



# WELCOME!

## UNDERSTANDING MORAL DISTRESS, MORAL INJURY, & OTHER DANGERS OF HELPING OTHERS! FEBRUARY 18<sup>TH</sup>, 2021 2 PM

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# ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

Access to Care & Clinician Support

Recruitment & Retention

National  
Health  
Service Corps

Resources

Training

Networking

# STAR<sup>2</sup> CENTER



**STAR<sup>2</sup>CENTER**  
SOLUTIONS TRAINING AND ASSISTANCE  
FOR RECRUITMENT & RETENTION

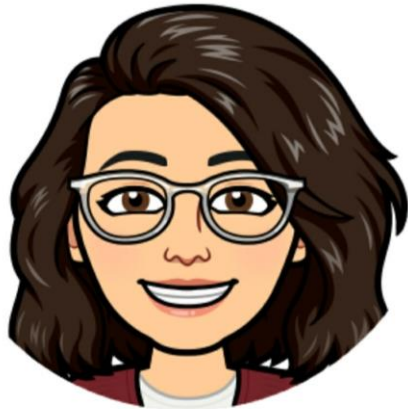
[www.chcworkforce.org](http://www.chcworkforce.org)

# STAR<sup>2</sup> CENTER

- National Cooperative Agreement initially awarded in 2014
- Funded by the Bureau of Primary Healthcare
- One of 21 National Training and Technical Assistance Partners (NTTAPs)
- Produces FREE Resources, Training and Technical Assistance



# STAR<sup>2</sup> CENTER STAFF



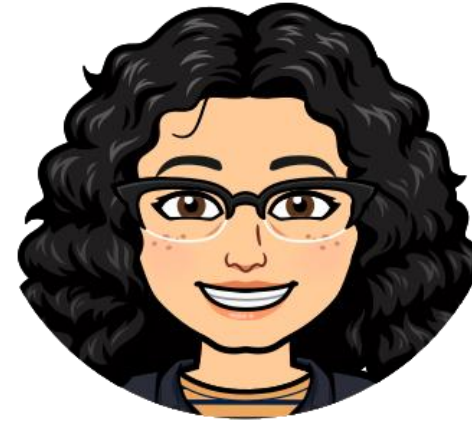
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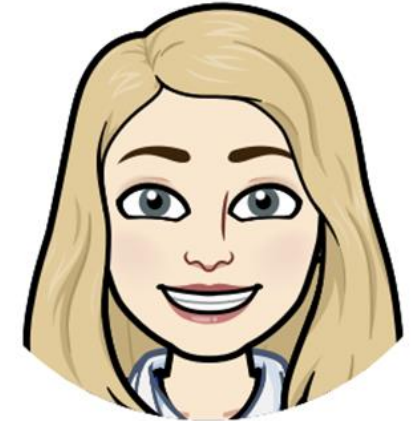
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# HOUSEKEEPING

- This session is being recorded and the **recording** will be sent via email to everyone who registered
- Use the **Chat** box to ask questions and share comments and thoughts
- Send a message to **Mariah Blake** if you are experiencing technical difficulties.
- Please complete the **evaluation** at the end of the session

- Questions?
  - Use the chat and questions boxes
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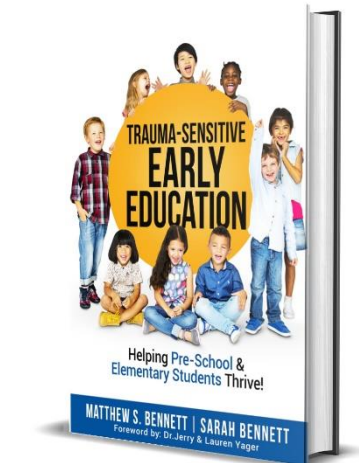
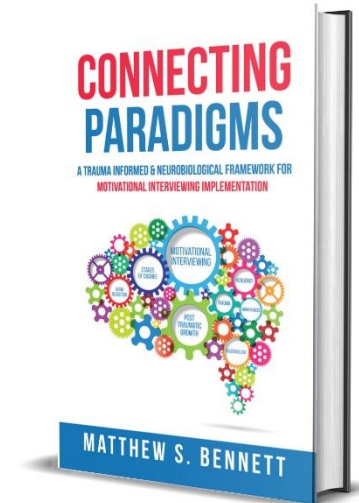
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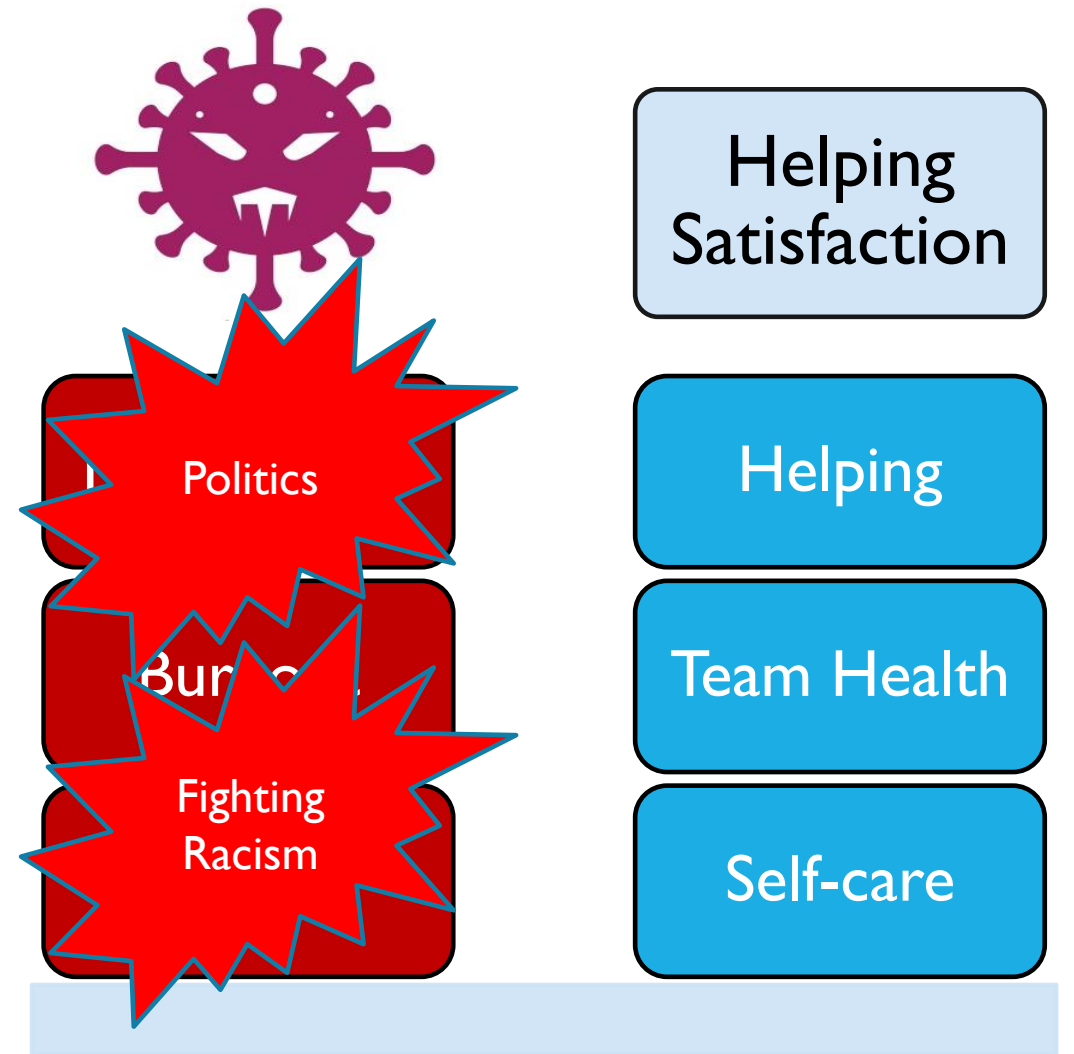
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- Keep Learning
  - Trauma-Informed Lens Podcast – [www.connectingparadigms.org](http://www.connectingparadigms.org)
  - Heart Rate Variability Podcast – [www.optimalhrv.com](http://www.optimalhrv.com)





# THE BALANCE



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# HOW BIG IS YOUR CUP?

## Nerd definitions of Resiliency

- Prefrontal cortex and amygdala
- Ventral vagal and sympathetic



# HOW FULL IS YOUR CUP?

## Stress

- Moral Distress
- Empathetic Intensity
- Workload
- Personal life

## Stress Intensifiers

- Duration
- Importance
- Uncertainty



# DANGERS OF EMPATHETIC INTENSITY

## Compassion fatigue

- When empathetic intensity fills up the helper's cups capacity
- Gradual filling of your cup with people's traumatic stories and life experiences



## Vicarious Trauma

- Witnessing a person's traumatic experience and the resulting empathetic intensity
- Cost of walking through hell with someone

## Secondary Trauma

- Something about the person's trauma connects with something in our personality or past experience
- The result is that trauma is passed from person to helper in a very real way

# MORAL DISTRESS & INJURY

## Moral Distress

- Professional feels like actions are forced to deviate from values, expectations, morals, and ethics
- Knows the right thing to do but impossible to pursue the right course of action
- Violates moral safety (Could also challenge psychological and social safety)

## Moral Injury

- Trauma resulting from betrayal of what is right
- Accumulation of the negative psychological impact of morally distressing situations

## Moral Strength

- Moral courage – strength to speak up despite the fear of repercussions
- Moral resiliency – internal capacity to restore and sustain personal integrity in the face of moral distress



# IMPACT OF EMPATHETIC INTENSITY, MORAL INJURY, & BURNOUT

## Physical Health

Cardiovascular Disease  
Stroke  
Type II Diabetes  
Musculoskeletal Disorder  
Cancer  
Physical Fatigue  
Sexual Issues  
Gastrointestinal problems  
Headaches  
Physical Illness  
Back problems

## Social/Work Health

Social Isolation  
Relationship Issues  
Poor performance  
Absenteeism  
Tardiness  
Theft  
Dehumanization of clients  
Turnover (at least 40% is stress related)  
Client & Employee Filed Grievances  
Litigation  
Low Job Satisfaction

## Mental Health

PTSD  
Memory Loss & Cognitive decline  
Sleep Problems  
Headaches  
Mental Fatigue  
Anxiety & Irritability  
Depression  
Aggression  
Defensiveness  
Negative World View & Hopelessness  
Negative attitude



# STAGES OF HELPING FATIGUE

Healthy,  
Motivated,  
& Engaged

Exhaustion

Shame,  
Doubt, &  
Guilt

Cynicism &  
Callousness

Crisis

Decreasing Wellness, Social/Emotional Intelligence, & Quality

Healthy,  
Motivated,  
& Engaged

- Proactive Self-Care
- Basics of health
  - Mindfulness
  - Your “why”
  - Daily recovery
  - Social networks

- Know your triggers
- Physical
  - Psychological
  - Social

- Reactive Self-Care
- Therapy
  - Time off

Exhaustion

Shame,  
Doubt, &  
Guilt

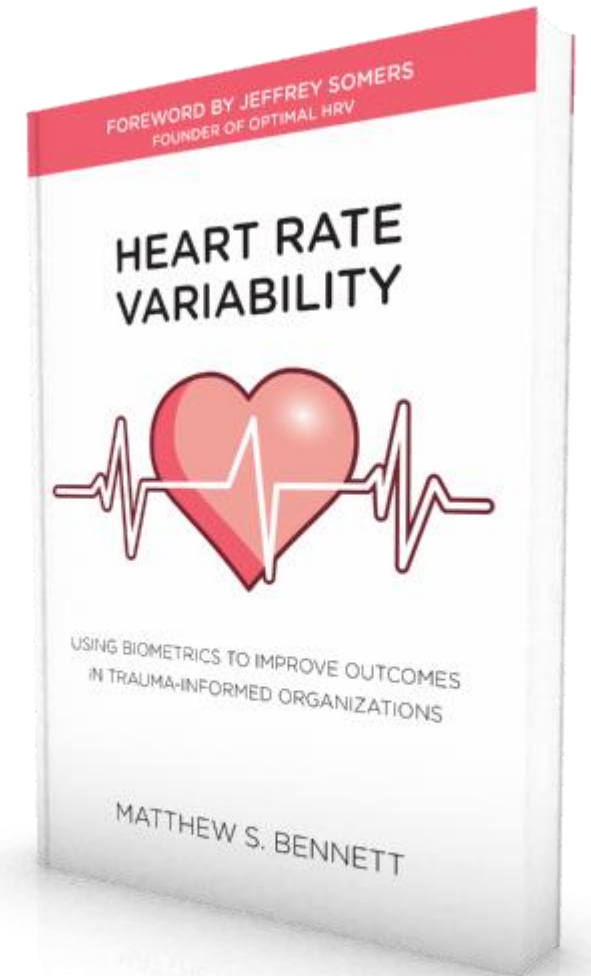
Cynicism &  
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- Keep Learning: Get a free book at [optimalhrv.com](http://optimalhrv.com)
- Thank you for all your work!





THANK YOU!



# QUESTIONS?



# STAY IN TOUCH!

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