


Moral Injury, Resilience, and Post-Traumatic Growth Amidst the COVID Response



Nomi C. Levy-Carrick, MD, MPhil
Associate Vice Chair, Ambulatory Services, Dept Psychiatry
Co-Chair, Mass General Brigham Trauma-Informed Care Initiative
PAIHB CME presentation to IHS Team
November 4, 2021

Acknowledging the Current Situation at Gallup

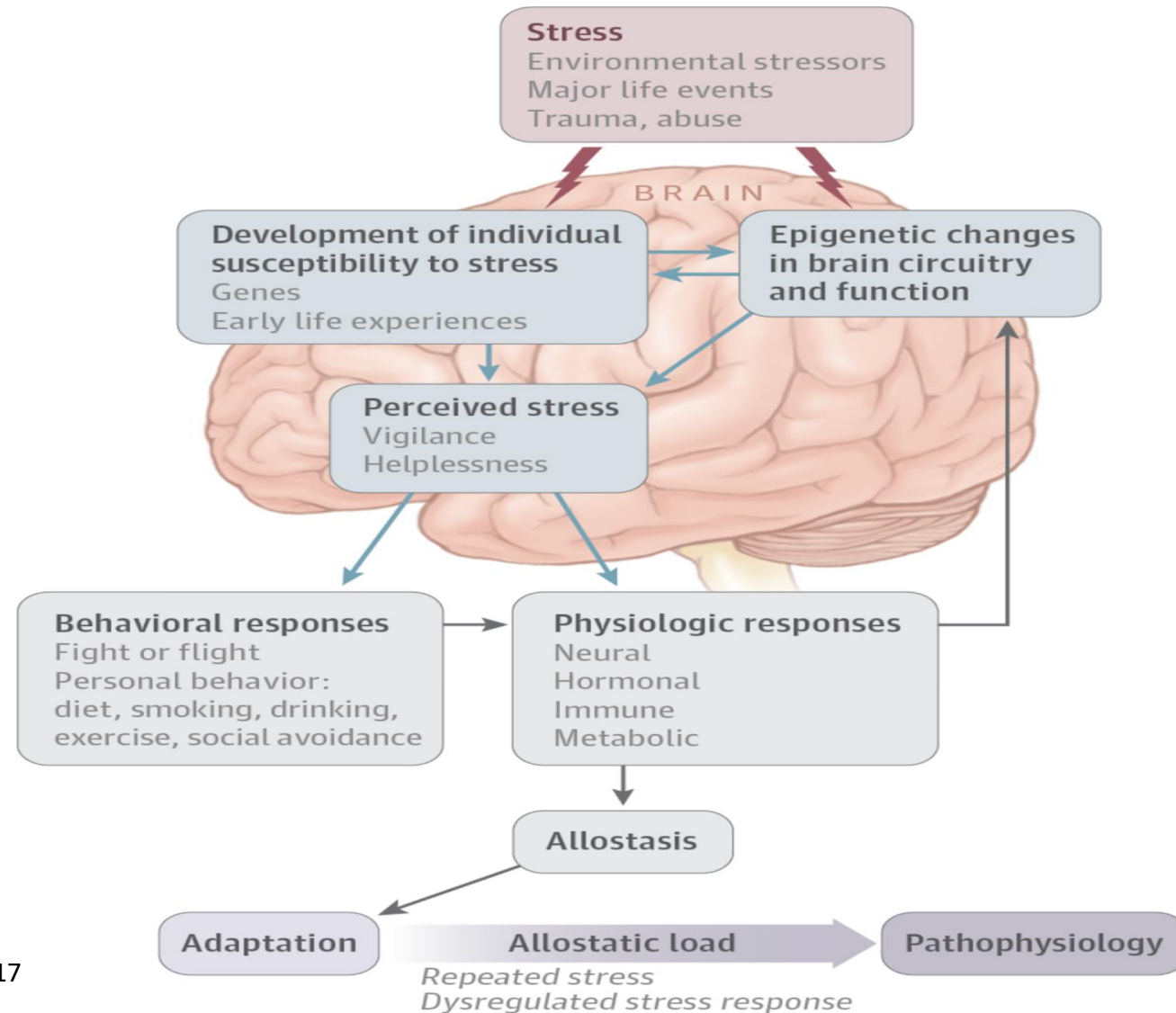
- Inequity preceded COVID
 - Inequity magnified by COVID
- 
- Resilience/coping strategies preceded COVID
 - Resilience/coping strategies utilized and further developed during COVID

Stress and coping in the age of COVID

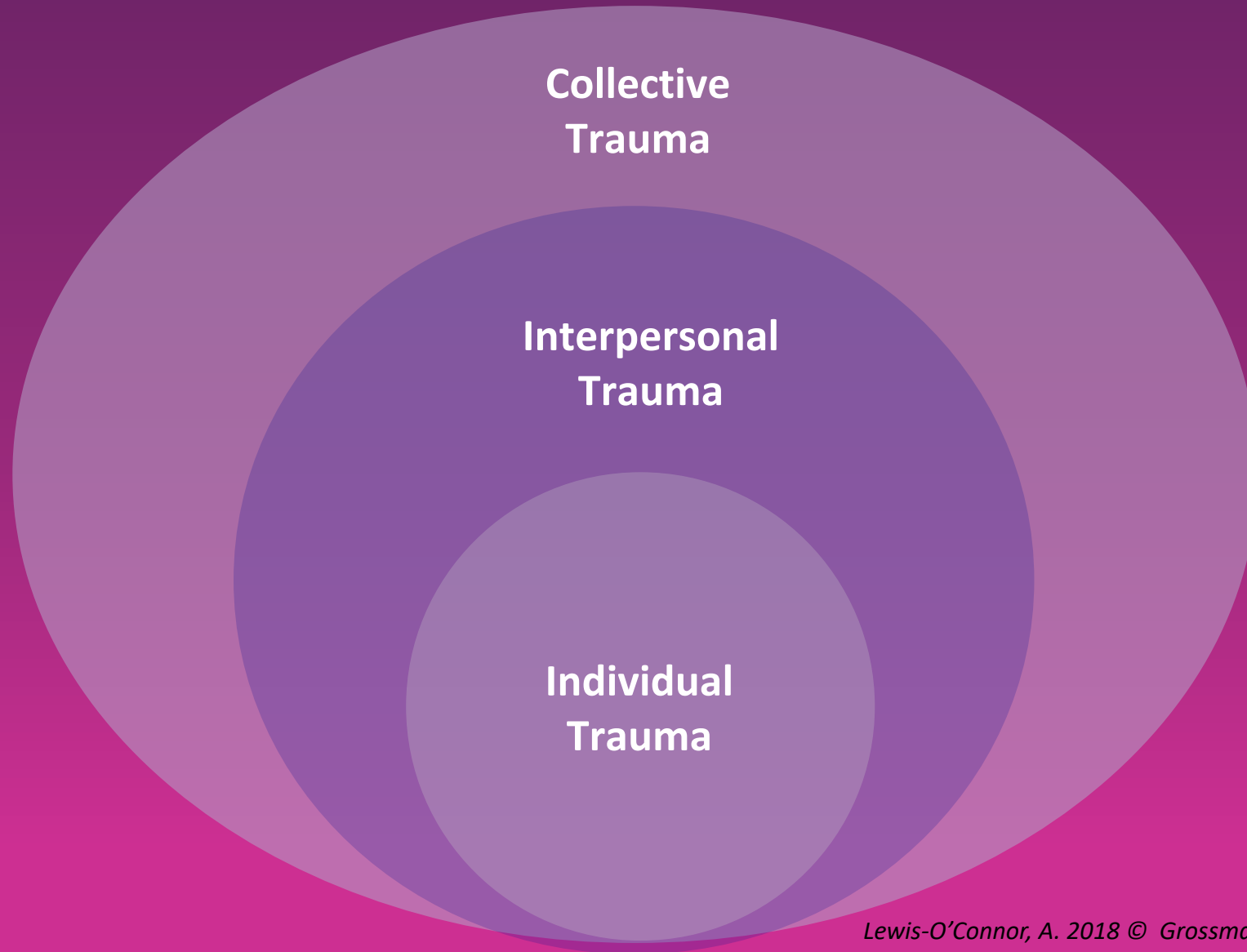
- Resilience: Individual and systems components
- Challenges to resilience: shared nomenclature
- Strategies for managing acute vs chronic stress



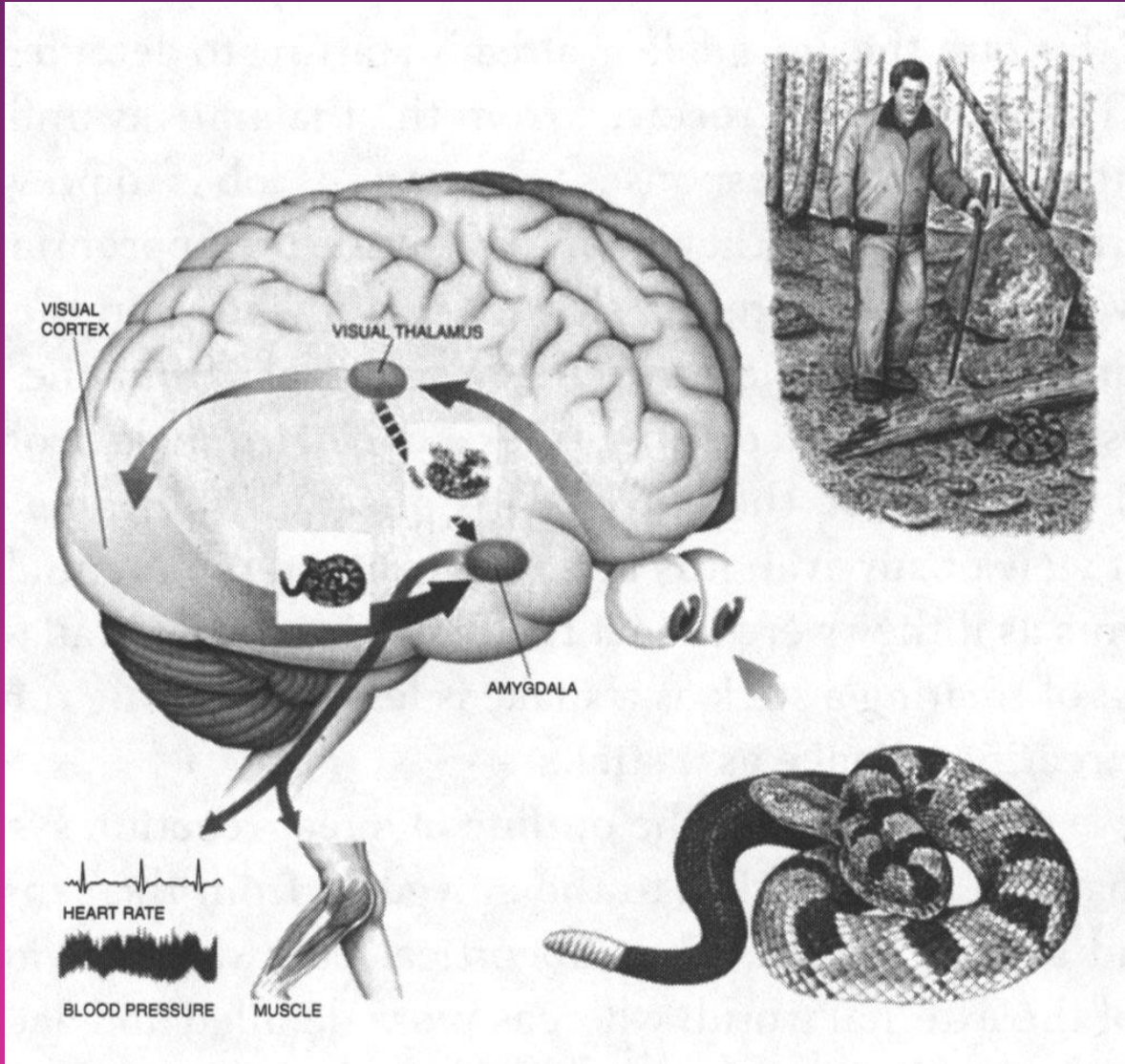
Stress response: seeking allostasis



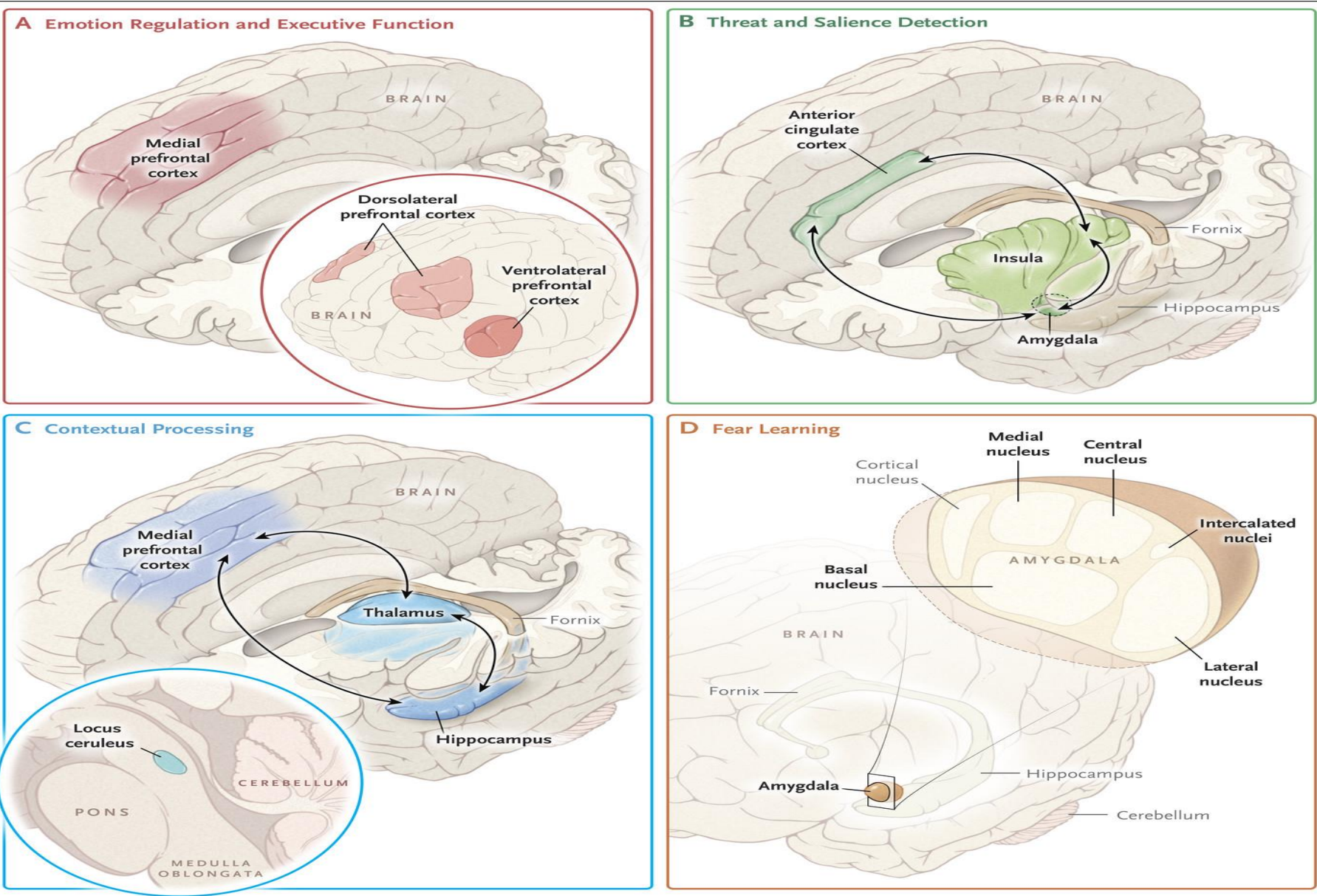
TRAUMA



TRAUMA ON THE BRAIN

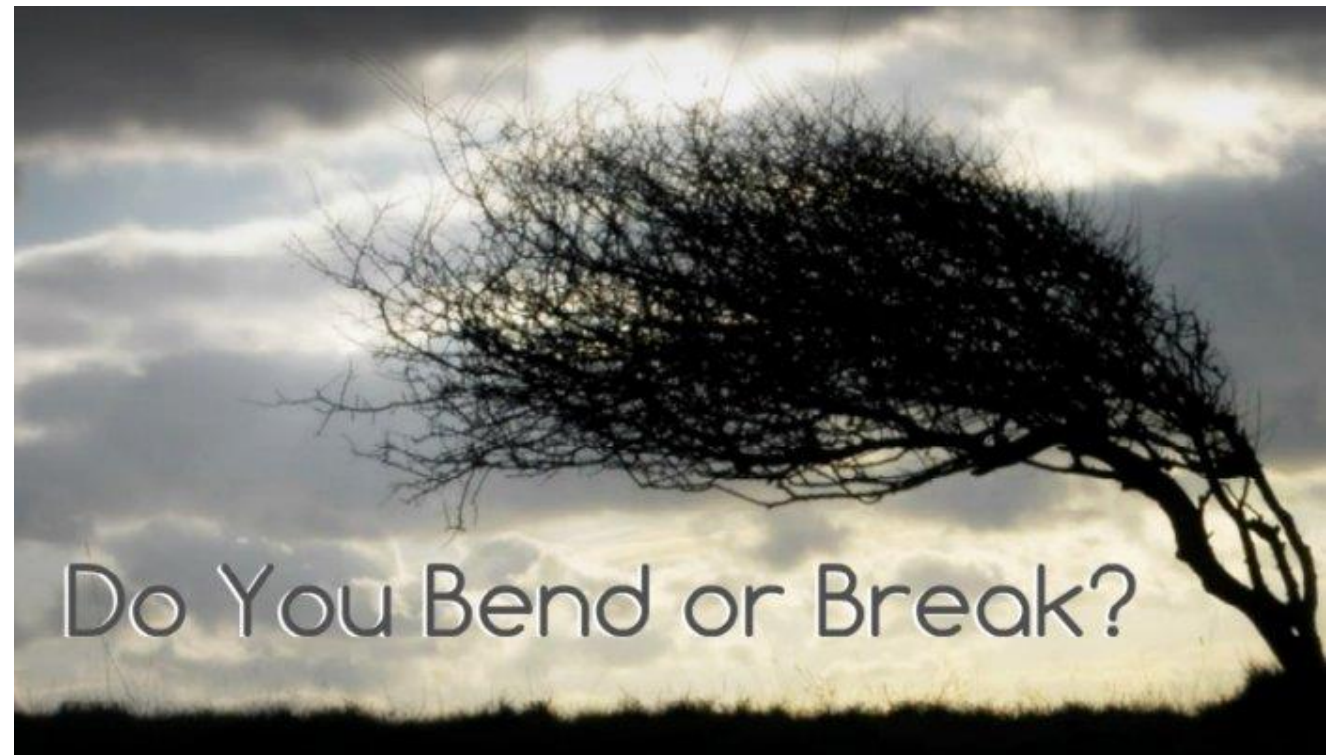


- ❖ Emotional Regulation and Executive Function
- ❖ Threat Detection
- ❖ Contextual Processing
- ❖ Fear Learning

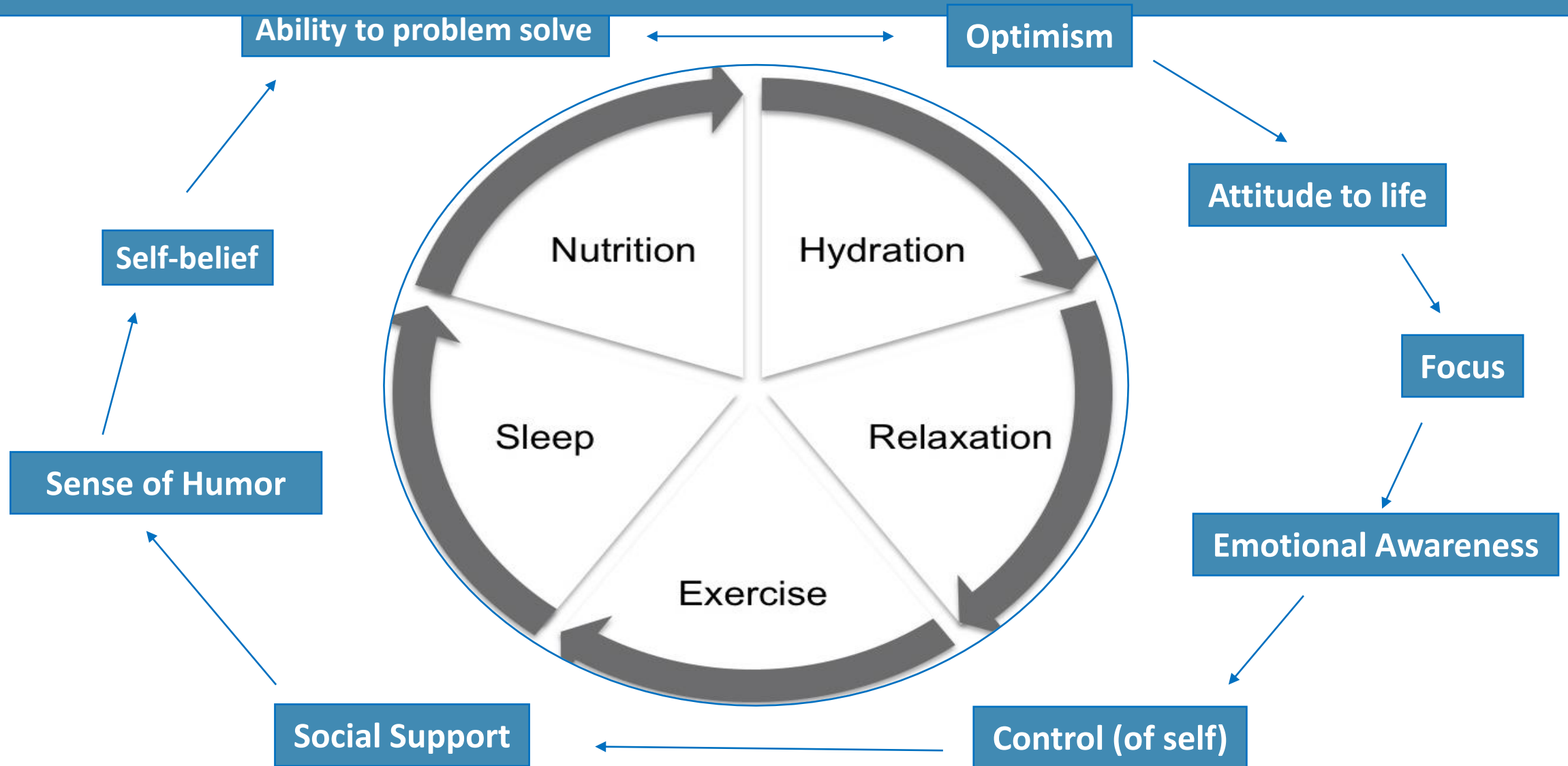


A Shared Understanding (a.k.a. Definitions)

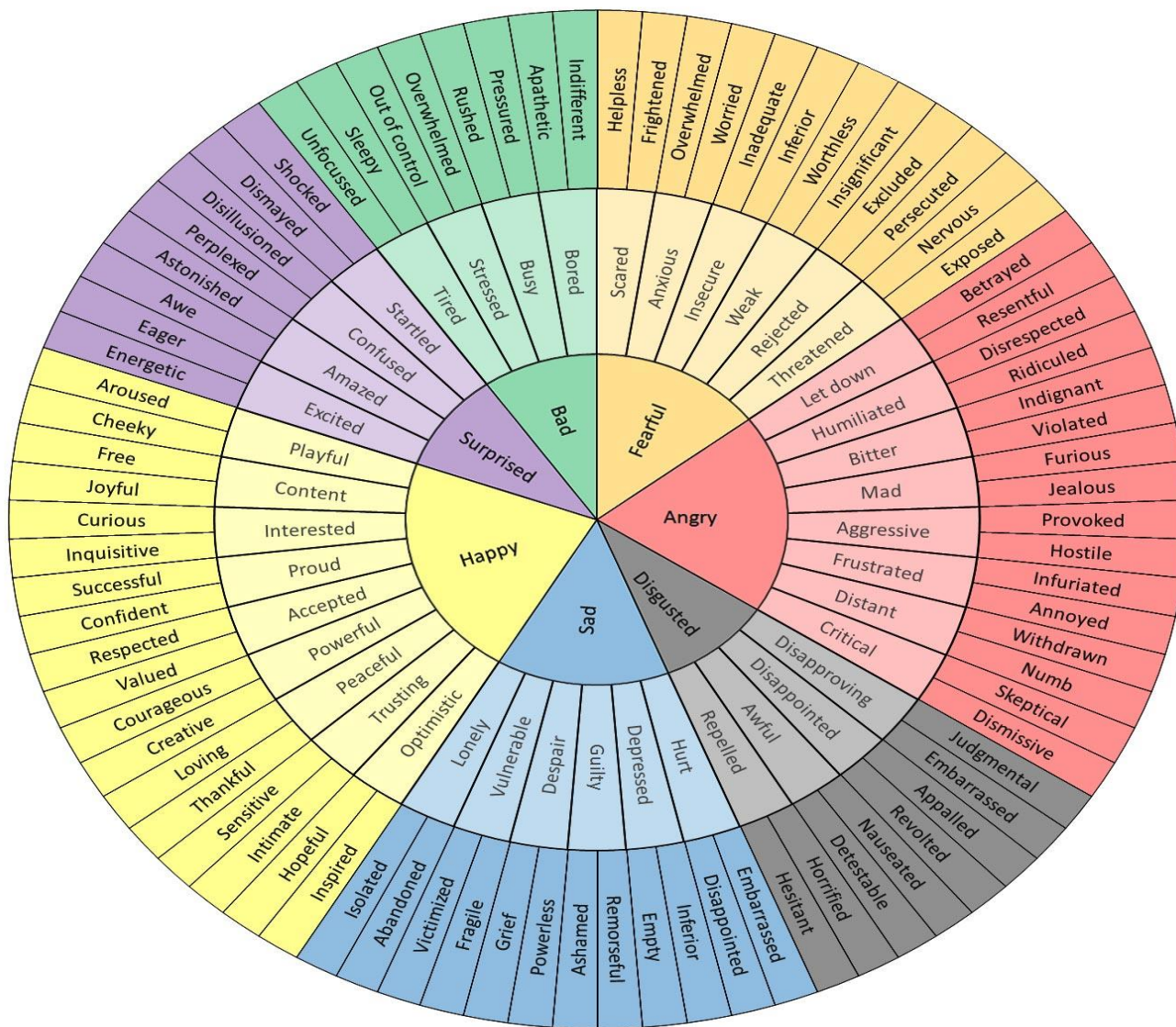
- Resilience
- Burnout
- Moral Injury
- Grief
- Acute Stress Response
- Post Traumatic Stress Disorder
- Post Traumatic Growth



RESILIENCE-Associated Traits



Emotional Vocab Wheel



no copyright infringement is intended

<https://flowingdata.com/2020/03/20/wheel-of-emotional-words/>

<https://www.youtube.com/watch?v=N-lmeAGg26Y>

Resilience in an Organization

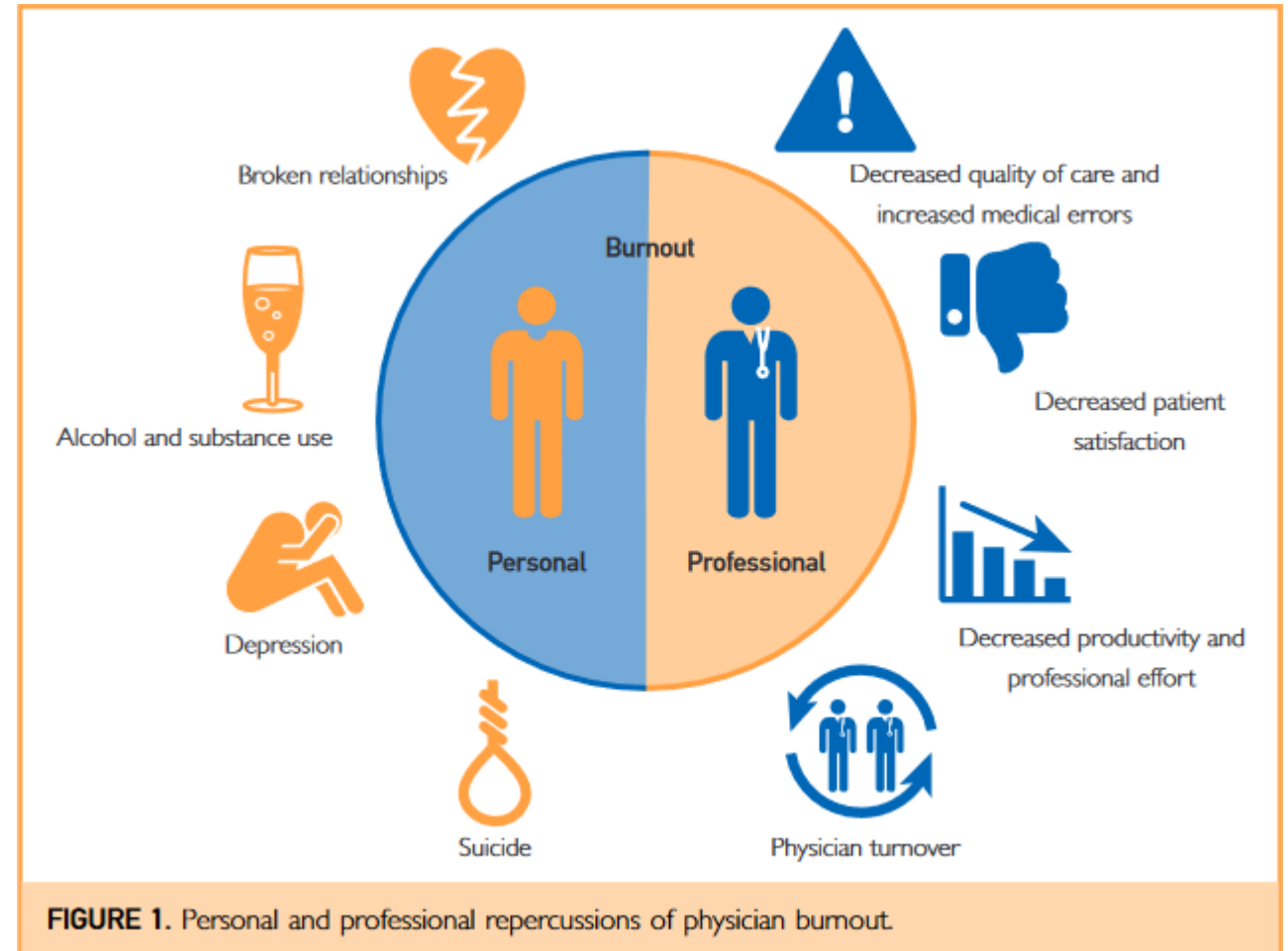
- Good, clear, timely communication, information and training
- Fostering team spirit and cohesion
- Promoting wellbeing through flexible, responsive resourcing
- Psychological and wellbeing resources for staff
 - Voluntary huddles, not mandatory debriefing



Burnout

- A product of chronic workplace stress characterized by exhaustion, negativity, and reduced productivity.
- Other signs include hopelessness, cynicism and mentally distancing oneself while at the workplace.

Tait D. Shanafelt, MD, and John H. Noseworthy, MD (2017)
[https://www.mayoclinicproceedings.org/article/S0025-6196\(16\)30625-5/pdf](https://www.mayoclinicproceedings.org/article/S0025-6196(16)30625-5/pdf)



Moral Injury or Moral Distress



- Injury to core values and often occurs when one is unable to provide maximal care for individual patients due to limitations that are outside of their control.
 - Can include witnessing or learning about these circumstances.
- Signs include guilt, shame, outrage, distrust, and isolation.
- Biopsychosociospiritual model recommended as framework for addressing moral injury

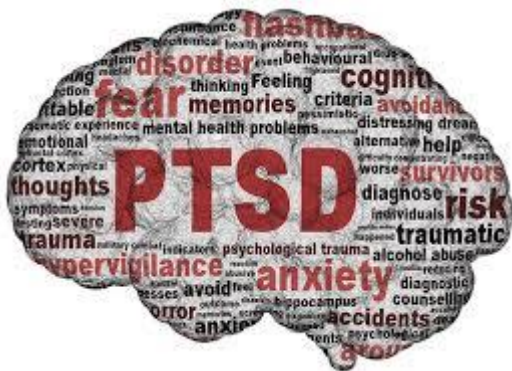
Grief – Six Stages, Multiple Sources



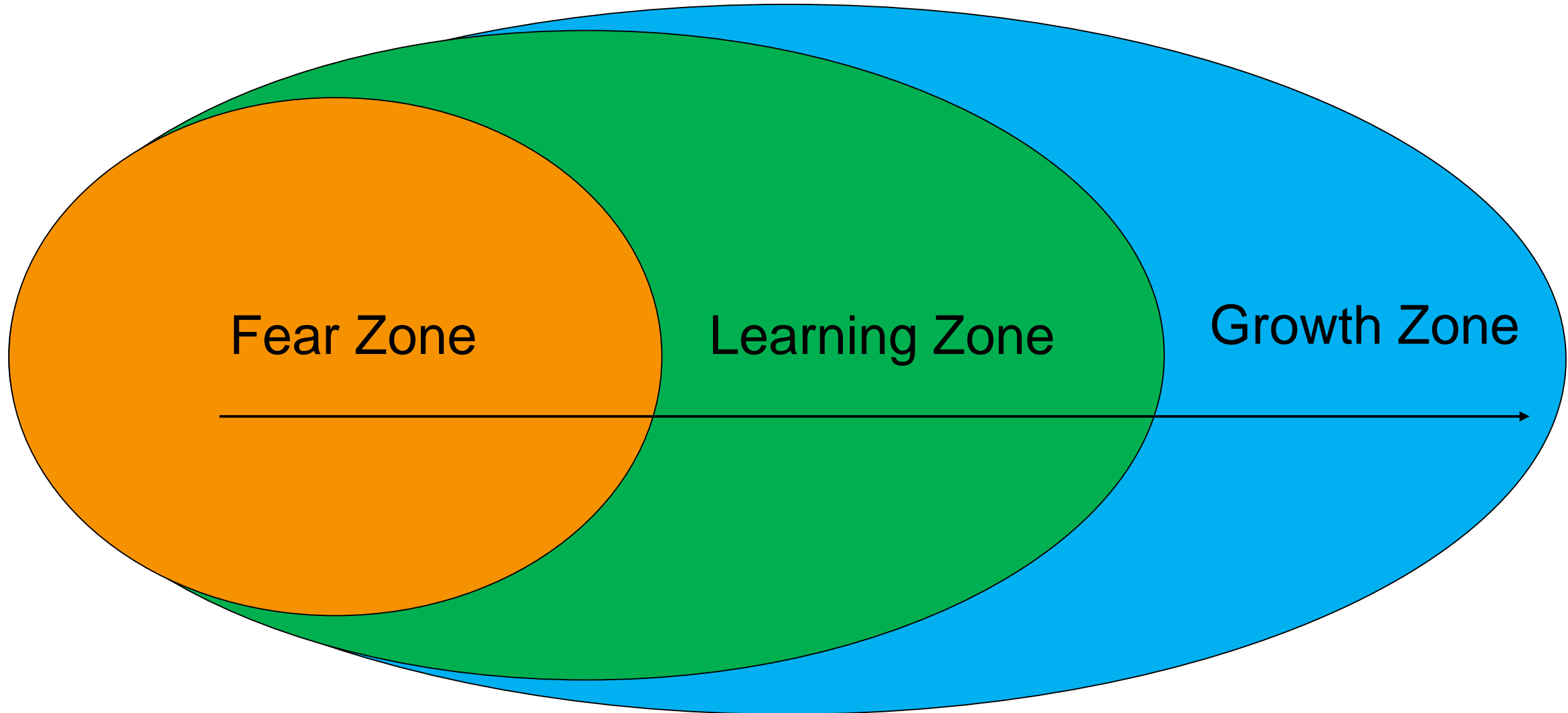
- **Denial:** *This virus won't affect us.*
- **Anger:** *You're making me stay home and taking away my activities.*
- **Bargaining:** *Okay, if I social distance for two weeks everything will be better, right?*
- **Sadness:** *I don't know when this will end.*
- **Acceptance:** *This is happening; I have to figure out how to proceed.*
- **Meaning** – in context of COVID, seeking it amidst *anticipatory grief*

Trauma and Stress-Related Disorders

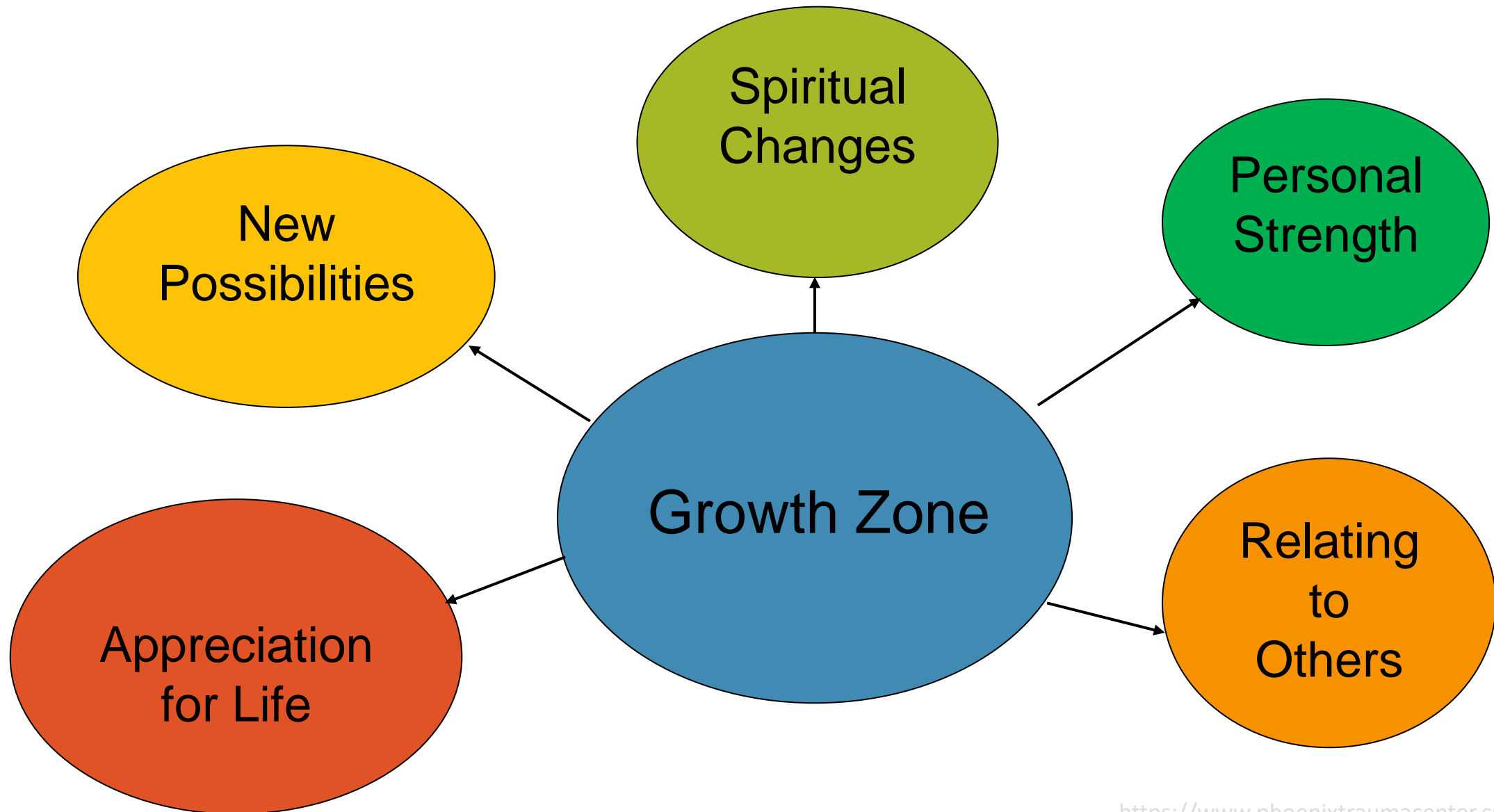
- 4 categories of symptoms
 - Intrusion symptoms
 - Avoidance
 - Negative alterations in cognitions and mood
 - Alterations in arousal and reactivity (incl sleep disturbance)
- Time frames
 - Acute Stress Disorder: 3 days to 1 month
 - PTSD >1 month
 - Delayed onset - >6 months after stressor
- Functional impact
- Heterogeneity: **636,120 ways to have PTSD**



A PATH TO POST-TRAUMATIC GROWTH



THE PATH TO POST-TRAUMATIC GROWTH



I hate that moment when
you're tired
and sleepy but
as soon as you
go to bed,
your body is like
Just Kidding..



<https://ifunny.co/picture/i-hate-that-moment-when-you-re-tired-and-sleepy-ggOJmYfu4?s=cl>

TRAUMA-INFORMED APPROACH

Realizes

Recognizes

Responds

Resists

TRAUMA-INFORMED CARE

Safety: Physical
and psychological

Trustworthiness
and transparency

Collaboration and
mutuality

Empowerment,
voice, and choice

Cultural, historical,
and gender
acknowledgment

Peer
support

Six Guiding Principles of TIC

(And corollaries to PFA Core Actions)

Safety and
comfort

Safety: Physical &
psychological

Trustworthiness &
transparency

Stabilization (prn);
info sharing

Connection with
social supports

Peer Support

Collaboration &
Mutuality

Contact and
engagement

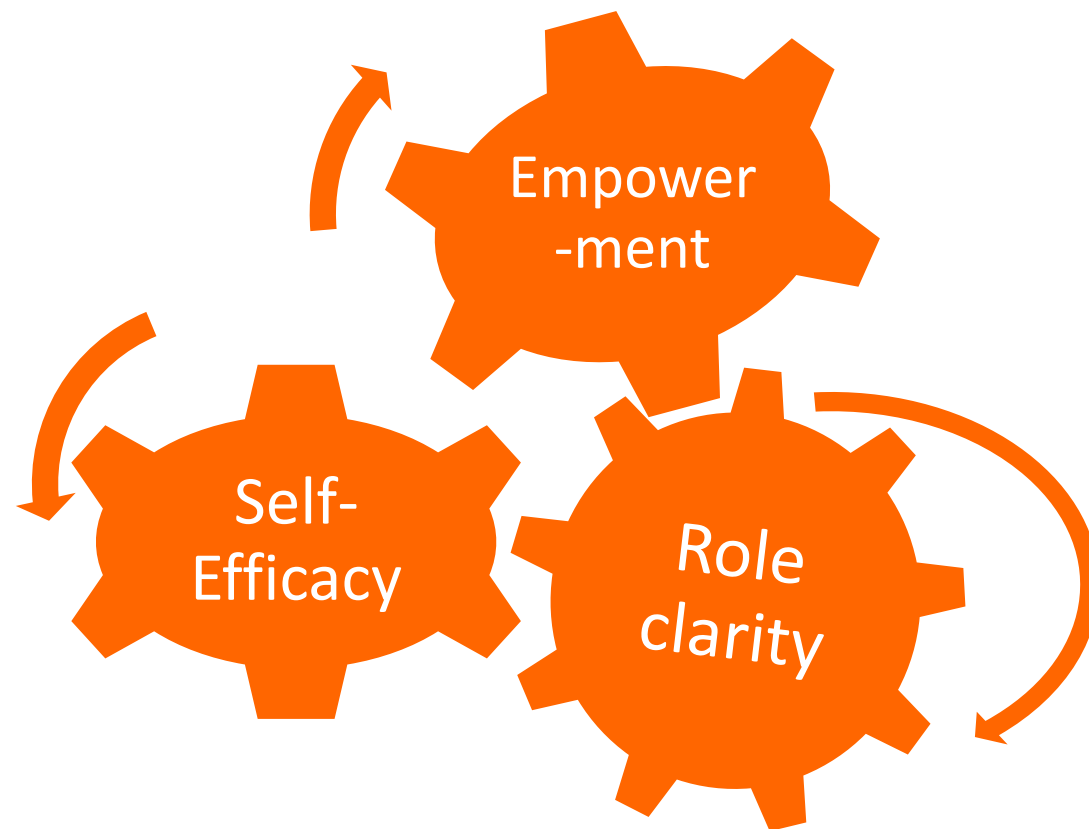
Practical assistance,
link to services

Empowerment,
Voice, Choice

Cultural, Historical,
& Gender
Acknowledgment

Identify current
needs, concerns

Resilience on the Front Line



Strategies: short and long-term

- Recognizing multiple roles
 - as frontline clinician and colleague
 - as advocate (lessons learned will always be relevant)
 - as family member and friend
- Contextual Processing
 - Recognize limitations of the system
 - Identify resources in the system, interpersonally, and individually

Additional References

- <http://click.alerts.jamanetwork.com/click/axac-1xbich-mk10ut-b7fgeru6/>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3573269/>
https://www.apa.org/topics/resilience?utm_source=linkedin&utm_medium=social&utm_campaign=apa-pandemics&utm_content=building-resilience
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- [Williamson V, et al: COVID-19 and Experiences of Moral Injury Front-Line Workers; Occupational Medicine doi:10.1093/occmed/kqaa052](#)
- <https://www.npr.org/2020/04/20/839138181/indian-health-service-doctor-details-heavy-covid-19-impact-on-navajo-nation>
- <https://www.statnews.com/2020/04/01/lessons-different-war-protecting-clinicians-moral-injury/>
- <https://curriculum.covidstudentresponse.org/module-5-training-for-medical-student-specific-roles/managing-anxiety-and-stress-and-promoting-self-care>
- Nomi Levy-Carrick, COVID-related writing
 - 1-<https://www.kevinmd.com/blog/2020/03/a-psychiatric-services-response-to-the-covid-19-crisis.html>
 - 2-<https://medium.com/@ariadnelabs/the-covid-resilience-marathon-4dee79f35a51>
 - 3-<https://medium.com/@ariadnelabs/bracing-for-the-surge-41ab72e69070>
- <https://www.nytimes.com/2021/11/01/us/virus-navajo-vaccination-rates.html>