Moral Resilience Practical Tips

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Consider the following strategies when confronted with ethically and/or morally challenging situations:

I. Get the whole story/Encourage others to do so as well
II. Speak up – encourage dialogue
   1. If seen as risky, that’s the first problem to tackle
III. Focus on the Ethical dimensions of care
   1. What ought we to do?
   2. Which obligation is primary?
   3. What are the goals of care?
   4. Have they changed?
   5. Do they need to change?
IV. Debrief Situations with a Goal of Preventing the Recurrence of a Similar Case
   1. What Could We Have Done Differently?
   2. How Can We Anticipate Next Time?
   3. Include Entire Interprofessional Team
V. Interprofessional education on moral distress
VI. Nurture the expectation of collaboration
VII. Target unit/service practices that improve communication:
   1. Interprofessional rounds
   2. Unit/service conferences
   3. Family meetings
VIII. Develop Proactive Systems & Processes
   1. Early, Frequent, Consistent Communication with Patients and Families
   2. Clear Articulation of Health Team Goals
      i. Team speaks with one voice
IX. Develop institutional resources that are:
   1. Available
   2. Known
   3. Sanctioned
X. Find and Address Sources
   1. Develop policies/guidelines encouraging team collaboration, ethics consultation, provider continuity
   2. Identify the moral distress sources operating in your unit/division/service and target interventions there
   3. Then, extend to the organization if the problems are system-generated
XI. Initiate Ethics and/or Moral Distress Consults
   1. To reduce moral distress levels among staff
   2. To provide an interprofessional avenue for frank discussion and problem solving in morally distressing situations

Whitehead, 2020
3. To assist staff in developing strategies to address barriers to high-quality patient care
4. To empower staff to raise concerns

XII. Identify your ethical/moral distress
1. Providing inadequate or harmful pain management
2. EOL futile care challenges
3. Poor teamwork and challenging communication issues
4. Work on strategies to improve your teamwork and communication.

Resource
Create healthy work environments

https://www.amsn.org/practice-resources/healthy-practice-environment

References


Whitehead, 2020