

Journaling Exercise: Productively responding to moral distress

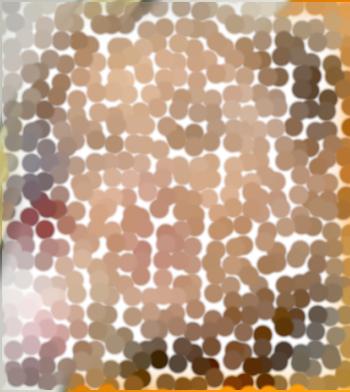
1. Take 12-15 minutes from your day.
2. Scroll through the following slides
3. Pause and spend 2 minutes writing down your answers to each (of the four) journaling questions as you encounter them



Integrity

Walking our talk

Central to a meaningful,
happy life
-for us as individuals,
teams and the
organization



Moral Distress

Broken apart,
feeling anger,
frustration, guilt,
and powerlessness
from not living up
to one's values



We are all
somewhere on this
spectrum



Integrity

Wholeness
coming from
alignment of values
and action

Responding to Moral Distress

Examining our values
and trying to recalibrate
our lives to live these in
a new reality

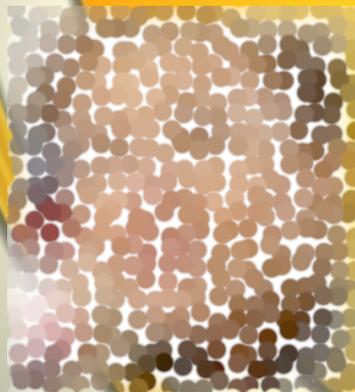


Every day we face challenges

Will we hide from these?



Or use them to clarify what we stand for?



Hiding from our values
and trivializing the
incoherence between
our values and our
actions

The process for productively responding to moral distress

1. Name what we are experiencing
2. Make sense of the situation
3. Reintegrate self into life
4. Work to rebuild trust through open, honest dialogue
5. Act with others to bring values to life

1. The telling itself is part of the work of mourning and of healing

*Give sorrow words.
The grief that does not speak,
whispers the o'erfraught heart
and bids it break.*

- Shakespeare, Macbeth



Journaling Questions 1

How are you
feeling?

What is in your
heart and body?



2. Making meaning

“Suffering which finds meaning ceases somehow to be suffering.”

Viktor Frankl, after surviving Hitler's death camps but losing his entire family

“We humans can tolerate suffering but we cannot tolerate meaninglessness.”

Archbishop Desmond Tutu

Journaling Questions 2

What is important to you
that you have lost?

What is important that
you still have?

What do you want more
of that you can control?
Why?

3. Rebalance



How do I live my values in
this new reality?

Journaling Questions 3

How will you bring what
really matters to you
that you can control
into your world?

- 
- A photograph showing two hikers silhouetted against a bright, orange sunset sky. One hiker is on a higher rock ledge, reaching out with their hand towards the other hiker who is climbing up from below. The scene conveys a sense of teamwork and mutual support.
- Residents/ clients/ patients
 - Those we lead
 - Colleagues
 - Those who lead us

4. Creating and maintaining trusting relationships

Journaling Questions 4

What relationships are
key to your success?

How will you nurture
these?

5. Action

Moving back into the world.
Life will not be the same
Integrate the loss of who we were with
the vision of who we want to become.



Summary: Productively responding to moral distress



1. Name what we are experiencing

Journaling Questions:

- How are you feeling?
- What is in your heart and body?



2. Make sense of the situation

Journaling Questions:

- What is important to you that you have lost?
- What is important that you still have?
- What do you want more of that you can control?
- Why?



3. Reintegrate self into life

Journaling Question:

- How will you bring what really matters to you that you can control into your world?



4. Work to rebuild trust through open, honest dialogue

Journaling Question:

- What relationships are key to your success and how will you nurture these?



5. Act with others to bring values to life (no journaling questions)