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Moral Distress to Moral Courage, a Pathway to Success for Resident Nurses

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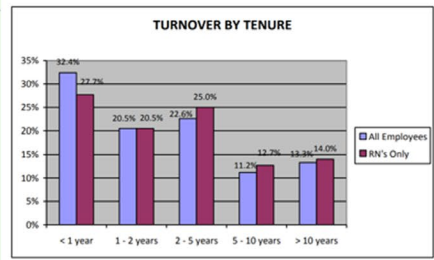
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Background/Problem:

An increasing nursing shortage across the country and an alarming number of new graduate nurses leaving the field of nursing within their first year



Turnover rate by tenure, Nursing Solutions, Inc., 2019, reprinted with permission.

Process Improvement:

- Implement program into existing residency program
- Learners to observe videos of difficult conversations
- Debrief videos
- Use interactive role play to practice communication skills
- Role out process improvement in-person with classes of up to 10 residents or virtual via Microsoft Teams



How to create an environment that fosters growth for new graduate nurses while building moral courage and resiliency

Anticipated Outcomes:

- Improve collegial communication
- Improve shift report hand-off
- Develop tools to help work through conflict resolution
- Develop self-empowerment

SWOT Analysis

Strengths

- Benefits nursing empowerment
- Benefits organization
- Positive initial feedback
- Role play helped “real-life” cases for residents
- Ease to change from in-person to virtual format

Weaknesses

- Increased moral distress due to COVID and nursing strike
- Lack of participants
- No current program to identify and build moral courage

Threats

- COVID resurgence
- Adapting to virtual setting
- Lack of technological equipment

Opportunities

- Expand to numerous nursing units
- Improve nurse retention and satisfaction