Moral Resilience: Fostering Integrity in Challenging Situations

Presenters:
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What is Moral Distress?

• Nurses are frequently confronted with ethical dilemmas in their nursing practice. As a consequence, nurses report experiencing moral distress (Oh & Gastmans, 2015).
What is Moral Distress?

Moral distress is defined as a condition of knowing the morally right thing to do, but institutional, procedural or social constraints make doing the right thing nearly impossible; threatens core values and moral integrity (Jameton, 1984).
Moral Distress in Nursing Practice

• Moral integrity refers to adherence to moral values affecting the sense of dignity and self-respect. Moral distress is a consequence of the effort to preserve moral integrity when the persons act against their moral convictions. (Corley, 2002, p. 645)

• As moral distress increases infrequency in practice, nurses experience higher levels of emotional exhaustion and depersonalization towards patients—which are some of the elements of provider burnout. (Oh & Gastmans, 2015)
EXERCISE #1 – Table Discussion

What is keeping you up at night?
“I’m really tired of that whole system . . . it hurts too much to have to spend a lot time with those patients because you know you’re helpless to change the situation for them . . . I think what it’s done is make me decide to get out of nursing because I don’t like being in a situation where I feel helpless or continually have to deal with situations where I have to do things I think are wrong.”

( Epstein and Hamric, 2009, p. 6)
Consequences of Moral Distress

Nurses

Healthcare Team

Patient
Moral Courage and Resilience

Moral Courage
The willingness to speak out and do that which is necessary in the face of forces that would lead a person to act in some other way; individual’s capacity to overcome fear and stand up for his/her core values (Lachman, 2010).

Moral Resilience
...the capacity of an individual to sustain or restore their integrity in response to moral complexity, confusion, distress, or setbacks (Rushton, 2016).
Ethical Foundations of Nursing

Values & Commitments of the Nurse

• Practice with compassion & respect for every person.

• Primary commitment is to the patient.

• Promote, advocate for and protect the rights, health and safety of the patient.
Boundaries of Duty & Loyalty

• Authority, accountability & responsibility for nursing practice.

• Owes the same duties to self as to others.

• Establish, maintain & improve ethical and work environment of the work setting.
Duties Beyond Patient Encounters

• Advance the profession through research & scholarly inquiry; engage in life long learning.

• Collaborate to protect human rights, promote health diplomacy & reduce health disparities.

• Articulate nursing values, maintain integrity of the profession & integrate principles of social justice in health policy.
Ethical Environment and Culture

Characteristics:
• “appreciates that ethics is important”
• “recognizes and discusses ethical concerns”
• “seeks consultation on ethics cases when needed”
• “sees ethics as part of quality”
• “understands what is expected of him or her”
• “feels empowered to behave ethically”
• “views organizational decisions as ethical”

(Fox, et al, Ethical Leadership)
Exercise #2: Personal Values Sorter

1. Find a partner at your table
2. Find the header value cards
3. Sort through the values cards
4. Determine your top 5 values
5. Share your top 5 values with your partner
6. Share what that value means to you
10 Ways to Cultivate Individual Moral Resilience (Rushton, 2017)

• Know your Core Values
• Be Mindful
• Cultivate Moral Resilience
• Practice With Integrity
• Understand & Embody the Code
10 Ways to Cultivate Individual Moral Resilience  (Rushton, 2017)

• Be Ethically Competent
• Speak up and speak out
• Be an Agent of Change
• Know & Use Resources
• Be engaged
Tools for Ethical Decision Making
Moral Resilience Professional Issues Panel

• The goal of the Moral Resilience Professional Issues Panel is to:
  • Identify current understanding of moral distress in practicing nurses.
  • Identify current and potential strategies to strengthen moral resilience.
  • Assess current availability and scalability of resources that contribute to moral resilience.
  • Identify strategies that could strengthen the "ethical voice" of nurses across care settings.
  • Establish goals to strengthen moral resilience.

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Enhancing Moral Agency:
Clinical Ethics Residency for Nurses

BY EILEEN M. ROBINSON, SUSAN M. LEE, ANGELIKA ZOLLFRANK, MARTHA JURCHAK, DECLAN FROST, AND PUMELA GRACE

In preparing to participate in the program I wanted to address problems on a highly personal level. When exploring an ethical problem my own values and beliefs, my emotions are often very present. By using the skills I have learned over the past 9 months, I am now more able to separate my feelings and values from the problem and make more objectively at the view of all parties involved. In fact, more of the situations I had been en- tered into the ethical problems in the past had been different.

A CERH program participant

Nurses benefit from working with patients and that their approach to social work. More than other professionals, nurses have increased access to patients' medical and psychological experiences in imporant health care institutions. Nurses deal with problems in the progression, resolution, and care of patients. During the recovery of a patient, nurses have the unique opportunity to observe the patient's ethical behavior in the presence of others, and must be the facilitators of the patient's ethical behavior in the presence of others.

Our role in social services is to assess patients' ability to make ethical decisions, and to ensure that patients are able to make ethical decisions. This role is essential to the integrity and ethics of a professional's practice. Our role in social services is to assess patients' ability to make ethical decisions, and to ensure that patients are able to make ethical decisions. This role is essential to the integrity and ethics of a professional's practice.

One example of social services is to assess patients' ability to make ethical decisions, and to ensure that patients are able to make ethical decisions. This role is essential to the integrity and ethics of a professional's practice.

I'm not sure ever has been... I gave much time considering my ability to make ethical decisions. I've never been able to put into words what I've done. But I now know how to deal with it.

My professional role can be expanded. We are able to provide patients with more comprehensive services.

I have expanded my knowledge of ethics consultation and services, but I am now more aware of the need for pre- serving my patients' autonomy.

In the following, we will explore the challenges of providing this program, its resources, and costs. We will provide an overview of the program's objectives and goals, including how it can be provided, outcomes, and affected health care professions.

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Exercise #3: Case Studies

• Each table has a case study – there are three different cases.
• Review the case and discuss with colleagues at the table.
• Present the table’s response to the group.
“Regardless of where a provider is in the healthcare hierarchy, there is always someone above and there is always someone below. As a result, there is always potential for powerlessness, for being trapped, and for being morally upended. This must be acknowledged if we are to move forward as ethically grounded, healthcare professionals” (Epstein & Delgado, 2010).
Questions?

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References


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