

Moving From Moral Distress to Moral Resilience: The Lived Experience

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College of Nursing
and Health Sciences

University of Wisconsin
Eau Claire

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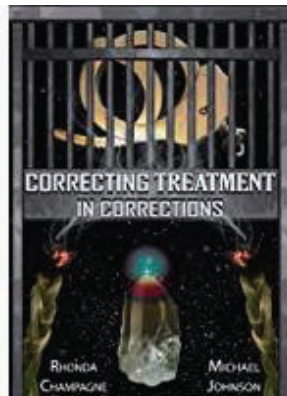
1THINK-2PAIR-3SHARE Table Talk



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Correcting Treatment In Corrections by Rhonda Champagne & Michael Johnson (2020)



Learning Outcomes

1. Define concepts of moral distress and moral resilience
2. Identify factors in the correctional environment and culture that may lead to moral distress
3. Identify factors that may lead to moral resilience

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What is Moral Distress?

“ **Moral distress** arises when one knows the **right** thing to do, but institutional constraints make it nearly impossible to pursue the **right** course of action”. (Jameton, 1984)

“When the nurse’s perception of **basic core values** is being violated or the nurse feels **constrained** from taking the **ethical** path they feel is appropriate.” (Rushton, C.H. & Kurtz, M.J. (2015). *Moral Distress and You: Supporting Ethical Practice and Moral Resilience in Nursing*. Silver Spring, MD: American Nurses Association)

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FACT OR MYTH



Moral Distress occurs only
in Nursing

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Case example of Moral Distress

Patient: 60yo w/ paraplegia with dyspnea (difficulty breathing)
Unit: RHU (segregation) –cuffed in front
Escorts: CO on standby per policy
RN Initial assessment, history, VS, lean forward lung sounds



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Case example of Moral Distress



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PIOC (person in our care)/inmate leans forward and begins teetering out of the wheelchair

RN quickly braces him by placing both hands on his shoulders/chest and one knee against his knee

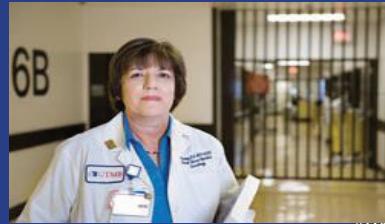
RN “catches” the PIOC/patient and pushes him back onto the wheelchair preventing his fall

WHEW Close call!

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Case example of Moral Distress

Fall prevented-beneficence (RN minimized harm)
CO completes incident report-Why?
Nurse called in by warden and nurse manager
Nurse investigated-speak to no one
Nurse fired based on the fraternization policy



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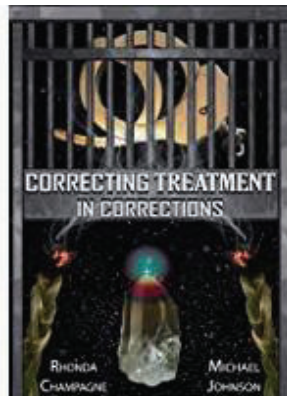
Moral Distress must include conflict between an ethical issue or personal core value AND what action you MUST take.

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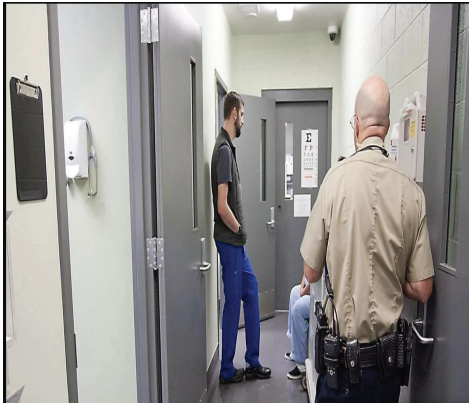
1THINK-2PAIR-3SHARE Moral distress: Who, Event, Ethical issue/core value, How



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Vulnerability for Moral Distress

- Environment (Security vs Healthcare)
- Communication or Interpersonal relationships (Peers, PIOC)
- Management/Leaders (Militaristic Top-Down versus Collaborative)



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Environmental Factors

Assessment and Intervention



Assessments

- Fundamental skills
- Alternative therapies
- Restraint chairs/4-point
- Pain
- Referral
- Schedule



Interventions

- Stethoscopes-heart and lung sounds
- Hand massage, aroma therapy
- Routine checks-preparedness
- Secondary gain; addiction
- No sharing details!
- Need to consider count times, rec time, meals

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THINK-PAIR-SHARE: Environmental constraints



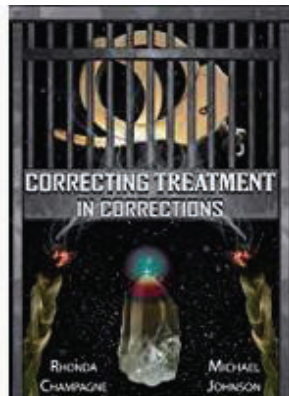
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A healthy tension between Healthcare and Correctional staff leads to a positive work climate.

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Environment, Relationships/Communication, Administration/Leadership



Recognize Workplace Factors



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Microaggressions and Incivility



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Unresolved moral distress or increased moral residue can lead to higher turnover and burnout.

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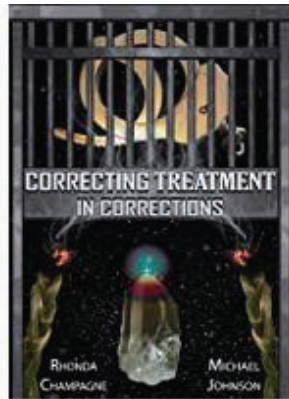
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BURNOUT



*"Frank just up and exploded.
I hope I never get that burned
out."*

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What is Moral Resilience

The ability to bounce back from moral distress
“The ability and willingness to speak and take right and good action in the face of an adversity that is moral/ethical in nature” (Lachman, 2016)



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EXPLORING MORAL RESILIENCE TOWARD A CULTURE OF ETHICAL PRACTICE



Interventions for
Moral Distress

Tips for fostering
Moral Resilience in
individuals,
organizations, and
educational
institutions (2017)

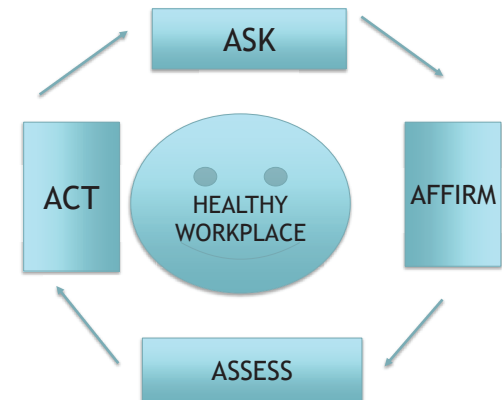
A CALL
TO ACTION
REPORT



Four A's (2004) to Rise Above Moral Distress

Utilize the 4 A's –
American Association of
Critical Care Nurses

1. ASK
GOAL: Self-
awareness that
moral distress
is present



Savel, R. & Munro, C. (2015). *Moral distress
Moral courage.*
American Journal of Critical Care, 24 (4).
226-28.

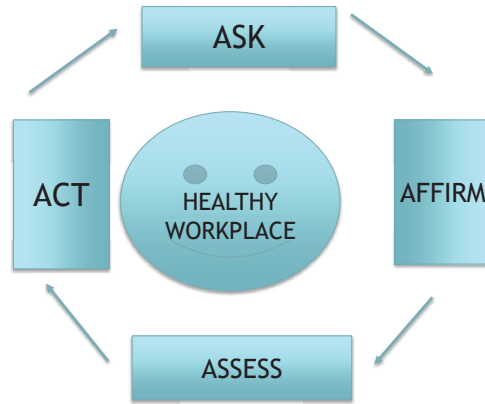
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Four A's (2004) to Rise Above Moral Distress

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2. AFFIRM

GOAL: Make a commitment to address moral distress



Savel, R. & Munro, C. (2015). *Moral distress Moral courage.* American Journal of Critical Care, 24 (4). 226-28.

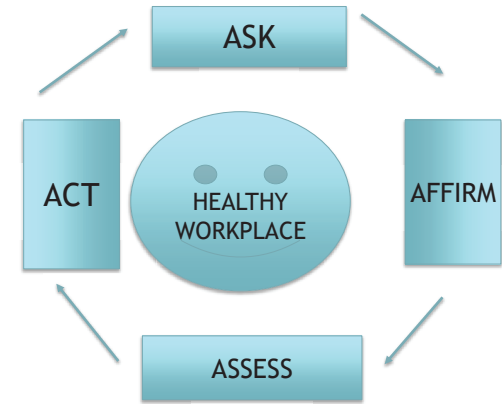
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Four A's (2004) to Rise Above Moral Distress

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3. ASSESS

GOAL: Readiness to make an action plan!



Savel, R. & Munro, C. (2015). *Moral distress Moral courage.* American Journal of Critical Care, 24 (4). 226-28.

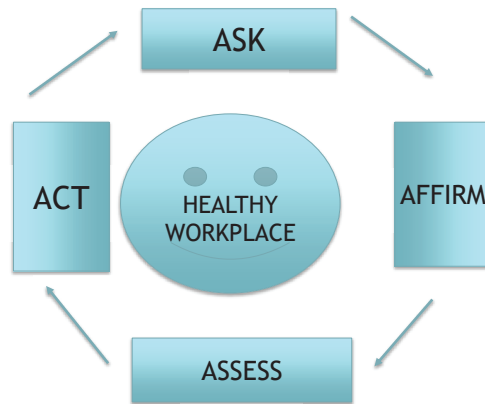
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Four A's (2004) to Rise Above Moral Distress

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4. ACT

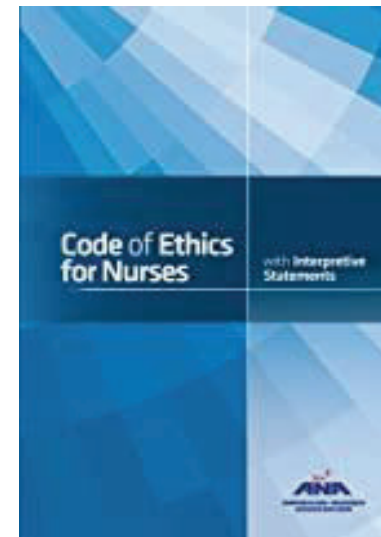
GOAL: Preserve own integrity and authenticity



Savel, R. & Munro, C. (2015). *Moral distress Moral courage.* American Journal of Critical Care, 24 (4). 226-28.

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ANA Code of Ethics (2015)



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American Nurses Association Nurses Code of Ethics: Healthy Work Environment



Just as health care workers have a duty of care to their patients, employers have a fundamental duty of care to their employees - to create a healthy work environment for them.

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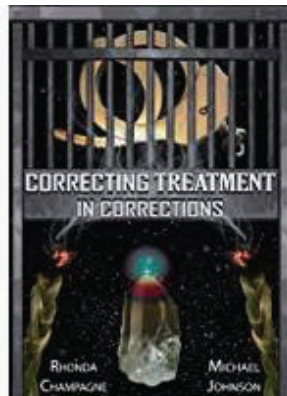
Working together, healthcare providers cannot change the way DOC employees do their jobs

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What is Moral Resilience

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Fostering Moral Resilience



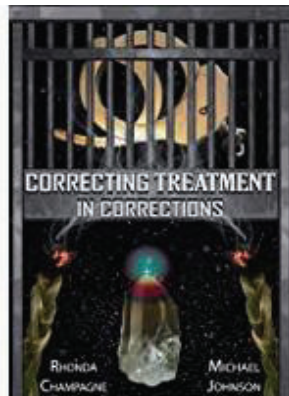
- ✓ **Effective** communication skills: **assertiveness** and **negotiation**
- ✓ **Interdisciplinary** Care Conferences/**Quality improvement** projects
- ✓ **Providing group debriefing for clinical dilemmas**, rather than reprimands for interventions that could have been handled differently
- ✓ **Fostering a culture of learning** rather than a **toxic culture** of shaming, blaming or judging



Foster Moral Resilience

- **Provide Training:**
 - **Interdisciplinary team in-service, simulations, and conference attendance**
 - **Emergency response sim**
 - **Updates (verbal judo, suicide prevention,..)**
 - **Conflict resolution (confronting bullies, collaboration...)**

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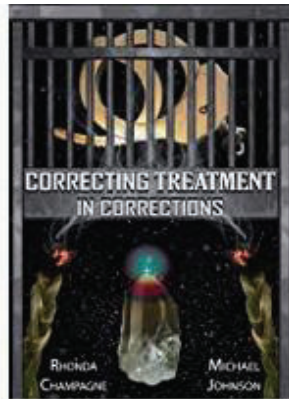


Outcomes Met?

Pilot Study- Online Education Intervention findings:

- All nurses could define **moral distress** in their own words? What about **moral resilience**?
- All nurses could identify **potential situations** that may lead to *moral distress*?
- All nurses could identify strategies to **effectively manage moral distress** in the workplace.
- Can you offer one strategy to correctional administrators or health care managers to create a healthier work environment and move toward moral resilience?

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Thank You!

May you remain steady
while walking on your
professional tightropes in
correctional health!

Questions?
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