Moral Distress and Evidence Based Interventions to Resilience

The YEAR OF THE NURSE 2020

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unStoppable

1

Agenda Today

Dynamic and Engaging

- Designed to include a component of evidence based research, interactive learning, and case discussion.
- Self reflection, group exercise with clinical examples from the bedside.

Objectives

1. Identify symptoms associated with moral distress, burnout and compassion fatigue.
2. Develop a knowledge base to assist with developing specific strategies in response to moral distress that are focused on balance and whole health.

2

Objectives

|	
Define	Define Moral distress, burnout and compassion fatigue
Overview	Learn about frameworks for resilience and burnout with strategies for self and institutional change
Describe	The four guiding principles involved in American Medical Ethics
Goals	Identify at least 2-3 strategies to develop personal health and well being

3

Nursing Then…..

4

Nursing and Health care now

5
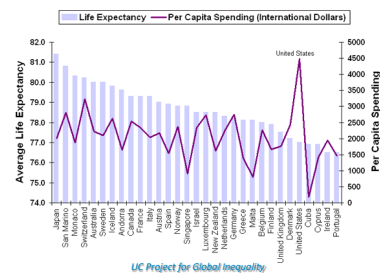
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- Medical Technology and Uncertainty

- COVID?

7

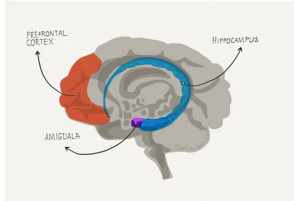**Conflict & Ethics; A Tenuous Balance**

Respect for Autonomy

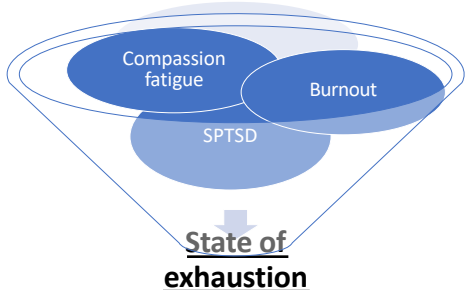**Beneficence**

Non-Maleficence

Justice

8

Ethical Challenges and the stress response

- Physiology of stress
- Evolution
- Family of origin
- Cultural variations

9

Moral Distress AKA...

Compassion fatigue

Burnout

SPTSD

State of exhaustion

10

Work place Attitudes and Emotions

-lack of support from supervisor
- lack of mentor
- needing to fit in
- Imposter syndrome

11

Demographics are changing

- -US birth rate continues to drop

- -Aging population = aging workforce, loss of talent

- -Nursing shortage impact

12

Moral Residue

-Lack of psychological safety

-Silence

-Workarounds/Error

13

Emotion, burnout and Psychological distress

- Over 800 ICU nurses indicated that 22% had symptoms of PTSD & were classified as meeting PTSD diagnostic criteria (Mealer 2009)
- Estimates indicates that nearly one quarter of all intensivists have symptoms of depression (Embriaco 2014)
- Even more alarming nurses are reported to have the highest rates of suicide of all health care professionals (Office for National Statistics)
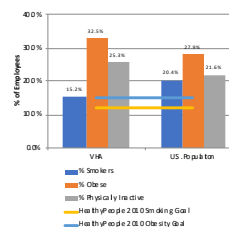
14

Balancing Task and Relationship

Personal factors:

- **A lack of support**

- **High levels of self doubt**

- **Using emotion-focused coping strategy rather than Task oriented coping**

- **Exhaustion**

15

Because we all face challenges in living our best lives

Health care workers have high rates of unhealthy behaviors and chronic health conditions

16

Symptoms Associated

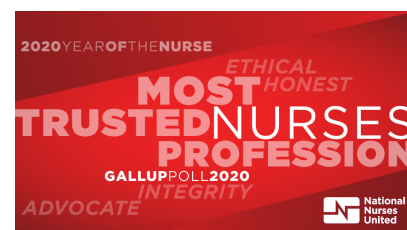|	
Emotional exhaustion	Irritability
Interpersonal conflicts	Detachment
Addictive behaviors	Perfectionism
Mal-adaptive coping	Avoidance
Decreased satisfaction	Apathy
Frequent illness/sleep problems	ERROR!!!!!
Over identification or over involvement	Job Loss
The Compulsive Triad	

17

Nursing is #1 and remains so…for like years

18

Compassion and Empathy

Isn't this why we went in to nursing?

Compassion in the literature:
Sympathetic consciousness of other's distress together with a desire to alleviate it.

Empathy in the literature:
An emotional engagement
Highly present
Attune heartfelt

19

Nursing is……

20

Reactions

- **Emotional**
- **Relational**
- **Occupational**
- **Cognitive**

21

Comprehensive Approach to reducing burnout and emotional symptoms

22

Resiliency

- -Ability to overcome challenge
- -The struggle to cope with trauma can also result in the experience of growth
- -The changes in self perception, interpersonal relationships and philosophy of life (Calhous & Tedeschi, 2009)
- -"When I see the patients improvement I sometimes see my own"
- -Tolerance for human frailty increases

23

Personal Health and well being

Key characteristics
Social strategies
Physical strategies
Cognitive strategies
Meaning based strategies

24

Put on Your Own Mask First
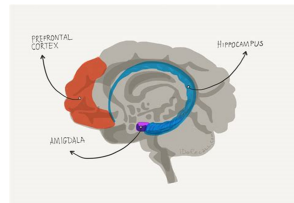

25

Social Support

- Social support contributes to recovery from many types of burnout and stress.

- Supervisor

- Peer support

- Benefits

26

Cognitive Strategies

- Thinking and stress
- Perspective taking
- Letting go
- Self awareness
- Work life/balance
- Sense of humor

27

Letting Go-Targeting and Timing

- Knowing *what* to let go of and

- knowing *when* to let go

28

MINDFULNESS TRAINING

- "A combination of self-knowledge and **dual awareness**, the clinician can monitor patient needs, work environment, with his or how own experience a psychological process that may expand ones range of choices and allow for more creative response"

- -Dr. Kabatz-Zinn

29

Mindfulness Everywhere

30

Hope does not lie in a way out but in a way through ~ Robert Frost

- **Self-Awareness through self knowledge and the concept of dual awareness**
- Self-knowledge-
- Understanding-
- Articulate-
- Understand how your family of origin-
- Understand the difference-

31

What the research says

- **Stressed HCP's with less awareness** =more stress in interaction with work environment
- Empathy as a liability!!!!!!!!
- More fatigue, exhaustion and moral distress symptoms

- **Mindful HCP's** have been show to experience greater job engagement
- less stress with interaction with their work environments
- Experience empathy as **a MUTUALLY HEALLING** connection and derive compassion satisfaction and vicarious post Traumatic growth
- **Increased Staff retention, improved pt. care and satisfaction**

32

Meaning based strategies

Focusing on the aspect of work most meaningful to you.

THIS has been shown to reduce burn out and increase the likelihood of vicarious post-traumatic growth.

33

Work Place Values

- Recognizing and reconnecting to professional values has been shown to provide a greater sense of control.

- It may also help to guide providers to concrete choices that create a more fulfilling work experience, leading to reductions in burnout

34

How do **YOUR** values align?

- Gratitude
- Equanimity
- Recognition
- Success
- Orderliness
- Perseverance
- Service
- Creativity

-Self-Discipline
-Cooperation
-Tolerance
-Respect
-Integrity
-Humor
-Excellence
-Learning

35

Physical Strategies

36

Implementation

Identifying common self-care myths can be a good first step in creating a plan to change behavior.

37

Motivation to change: Create an Action plan

• What is one thing you would like to work on to reduce stress and burnout?

• How do you Prioritize?

38

N.U.R.S.E. Mnemonic

| Type of Statement	Representative Language
Naming	"It sounds like…"
Understanding	"I'm hearing you say…"
Respecting	"I am impressed that…"
Supporting	"I'll be available for you…"
Exploring	"Tell me more about…"
Described by Pollak et al. *J Clin Oncol* 2007;25:5748-52.	

40

Outcomes

• Improved Patient safety

• Wiser decision making

• Improved satisfaction

• Less staff turnover

41

A multipronged approach

- Individual
- Interpersonal Team
- Systems

42

THANK YOU
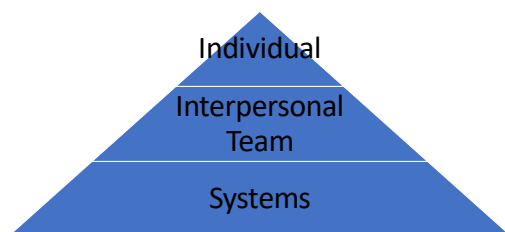
43

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44