Regulatory Pressure and Competitive Dynamics: Carbon Management Strategies of UK Energy-Intensive Companies
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The 4A’s to Rise Above Moral Distress

Helping critical care nurses to make their optimal contribution to patients and their families

What is Moral distress?
- Knowing the ethically appropriate action to take, but unable to act upon it
- Acting contrary to your personal and professional values

What are the sources of moral distress?
- Personal
- Interpersonal
- Environmental

What does moral distress feel like?
- Causes suffering, may lead to burnout, may result in resignation

What are the barriers to taking action when moral distress occurs?
- Internal
- External
ASK

- Stage of self-awareness and self-reflection
- ASK yourself:
  - Am I, or members of my team, feeling symptoms or showing signs of suffering?
  - Have coworkers, friends, or family members noticed these signs and behaviors in me?

Common responses to suffering:
- Fatigue
- Exhaustion
- Lethargy
- Weight changes (loss or gain)
- Headaches
- Impaired sleep etc.
• Anger
• Fear
• Guilt
• Depressed
• Anxiety
• Hurt
• Frustration

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Behavioral

- Addictive behavior: alcohol, drugs etc
- Apathy
- Indifference
- Avoidance
- Agitation
- Shaming others

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SpirituAl

- Loss of meaning
- Crisis of faith
- Loss of control
- Disconnection w/ people, work, community

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AFFIRM

- Affirm your distress and your commitment to take care of yourself
- Validate your feelings and perceptions with others
- Affirm your professional responsibility to act

*Goal: You make a commitment to address moral distress

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