Moral Injury: Reframing Distress

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DISCLOSURES

• HRSA Award 1U3OHP45374-01-00/22-M05R
• Speaker for LeighHealth
• Cofounder, Moral Injury of Healthcare, Inc., a 501c3

None of these activities involve products used in patient care
ATTACKS IN HEALTHCARE FACILITIES

JUN 2022: Two injured in Los Angeles, CA (stabbing)
MAY 2022: Four killed in Tulsa, OK
MAY 2022: One killed in Dayton, OH
FEB 2021: Five killed in Buffalo, MN
JUL 2020: One killed, one injured in Mt. Laurel, NJ
FEB 2020: One killed in Rancho Mirage, CA
NOV 2018: Three killed in Chicago, IL
JUL 2016: Two killed in Florida
JAN 2015: One killed in Boston, MA
DEC 2013: Three killed at a Reno, NV
DEATH THREATS

• Tulsa
• Phoenix
• Madison

... Just in the last two weeks.
PASSION LED US HERE
PRE-PANDEMIC DISTRESS

43%

~$1M

900k
BURNOUT

Exhaustion
Ineffectiveness or Lack of Accomplishment
Cynicism or Detachment

I spent 25 years of formal education learning how to take ideal care of patients.

I had no idea how hard it would be to get that care for them.
MORAL INJURY – SHAY, 1994

“Betrayal of what is right by someone who holds legitimate authority in a high-stakes situation”
TRANSGRESSION - LITZ, 2009

“...perpetrating, failing to prevent, bearing witness to, or learning about acts that transgress deeply held moral beliefs and expectations.”
GOING (BY 2024)

1:5
GOING (2022)

1:3
BURNOUT VS MORAL INJURY

Stressors

Double Binds

Moral Distress

Moral Residue

Moral Injury

Burnout

Personal, family, health, substance, etc.
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Personal, family, health, substance, etc.
Individuals, too often, are held responsible for mitigating the dysfunction of the system
“When you’re feeling helpless, act.”

Don Berwick, MD
RECOGNIZE
Whatever you’re not changing you are choosing.
“Leaders . . . have a moment . . .

one of those rare opportunities where . . . you have almost a do-over.”

Steve Sonensheim
REBUILD
& RESTORE COMMUNITY RESILIENCE
What are we – administrators, clinicians, and patients – promising each other?

Don Berwick, MD