posted locations.

Question What tool is used to identify ways to reduce anxiety and discomfort with residents?

Answer Comfort Menu

Mental Health 101

Question What does SMI stand for?

Answer Serious Mental Illness

Question Name three SMIs

Answer Schizophrenia, Bipolar, and Major Depressive Disorder

Question Is mental illness a brain disorder?

Answer Yes

Power of Empathy

Question What is the ability to identify with or understand another's situation or feelings?

Answer Empathy

Question What is accepting feelings without necessarily sharing them?

Answer Sympathy

Question Is empathy listening for clues or listening for feelings and thoughts?

Answer Feelings and thoughts



Appendix B: De-escalation Strategies

Question True or False: De-escalation is a set of actions to help calm a situation where someone is upset or angry.

Answer True

Question True or False: To appear in control, cross your arms or put your hands on your hips when approaching a resident who is escalating.

Answer False

Question True or False: If you de-escalate a situation, it is not necessary to report it since you took care of it.

Answer False

Question Name three escalating behaviors.

Answer Pacing, clenching fist, sweating, rapid breathing, staring, crying, being anxious, getting loud, making threats, using foul language.

Appendix C: Major Depressive Disorder (MDD)

Question True or False: Depression symptoms must last three weeks to be considered a major depressive episode.

Answer False (two weeks)

Question Name three potential situations that could lead to depression for a resident.

Answer Admission, chronic illness, acute pain, loss of independence, social isolation, separation from family, grief and loss, processing end of life

Question True or False: MDD symptoms may be observed through mood, behavior, thinking, and senses.

Answer True

Appendix D: Generalized Anxiety Disorder (GAD)

GAD Bite-Sized Learning

Question Generalized anxiety symptoms must persist on most days for at least how many months to be considered GAD?

Answer Six months

Question What is the screening tool used for Generalized Anxiety Disorder?

Answer GAD 7

Question What is the 3-3-3 Rule?

Answer Name three objects they see, name three sounds, touch, and name three objects close by

Understanding Generalized Anxiety

Question True or False: Generalized Anxiety Disorder is NOT a mental health condition.

Answer False

Helping Residents Manage Anxiety

Question True or False: Generalized anxiety disorder, obsessive-compulsive disorder, panic disorder, post-traumatic stress disorder and social anxiety are all forms of anxiety disorders.

Answer True

Appendix E: Bipolar Disorder

Question What disorder produces extreme ups and downs in moods?

Answer Bipolar

Question How long must an episode last to be considered manic?

Answer At least one week

Question True or False: A hypomanic episode is more intense than a manic one.

Answer False

