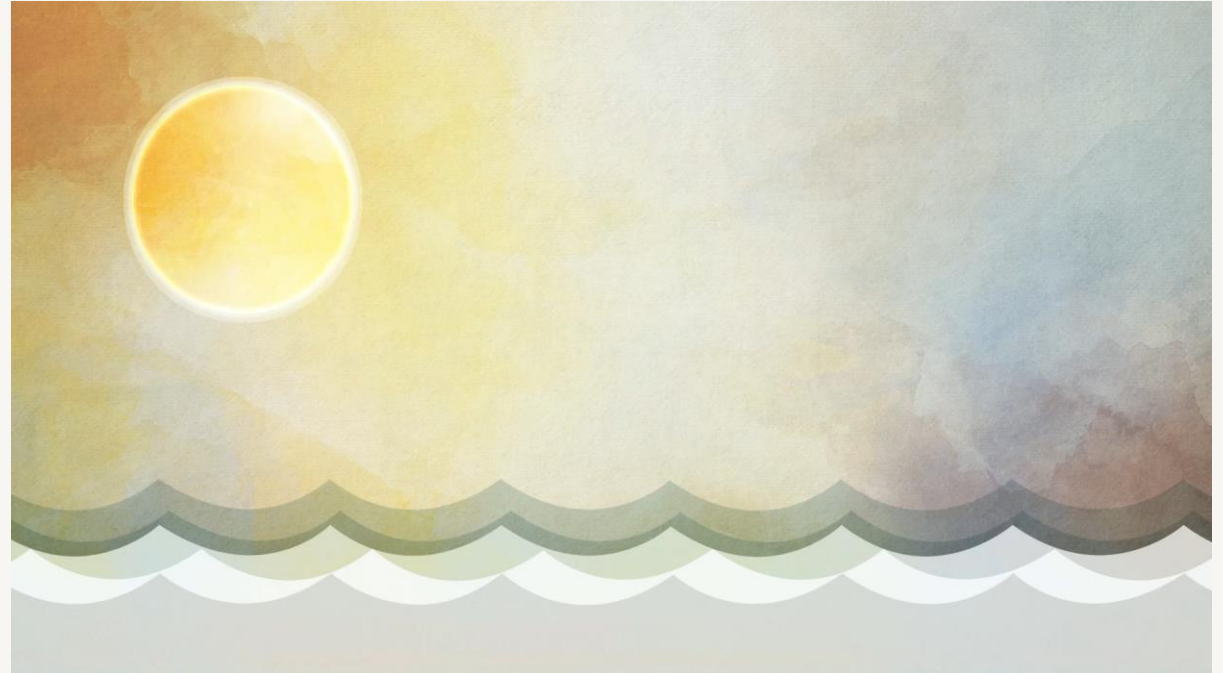


# BUILDING INDIVIDUAL RESILIENCE

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# Learning Objectives



DEFINE RESILIENCY



LIST THREE STRATEGIES  
TO BUILDING  
INDIVIDUAL  
RESILIENCY



DESCRIBE MORAL  
DISTRESS



EXPLAIN BARRIERS  
CREATED BY  
STIGMA

# ASK FOR HELP!



# Moral Distress, Stigma and Resiliency~The Overlap



# Moral Distress

**Moral distress** occurs when one knows the ethically correct action to take but feels powerless to take that action.

Symptoms of moral distress:

- Self-criticism
- Feelings of guilt and/or shame
- Feelings of disgust
- Depression



(Epstein & Delgado, 2010)

# Stigma

The term “stigma” represents the complexity of attitudes, beliefs, behaviors, and structures that interact at different levels of society and manifest in prejudicial attitudes about and discriminatory practices against people with substance use disorders and mental health conditions.

STIGMA = BARRIER



# Resiliency

Resilience is the capacity and dynamic process of adaptively overcoming stress and adversity while maintaining normal psychological and physical functioning.

(Russo et al., 2012; Rutter, 2012; Southwick and Charney, 2012)



(The Resilient Brain, Dana Foundation)

# Understanding Resilience

Genetic

Epigenetic

Developmental

Psychological

Neurochemical

(Wu, Feder, Cohen, Kim, Calderon, Charney & Mathé, 2013)



# Understanding Resilience

“Numerous hormones, neurotransmitters and neuropeptides are involved in the acute psychobiological responses to stress. Differences in the function, balance and interaction of these factors underlie inter-individual variability in stress resilience”.

(Feder, Nestler & Charney 2009)



# Understanding Resilience

Epigenetics is the study of how behaviors and environment can cause changes that affect the way genes work.

([cdc.gov/genomics/disease/epigenetics](https://cdc.gov/genomics/disease/epigenetics))



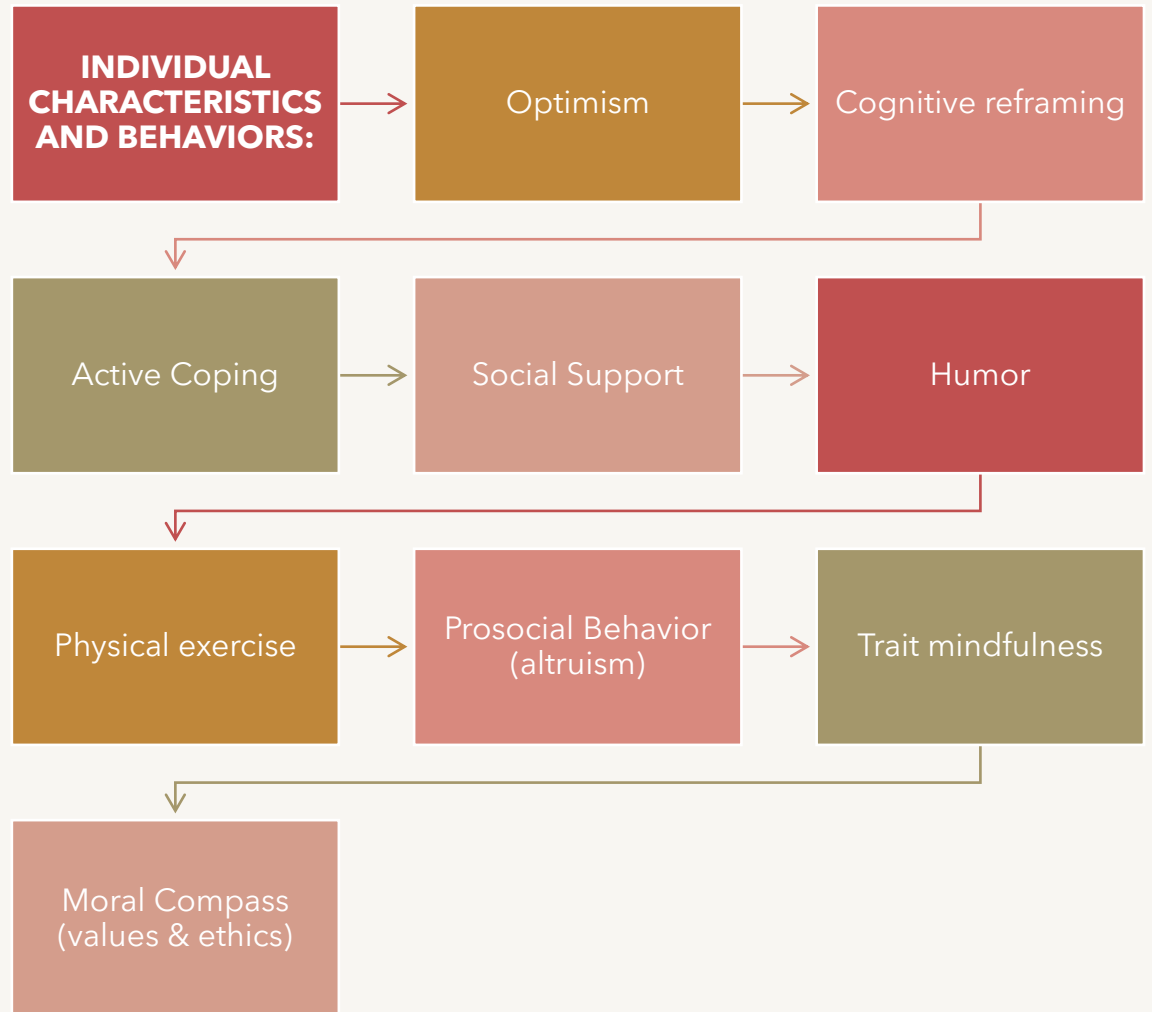
# Developmental

Severe adverse events in childhood can negatively affect the development of stress response systems, in some cases causing long-lasting damage, but it is important to note that although research has outlined numerous ways in which developmental environment can negatively impact a person, resilience is in fact a common trait, following even the most severe adversities.

(Wu, et al., 2013)

# Psychological

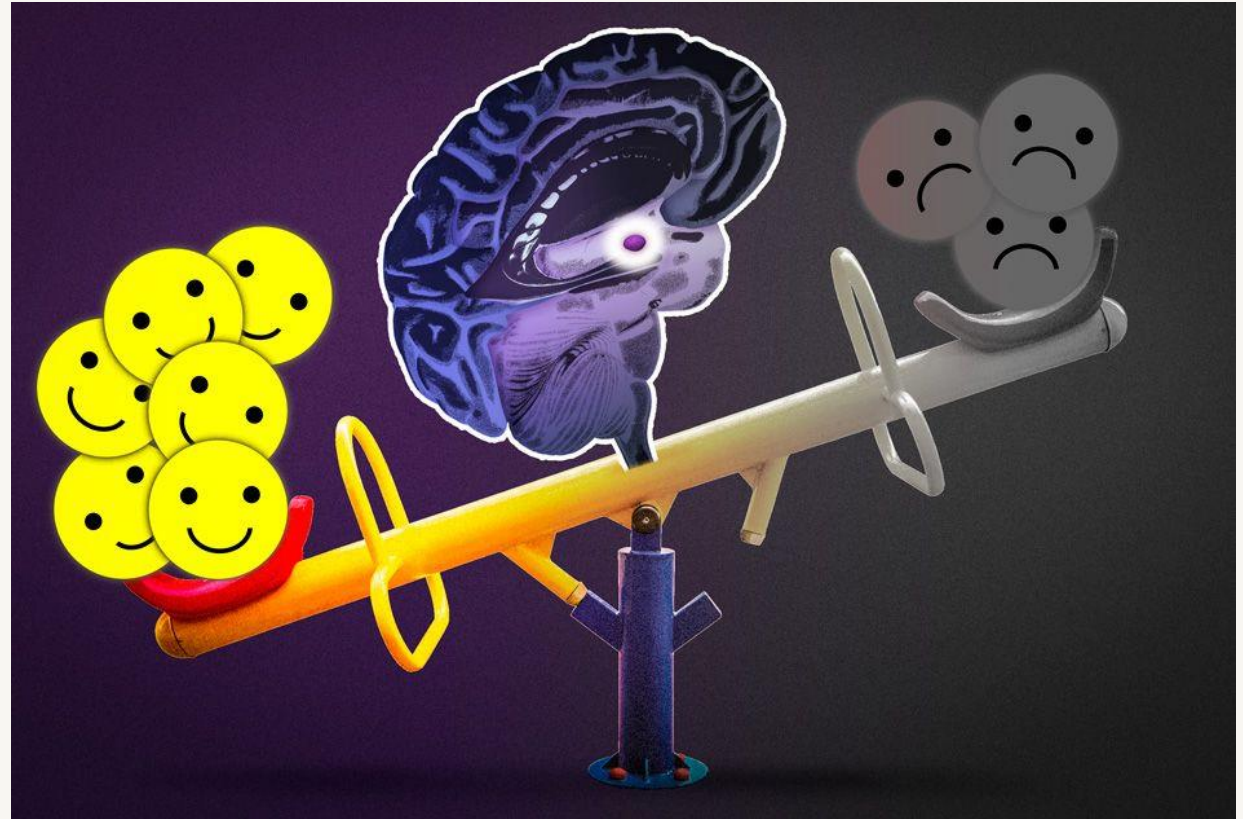
Cognitive processes, personality traits, and active coping mechanisms, among others, contribute to resilience.



# Neurochemical

The reward and fear circuits play critical roles in the development of resilient character traits and adaptive social responses to stress.

(Wu, et al., 2013)



MIT Department of Brain and Cognitive Sciences

# Barriers to Building Resilience

- Stigma
- Fear
- Undeveloped coping skills
- Lack of education
- Low morale
- Lack of employer support
- Lack of family support



# Building Resiliency~ What can I control?

Resilience is an active process, not just the absence of pathology, and it can be promoted by enhancing protective factors.

- ✓ Facing fears and active coping
- ✓ Optimism and positive emotions
- ✓ Cognitive reappraisal, positive reframing and acceptance
- ✓ Social competence and social support
- ✓ Purpose in life, a moral compass, meaning and spirituality

(Feder, Nestler & Charney 2009)





# Moral Distress & Developing Resilience



# Moral Distress

During the COVID-19 pandemic healthcare professionals have been and are still being put in extreme circumstances where many are faced with a moral decision:

Do they continue to do their job at the risk of harming themselves or their own families and loved ones?

How many people have had to answer **that** question? **TOO MANY!!**

If the answer is “yes” many more moral decisions will need to be made but decisions can only be made if there are options available (unfortunately, this goes way beyond the pandemic).

**NO or LIMITED OPTIONS = MORAL DISTRESS**

**Responding to MORAL DISTRESS REQUIRES RESILIENCY**

# Moral Distress

- A *moral conflict* occurs when two or more stakeholders hold differing opinions regarding how a moral dilemma should be resolved.
- *Moral suffering* occurs when clinicians are exposed to pain and suffering on an everyday basis.
- *Moral outrage* occurs when one reacts with disgust and perhaps anger when they feel their social norms have been violated.

(Godshall, 2021)



# Sources of Moral Distress

- Inadequate resources (housing, food, access to medical care)
- Inappropriate use of healthcare resources (frequent ED visits and EMS calls, misuse of medications)
- Inadequate communication regarding treatment plan between providers and patients and families
- Inadequate staffing or staff who are not adequately trained to provide the required care
- False hope given to patients and families
- Inadequate amount of time spent with patient
- Inadequate pain relief provided to patients

(Epstein & Delgado, 2010)

## Strategies to Reduce Moral Distress

- Speak up!
- Be deliberate
- Be accountable
- Build support networks
- Focus on changes in work environment
- Participate in moral distress education
- Make it interdisciplinary
- Find root causes
- Develop policies
- Design a workshop

## Protective Factor

- ✓ active coping, face fears
- ✓ purpose in life
- ✓ moral compass, meaning
- ✓ Social support
- ✓ Cognitive reappraisal, positive reframing and acceptance
- ✓ moral compass
- ✓ social competence
- ✓ meaning, active coping
- ✓ active coping, meaning
- ✓ social competence, active coping

(Epstein & Hamric, 2009)

# Overcoming Stigma



# Recognizing Stigma

The term “stigma” represents the complexity of attitudes, beliefs, behaviors, and structures that interact at different levels of society and manifest in prejudicial attitudes about and discriminatory practices against people with substance use disorders and mental health conditions.

- **Structural Stigma:** The societal and institutional manifestation of the attitudes, beliefs, and behaviors that create and perpetuate prejudice and discrimination.
- **Public Stigma:** The attitudes of the general public and also to attitudes of subgroups, such as first responders or clergy.
- **Self-Stigma:** As people with mental and substance use disorders become aware of public stigma and of related discriminatory practices, they internalize the perceived stigma and apply it to themselves.

# The harm of Self-Stigma

A regressive model of self-stigma suggests that people who are aware of the stereotypes of mental illness and agree with them might do harm when they apply the stereotypes to themselves.

Who do you think may be affected by self-stigma?

How do we change culture?



(va.gov)

(Corrigan, Schmidt, Jones, & Rüsch, 2015)

# Some Thoughts....

- Resiliency impacts mental health (something we must acknowledge)
- Mental health conditions are stigmatized
- Mental health workers self-stigmatize
- Resilience requires coping skills
- Coping skills can be built upon
- Resilience can be built
- Self-care helps build resilience
- Resiliency only goes so far
- Asking for help is sign of resilience



(Scientific American)



Taking Action



# Warning Signs of Excessive Stress

Difficulty thinking clearly,  
Disorientation,  
Confusion,  
Difficulty problem-solving  
& making decisions,  
Memory issues,  
Distortion,  
Misinterpretation of  
situations & comments

## *Cognitive*

Fear or terror,  
Perceived danger,  
Anger,  
Hostility,  
Frustration,  
Irritability,  
Deep sadness,  
Difficulty maintaining  
emotional balance

## *Emotional*

## *Behavioral*

Risk-taking,  
Failure to use PPE,  
Refusal to follow orders,  
Endangerment of others,  
Increased use/misuse of  
drugs or alcohol,  
Reduced ability to support  
peers,  
Conflicts with others,  
Withdrawal,  
Isolation

## *Physical*

Rapid heart rate,  
Palpitations,  
Muscle tension,  
Headaches,  
Tremors,  
Gastrointestinal issues,  
Nausea,  
Inability to relax,  
Trouble sleeping,  
Nightmares,  
Flashbacks,  
High adrenaline

# Managing Stress

- Exercise self-compassion
- Monitor your well-being
- Eat regularly scheduled meals
- Get rest/sleep
- Avoid alcohol, cigarettes and drugs
- Take time for your mental health
- Create ongoing supportive connections
- Schedule time for self-care (keep it simple)
- Seek out a trained mental health professional for support if needed



# Leadership Responsibility

## #1 Address stigma!!!

- ✓ Create an environment that encourages wellness
- ✓ Create tools to navigate tough moments and challenging communication
- ✓ Increase camaraderie and trust
- ✓ Raise awareness and appreciation of the differences and strengths in others
- ✓ Strengthen relationships
- ✓ Improve team communication
- ✓ Support diverse relationships

# HALT!

Remember the anagram HALT to help recognize that you need to stop whenever you are:

- Hungry
- Angry
- Lonely
- Tired



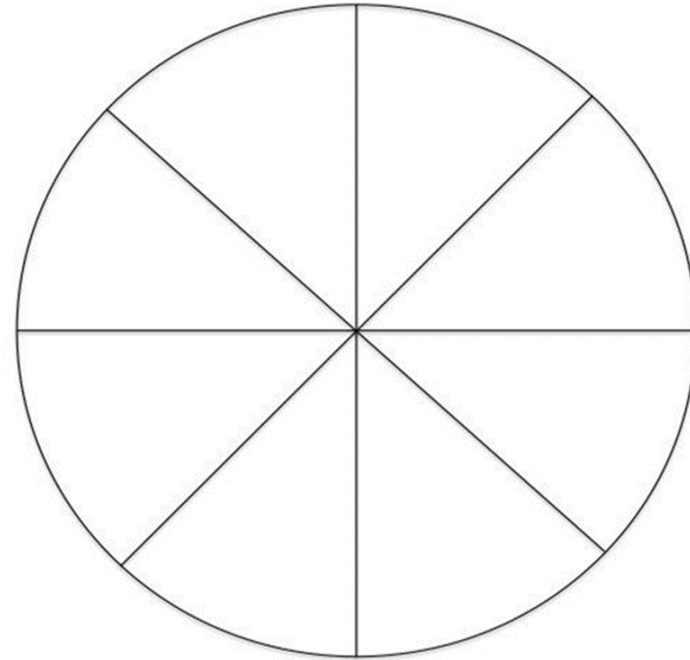
# Do Something Fun!

- Listen to your favorite music
- Learn to play music
- Sing or dance
- Do some hula hooping!
- Go on a hike
- Go for a swim
- Go on a bike ride
- Go to the park and swing!
- Try a new sport
- Read a book
- Spend time with family or friends
- Spend time with a pet
- Re~decorate or re~arrange
- Learn something new
- Plant a garden (stop and smell the flowers)
- Paint or draw
- Play a board game
- Watch favorite childhood cartoons
- Watch a comedy

# Personal Wellness Wheel

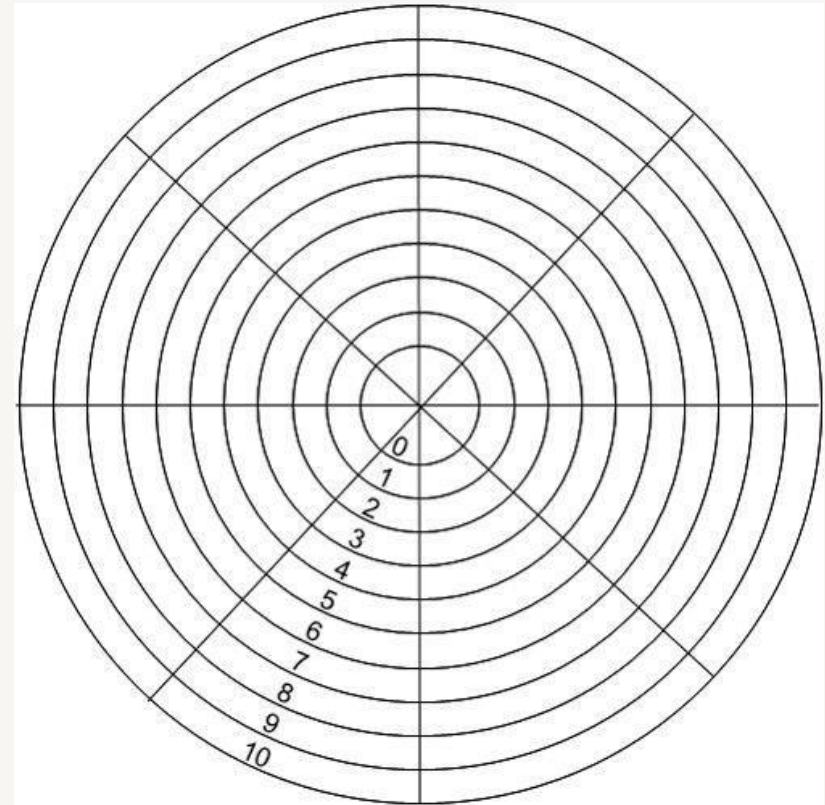
Suggestions:

- Health & Wellness
- Self-Care
- Partner/Family
- Friends/Social Life
- Spiritual
- Work
- Financial
- Community/Service





Rate your satisfaction in each area using a scale from zero to ten, with ten being very satisfied and zero being completely unsatisfied. Place a mark indicating your choice in each segment of the circle, with zero at the center and ten at the rim. Connect all the marks around the wheel to see how balanced your wheel is.





# Wellness Resources

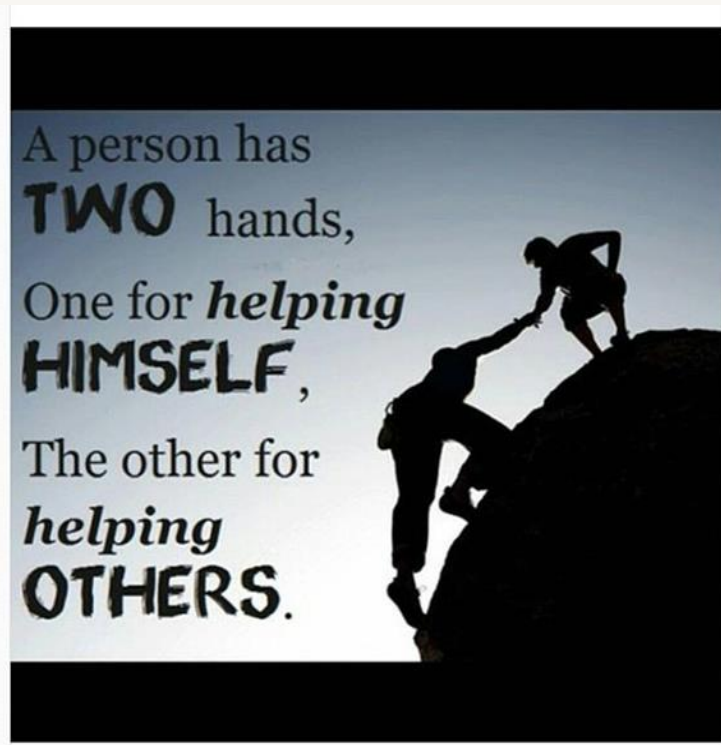
- Moodfit App for Self-Care: <https://www.getmoodfit.com/anf>
- Happy App: [https://www.happythemovement.com/ana?utm\\_source=well-being-site&utm\\_medium=banner&utm\\_campaign=06-23-20-well-being-cta&utmter](https://www.happythemovement.com/ana?utm_source=well-being-site&utm_medium=banner&utm_campaign=06-23-20-well-being-cta&utmter)
- Healthy Nurse, Healthy Nation: <https://www.healthynursehealthynation.org>
- Mental Health and Well-being: <https://www.heart.org/en/healthy-living/healthy-lifestyle/mental-health-and-wellbeing>
- Workplace Health Promotion: [cdc.gov/workplacehealthpromotion/](https://www.cdc.gov/workplacehealthpromotion/)

# Hotlines

- National Suicide Prevention Lifeline  
1-800-273-TALK (8255)  
<https://suicidepreventionlifeline.org/>
- SAMHSA National Helpline  
1-800-662 HELP (4357)  
<https://www.samhsa.gov/find-help/national-helpline>
- SAMHSA Disaster Distress Helpline  
1-800-985-5990  
<https://www.samhsa.gov/find-help/disaster-distress-helpline>
- Crisis Text Line  
Text HOME to 741741  
<https://www.crisistextline.org/>

# Questions?





(Herman Siu)



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