

Restructuring Distressed Companies- Cross National Comparisons

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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?

• Feeling the ethical appropriate action to take but unable to act upon it
• Acting contrary to your personal and professional values

WHAT ARE THE CAUSES OF MORAL DISTRESS?

- Personal
- Interpersonal
- Environmental

HOW DOES MORAL DISTRESS AFFECT US?

- Causes suffering, may lead to burnout, may result in resignation

WHAT ARE WE TRYING TO DO TO RISE ABOVE MORAL DISTRESS?

- Internal
- External

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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?

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Common responses to suffering:

THANK YOU!

Do you feel morally distressed?

• I am not sure if I am morally distressed.

• I am morally distressed.

• I am not morally distressed.

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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

"Good: You make a commitment to address moral distress"

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ADVISE

- Check if causes of your distress:
 - A particular patient care situation
 - A unit policy or practice
 - Staff or work behaviors

Describe the urgency of your distress, how this distress affects you or if others (distressed or at risk) are affected.

Describe the action you wish to act being the self assistance.

ACT

- Describe what you have done to address your distress
- Describe what you plan to do to address your distress
- Describe what you have learned from this experience

SEEK

- Describe what you have done to address your distress
- Describe what you plan to do to address your distress
- Describe what you have learned from this experience

Describe the urgency of your distress, how this distress affects you or if others (distressed or at risk) are affected.

Describe the action you wish to act being the self assistance.

Describe what you have done to address your distress

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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

AMERICAN
ASSOCIATION
of CRITICAL-CARE
NURSES

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

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EMOTIONAL

- 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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ASK

- Stage of self-awareness and self-reflection
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Common responses to suffering:

PHYSICAL

- Fatigue
- Exhaustion
- Lethargy
- Weight changes (loss or gain)
- Headaches
- Impaired sleep etc.



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SPIRITUAL

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



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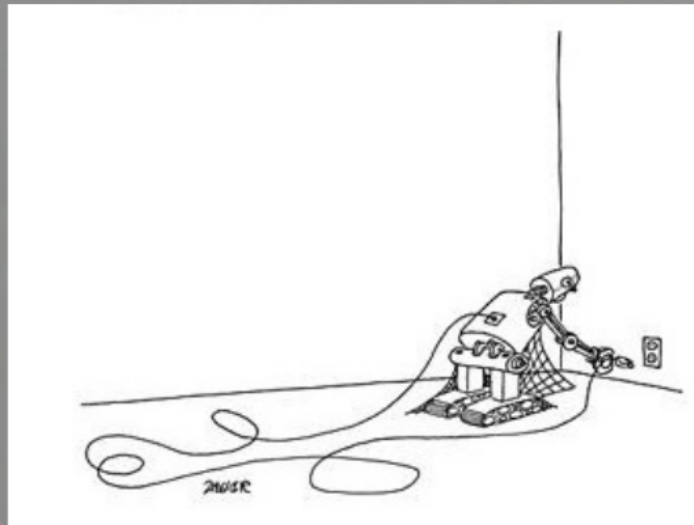
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***Goal:** You make a commitment to address moral distress

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