FIRST DO NO HARM: The Power of SELF- STEWARDSHIP

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EXCEPT PASSION for nursing excellence
AND aspirations for a healthier nursing workforce!
OBJECTIVES:

• Define moral injury in the context of today’s workplace

• Spark a call to action for self-stewardship

• Recognize strategies for self-stewardship at the individual and organizational level
What would “Flo Say Today about our NSG Frontline....”
Would she say...”carry on your frontline battle for excellent care delivery and don’t let your lamp burn out...”
The FACTS of “burning out”

- NTL data → 8% RN vacancy and 16% RN turnover and in some areas of KY, rates exceed ntl rates
- 400 physicians commit suicide/yr
- 1 out of 3 college students on mental health meds
- 1 out of 4 college students have self-injured

National Council State Boards of NSG, 2017
National Academy of Medicine, 2016
American College of Health Association, 2015
Is it BURN Out or Is it Moral Injury

BURN OUT:
Represents a constellation of symptoms that include exhaustion, cynicism, and decreased productivity

MORAL INJURY:
Represents perpetrating, failing to prevent, bearing witness to, or learning about acts that transgress deeply held moral beliefs and expectations.
Our HealthCare WAR Zone /Battle Line

- The seismic shift from care and compassion oriented healthcare environments to business-oriented and profit driven.
- Financial considerations of hospitals, health systems, insurers, patients and providers can lead to conflicts of interest for nurses.
- EHR can distract from patient encounters and fragment care delivery but are a necessity for productivity and accountability.
  Patient satisfaction scores and performance evaluation scores.
- Employee engagement scores.
Our Academic WAR Zone / Battle Line

- **The seismic shift** from the call to teach and love for learning environments to business-oriented and profit driven
- **Budget cuts** and financial considerations of universities, colleges, departments and programs can lead to conflicts of interest for faculty
- **Distance learning/online** can distract from student learning and faculty engagement but are a necessity for productivity and accountability
- **Student** satisfaction scores
- **Faculty** performance and engagement scores
RECLAIM NURSING:

- Family Responsibilities
- Time Pressure
- EHR
- Chaotic Environment
- Low Control of Pace
Emotionally: I'm done.
Mentally: I'm drained.
Spiritually: I feel dead.
Physically: I smile.
RECLAIM NURSING:

The Missing Aim

- Improved Patient Outcomes
- Improved Self-Stewardship
- Reduced Costs
- Improved Patient Experiences
Nurses need to have the capacity to sustain or restore (her or his) integrity in response to moral complexity, confusion, distress or setbacks”


Cynda Rushton PhD, RN, FAAN
The Anne and George L. Bunting Professor of Clinical Ethics and Professor of Nursing and Pediatrics
Johns Hopkins University

ANA Professional Issues Panel on Moral Resilience: 2017
MORAL RESILIENCE
TRANSFORMING MORAL SUFFERING IN HEALTHCARE

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RECLAIM NURSING:

EXPLORING MORAL RESILIENCE TOWARD A CULTURE OF ETHICAL PRACTICE

A CALL TO ACTION REPORT

AMERICAN NURSES ASSOCIATION KENTUCKY
RECOMMENDATIONS TO FOSTER INDIVIDUAL MORAL RESILIENCE

The recommendations proposed below are to cultivate and support the moral resilience of individual nurses.

INDIVIDUAL NURSES ACTIONS:

1. Adopt ANA's Healthy Nurse Healthy Nation™ strategies to support your general well-being as a foundation for cultivating moral resilience.
2. Read, review, and implement the ANA Code of Ethics for Nurses with Interpretive Statements to gain knowledge and strengthen ethical competence.
3. Seek opportunities to learn how to recognize, analyze, and take ethically grounded action in response to ethical complexity, disagreement, or conflicts.
4. Cultivate self-awareness in order to recognize and respond to your symptoms of moral suffering, including moral distress.
5. Pursue educational opportunities to cultivate mindfulness, ethical competence, and moral resilience.
6. Develop your personal plan to support well-being and build moral resilience.
7. Become involved and initiate workplace efforts to address the root causes of moral distress and other forms of moral suffering.
8. Develop and practice skills in communication, mindfulness, conflict transformation, and interpersonal collaboration.
9. Identify and use personal resources within your organization or community, such as ethics committees, peer-to-peer support, debriefing sessions, counseling, and employee assistance programs.

#6 Develop your personal plan to support well-being and build moral resilience.
SELF CARE aka Self-Stewardship

Provision 5 of the Code of Ethics for Nurses with Interpretive Statements holds that “the nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholes of character and integrity, maintain competence and continue personal and professional growth” (ANA, 2015)
SHIFTING the conversation for “self-care” equates to being selfish to “SELF-STEWARDSHIP” to convey regard and preservation for one’s well-being while acknowledging one’s needs and limitations when caring for others (Holtz, Heinze, & Rushton, 2017)
“Self-care is never a selfish act-it is simply good stewardship of the only gift I have, the gift I was put on earth to offer to others.”

- Parker Palmer
RECLAIM NURSING:

CALL TO ACTION
50 Ways to Take a Break

Karen Horneffer-Ginter, Ph.D.

“Full Cup, Thirsty Spirit” inspiration, visit: http://www.fullcupthirstyspirit.com/
Did You know TOO much Hand Device/Screen Time Causes...

- Compromised white matter integrity: Spotty networks interrupt connections that can cause misfire between right (cognitive) and left (emotional & survival) hemispheres

- Gray matter atrophy: Loss of tissue affects frontal lobe functions such as planning, prioritizing, organizing, and impulse control

- Lin et al, 2012; Weng et al 2013; Hong et al 2013
TIME
for
Change
RECLAIM NURSING:

DRIVING CHANGE STARTS AT THE TOP and LANDS WITHIN THOSE WILLING AND READY TO CHANGE

CALL TO ACTION
WHAT CAN I CONTROL

~life is 10% of what happens to you and 90% how you react..
WHAT CAN I CONTROL
~Set Calendar Boundaries: block/protect/buffer your time
~Health, Wellness and Daily Breather
~Community Assessments
~Professional Development
UK College of Nursing –
Driving CHANGE one faculty, one staff and one student at a time!

• CPR (cultivating practices for resilience) Room
• KORU Trained Faculty

• Strategic Goals for WALKING the TALK for Self-Stewardship
• Flexible Release/Schedule for Staff and Faculty

• Mindful Communication Standards for Faculty, Staff and Students
A SELF STEWARDSHIP moment happens when you are...

...sitting in the stillness of a sunset hearing the sounds of crickets and watching the stillness of the water...
A SELF STEWARDSHIP moment happens when you are...

...looking for the brilliant colors of flowers that are gently flowing in the wind...
A SELF STEWARDSHIP moment happens when you are...

...hearing the breathing of KY racing horses and witnessing the power of their gallop ...
A SELF STEWARDSHIP moment happens when you are...

...imagining what it would be like to read a book in the middle of a KY farmland...
A SELF STEWARDSHIP moment happens when you are...

...appreciating the diversity that is present in your surroundings...
A SELF STEWARDSHIP moment happens when you are…

...enjoying the beauty of Fall colors in the KY Cumberlands...
What would Flo say today ...

“...TAKE CARE of yourself and don’t let your lamp burn out...”
Thank you!

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The Power of SELF-STEWARDSHIP

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