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1. Introduction

This report aims to guide health and social care professionals on how effective psychosocial theories can help and support older adults aged 65+, as well as older adults living with dementia. It will also focus on Erikson's Psychosocial Theory and Bandura's Social Learning Theory, to analyse how these theories apply to adults aged 65 and over. Moreover, this report will also discuss potential challenges for professionals in applying these relevant theories and suggest approaches to manage them.

HC-One focuses on residential and specialist care with homes across the UK, and is a provider of nursing and dementia care (hc-one.co.uk, 2025). Their relatives and every resident of theirs can be assured that the care provided to them is going to be restful, considerate and respectful, in a pleasant, comfortable, safe, and warm environment.

Dementia causes older adults to be forgetful, disoriented, emotionally distressed, and impaired in exercising autonomy. They are psychologically in need of a sense of identity, behavioural change management, security and a close sense of social interaction.

2. Overview of Psychological Theories

2.1 Erikson's Psychosocial Theory

Description of the Theory

The main highlights of Erikson's theory are the impact of social as well as cultural factors on personality improvement across the lifespan (Kida *et al.*, 2024). This theory also emphasises how people face psychological issues at every stage that shape their sense of self as well as relationships with others. This theory is a psychosocial theory with 8 stages, where each stage has a psychological conflict to resolve, based on Freud's theory. Erikson's theory also helps professionals understand how older adults make sense of their lives as well as cope with ageing.

Stage Relevant to Older Adults: Integrity vs. Despair

The last phase, Integrity vs. Despair, is the one which takes place at a certain age, about 65 and further. It is the stage when the older adults take a look back on their lives. When that is fulfilled, and they come to terms with their past, they find integrity, and this brings peace and fulfilment. In case they regret or get disappointed, they might be desperate, which leads to sadness, frustrations and death phobia. This is a very crucial phase, especially for individuals with dementia who usually have problems with forgetfulness and getting lost (Abbasi *et al.*, 2025).

Relevance to Adults Aged 65 and Over

The theory of Erikson assists in comprehending how ageing adults attempt to preserve identity and meaning even when they have a decreased cognitive capacity (Ahmadi and Oghani, 2025). Dementia complicates the life review process, but still, emotional support and meaningful activities can enhance integrity. Knowledge of this stage enables professionals to be oriented by dignity, respect and reassurance. It also provides an understanding of the use of interventions, including reminiscence, personal history, and family involvement, in preventing despair and facilitating well-being.

2.2 Bandura's Social Learning Theory

Description of the Theory

Bandura's Social Learning theory also emphasises that people learn by observing others, highlighting the importance of models and imitation in behaviour development. According to Firmansyah and Saepuloh (2022), key processes in social learning include attention, retention, reproduction and motivation that influence how effectively behaviours are learned and adopted. Four core principles of this social learning theory are modelling, observation, reinforcement, and self-efficacy.

Relevance to Older Adults in Dementia Care

Bandura's Social Learning theory is strongly relevant in dementia care (Koutroubas and Galanakis, 2022). This theory also provides a framework for maintaining the level of skills, promoting positive behaviour, as well as increasing self-efficacy in older adults. According to this theory, observation and modelling play a primary role in how as well as why people learn. Bandura's Social Learning theory has a particular relevance to adult learning in that it also accounts for both the learner and the environment in which people operate.

Importance of Behaviour and Emotional Well-being

According to Latham *et al.* (2024), the Social Learning Theory aids in understanding how the behaviour in dementia care is affected by the environment and staff behaviour. This social learning theory suggests that observation as well as modelling play an essential role in how and why people learn. It goes beyond the perception of learning being the result of direct experience with the environment. Bandura also informs that this framework has 4 component parts, such as attention, retention, motor reproduction, and motivation. The Environmental and cognitive factors can also influence the process as well.

3. Application of Theories in HC-One Dementia Care Homes

3.1 Applying Erikson's Psychosocial Theory

The theory of Erikson in HC-One dementia care homes assists employees in upholding identity and meaning for the residents. The elderly who have dementia frequently forget their memories in the form of identity (Sabat and Warren, 2023). Personal memory books, discussion of past events and life review activities assist in strengthening identity. These programs enable them to revisit their successes and have an identity despite the loss of memory.

Dementia may cause frustration, loss of direction and confidence. Adopting the theory of Erikson would motivate the staff to uphold dignity by fostering respectful communication, choices and emotional comfort. Residents will be less likely to feel desperate when they feel valued and respected. Even the past positions should be regularly supported, and the roles also recognised, so that the negative feelings can be minimised.

One of the major approaches in HC-One homes is reminiscence therapy (Pepper *et al.*, 2025). Photos, music, or known items are used by staff to help the residents recall memories. Identification and orientation are usually exhibited in rooms that show personal life stories. Strengthening feelings of integrity and belonging is done via activities like storytelling groups, memory boxes and family involvement sessions.

Challenges in the Application of Theories and Strategies to Overcome

Challenges	Strategies to Overcome
• Difficulty personalising activities for residents with complex needs • Communication issues affect life review discussions • Memory loss limits the ability to recall past events.	• Using structured life-review with prompts, as well as memory objects. • Utilising non-verbal communication • Providing emotional reassurance through calm and supportive interaction. • Providing the staff training on recollection as well as dignity-focused care.

3.2 Applying Bandura's Social Learning Theory

The contributions by Bandura can be handy in dementia care since residents tend to imitate behaviours they observe (Pattri *et al.*, 2025). Residents can be shaped by the staff who demonstrate positive behaviour with calm, patient and respectful behaviour, to adopt the same behaviour. Positive modelling assists in minimising aggression, anxiety and agitation.

Emotional health depends on social intercourse. Activities in groups and joint tasks promote some behaviours that residents should watch and follow. The residents get encouraged to participate when they see other people doing it.

The group sings, exercise classes, or craft groups could be examples in HC-One homes where residents are following staff demonstrations. In the distressing situations, the staff demonstrate slow breathing and relaxed posture to show the residents how to imitate the methods.

Challenges in the Application of Theories and Strategies to Overcome

Challenges	Strategies to Overcome
• Cognitive decline reduces the ability to observe as well as imitate behaviours. • Small attention spans make learning difficult. • Inconsistent worker behaviour decreases effective modelling.	• Utilising repetition as well as simple, step-by-step demonstrations. • Using the visual cues as well as gestures to strengthen learning. • Keeping activities short, structured, and appropriate to the capability level.

4. Critical Evaluation

Applying psychological theories to dementia care has a number of strengths as it enhances the comprehension of the behaviour of residents, informs meaningful interventions, and promotes emotional well-being (Reschke *et al.*, 2023). Nevertheless, such theories are limited as well, whereby cognitive impairments can decrease the capability of the older adult to fully participate in activities that are rooted in memory, learning or reflection. The symptoms of dementia, like confusion or difficulty in communication, may hinder the effectiveness of the theory-based methods. Thus, it is critical to combine these theories with person-centred care. This will make the process of support flexible, customised to the needs of a person, and respecting human dignity, which a professional responds to shifting capacities and preferences.

5. Implications for Health and Social Care Professionals

In the case of health and social care professionals, the relevance of psychological theories in dementia care requires effective training and lifelong skills acquisition to appreciate the emotional and behavioural needs of residents. Clear communication and understanding will be required to be able to provide help to people who might have difficulty with memory and articulation (Savarimuthu and Ponniah, 2023). Practitioners have to adopt respectful and

peaceful strategies and adjust their communication models. Providing family support and multidisciplinary team efforts also guarantees the provision of stable and regular care. This strategy allows families to feel engaged, improves decision-making, and encourages holistic care serving the psychological, social, and physical needs of the older adults with dementia.

6. Conclusion

In conclusion, it was found in the report that the Psychological Theory developed by Erikson and the Social Learning Theory created by Bandura worked in support of older adults with dementia in the HC-One. These two psychosocial theories helped to describe behaviour, facilitated positive interventions, and also strengthened emotional well-being. The report elaborated that the integration of these psychosocial theories with person-centred care brought about confident verification of dignified, flexible, and successful assistance of residents.

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