

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



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Indian Country Extensions for Community Healthcare Outcomes (ECHO) – Grand Rounds
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Acknowledging the Current Situation in Indian Country

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

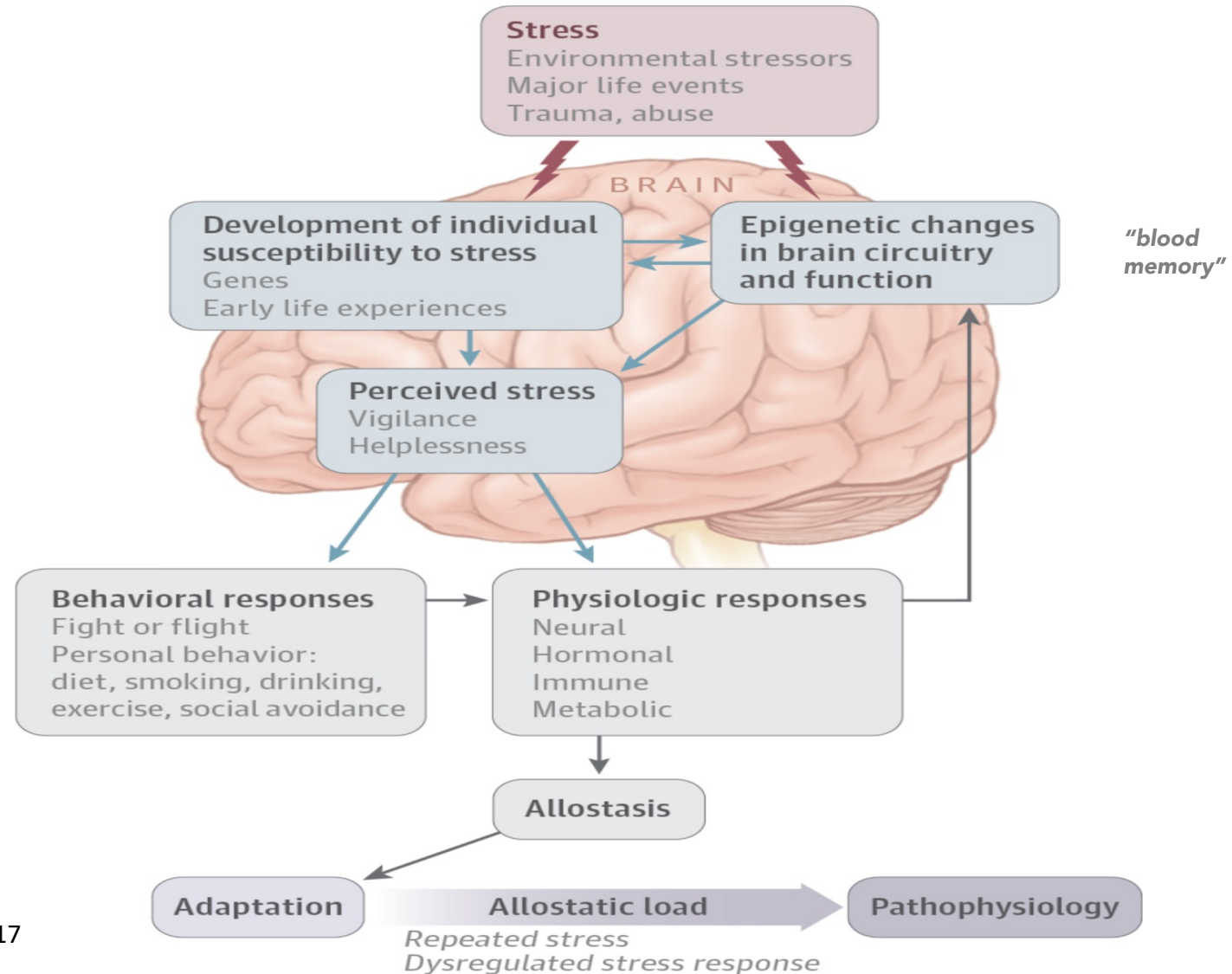


Stress and coping in the age of COVID

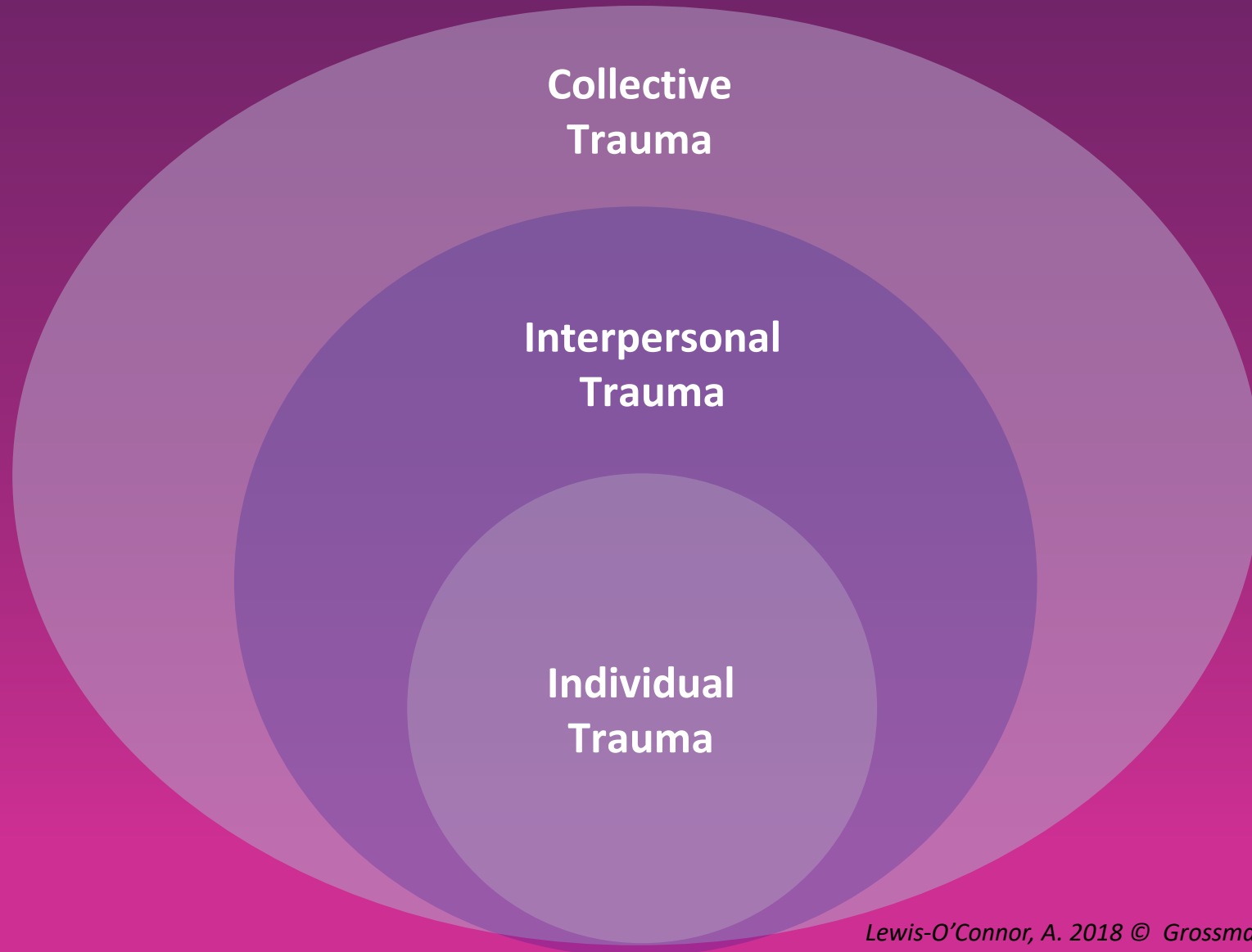
- Resilience: Individual and systems components
- Challenges to resilience: shared nomenclature
- Strategies for managing acute vs chronic stress



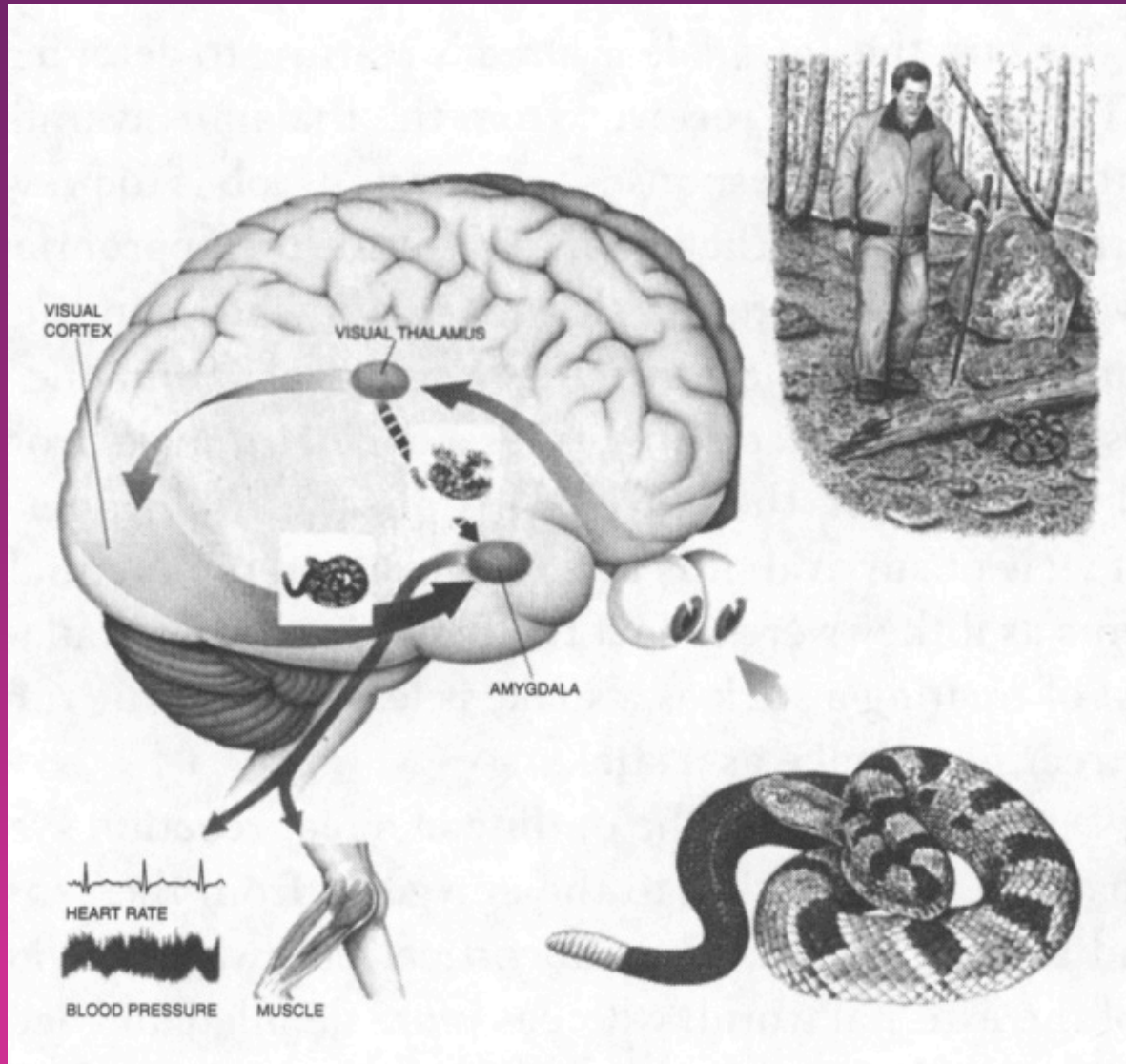
Stress response: seeking allostasis



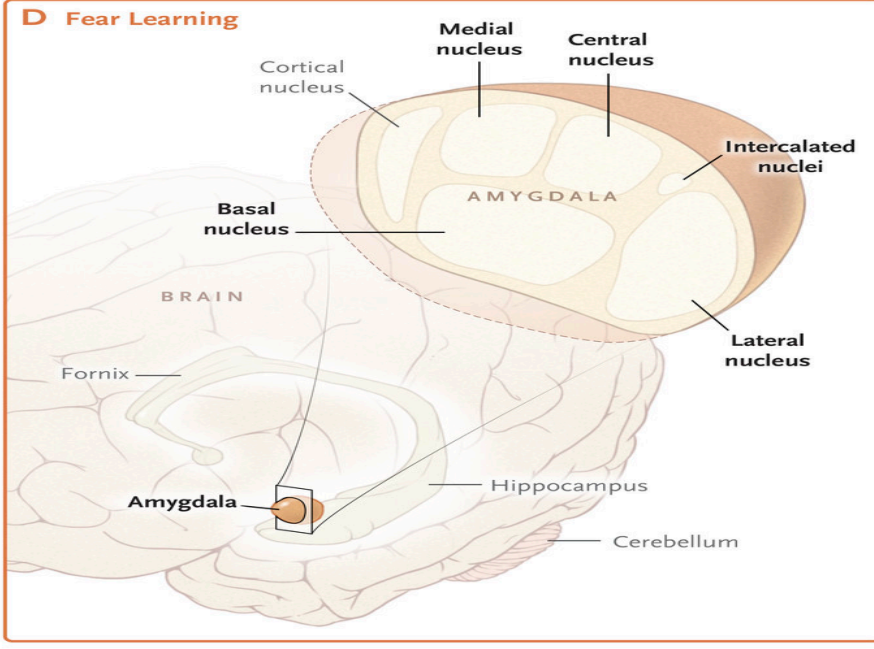
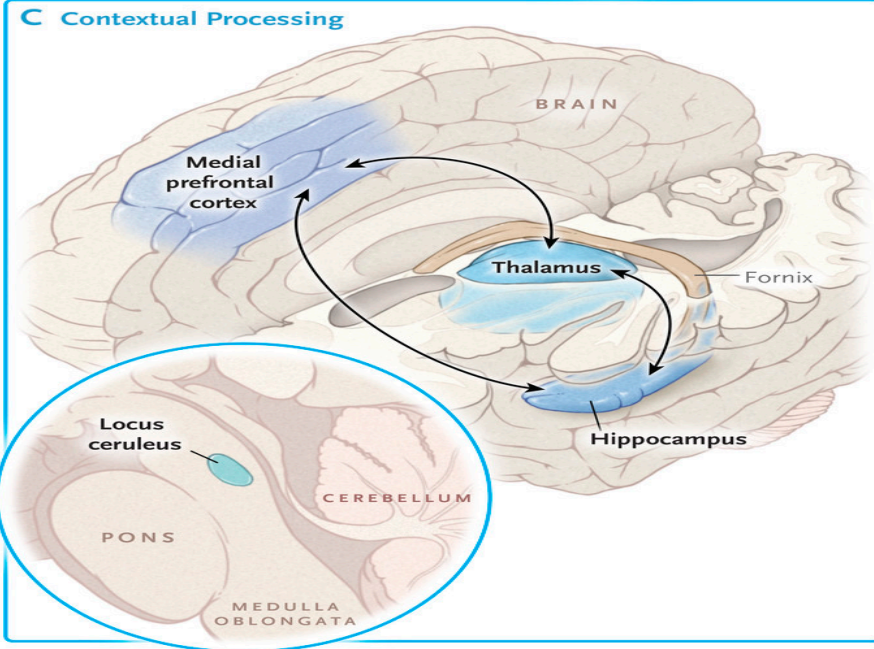
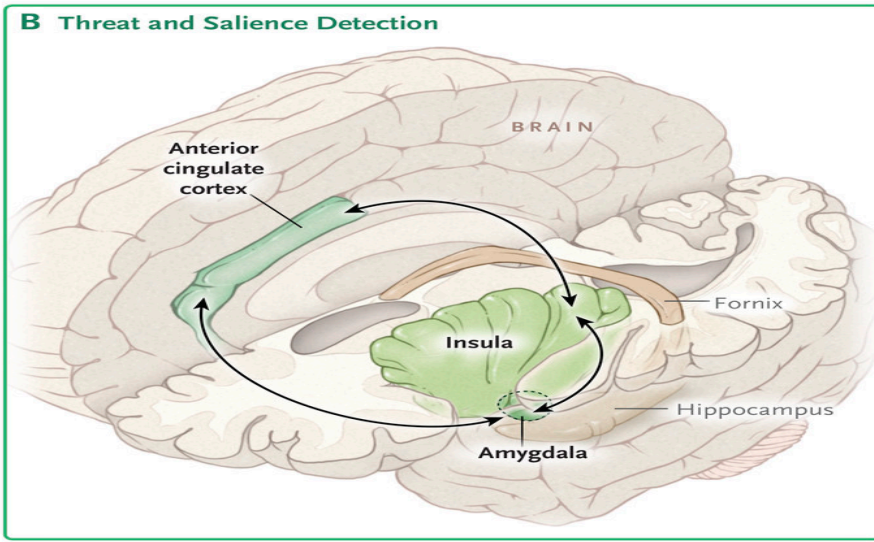
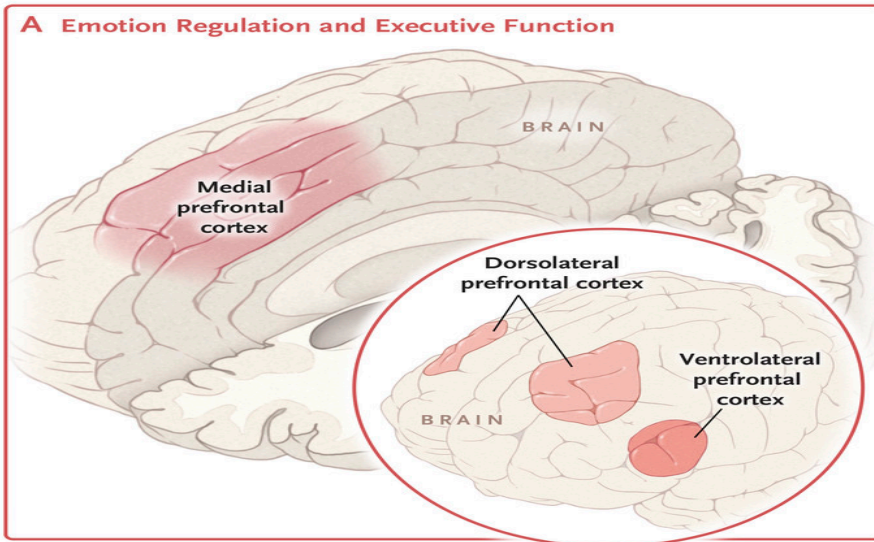
TRAUMA



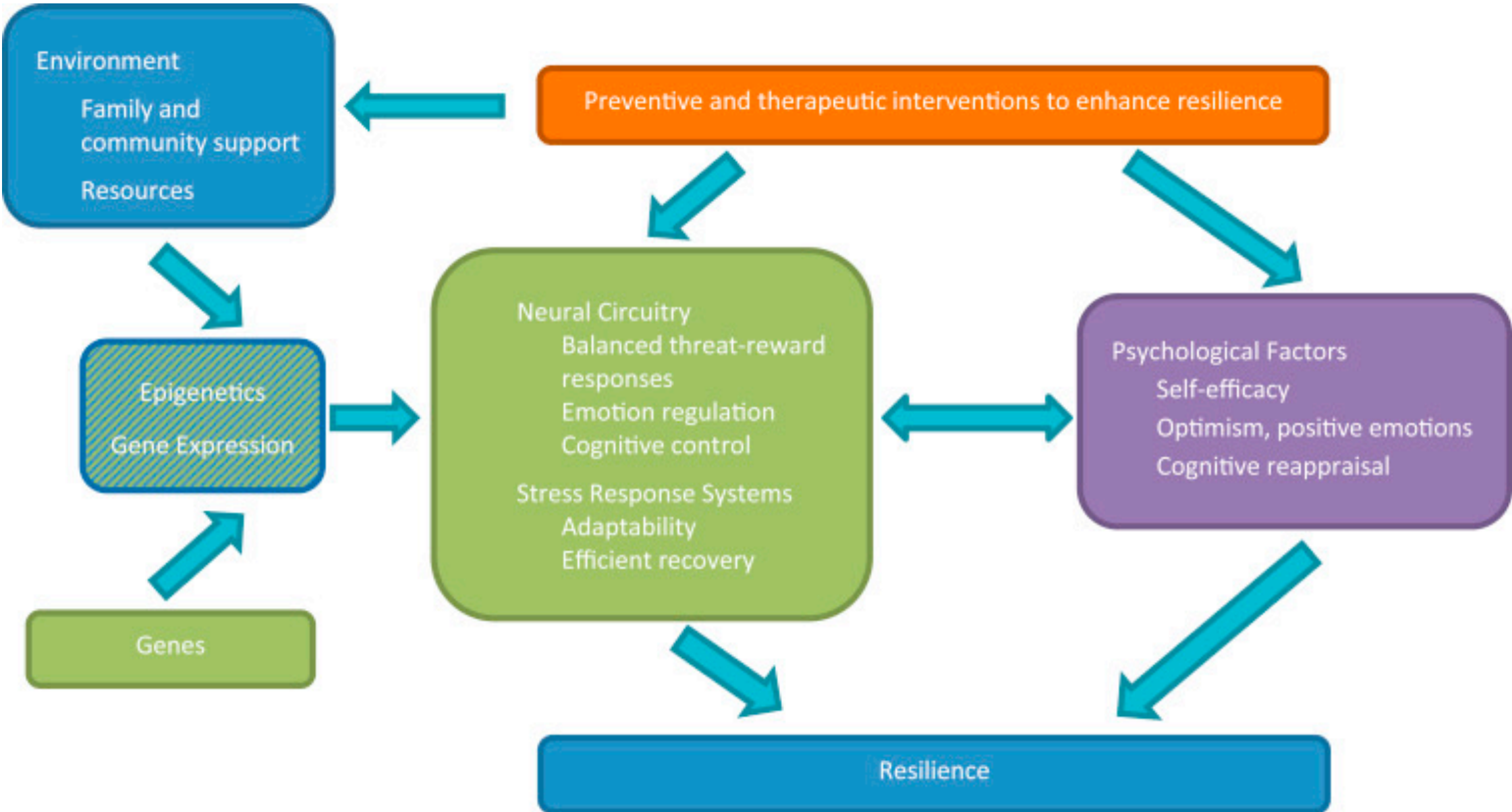
TRAUMA ON THE BRAIN



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



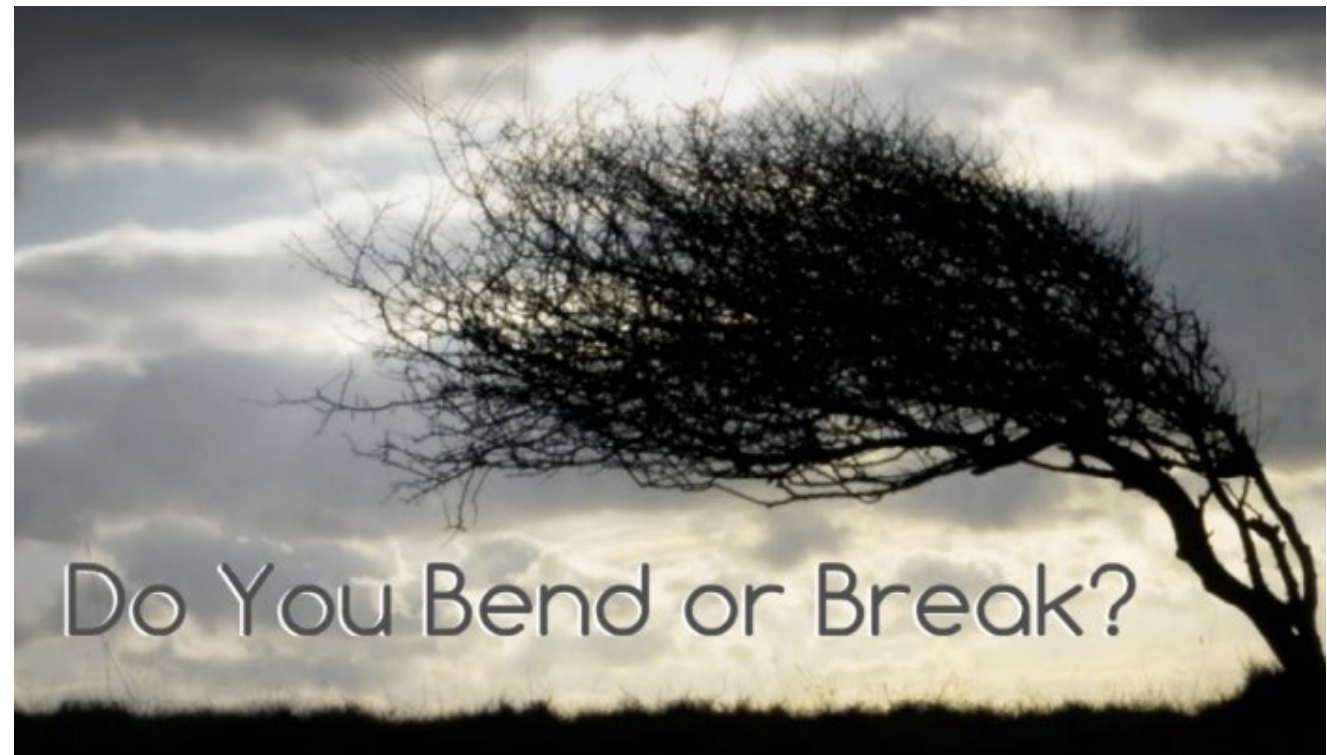
Resilience



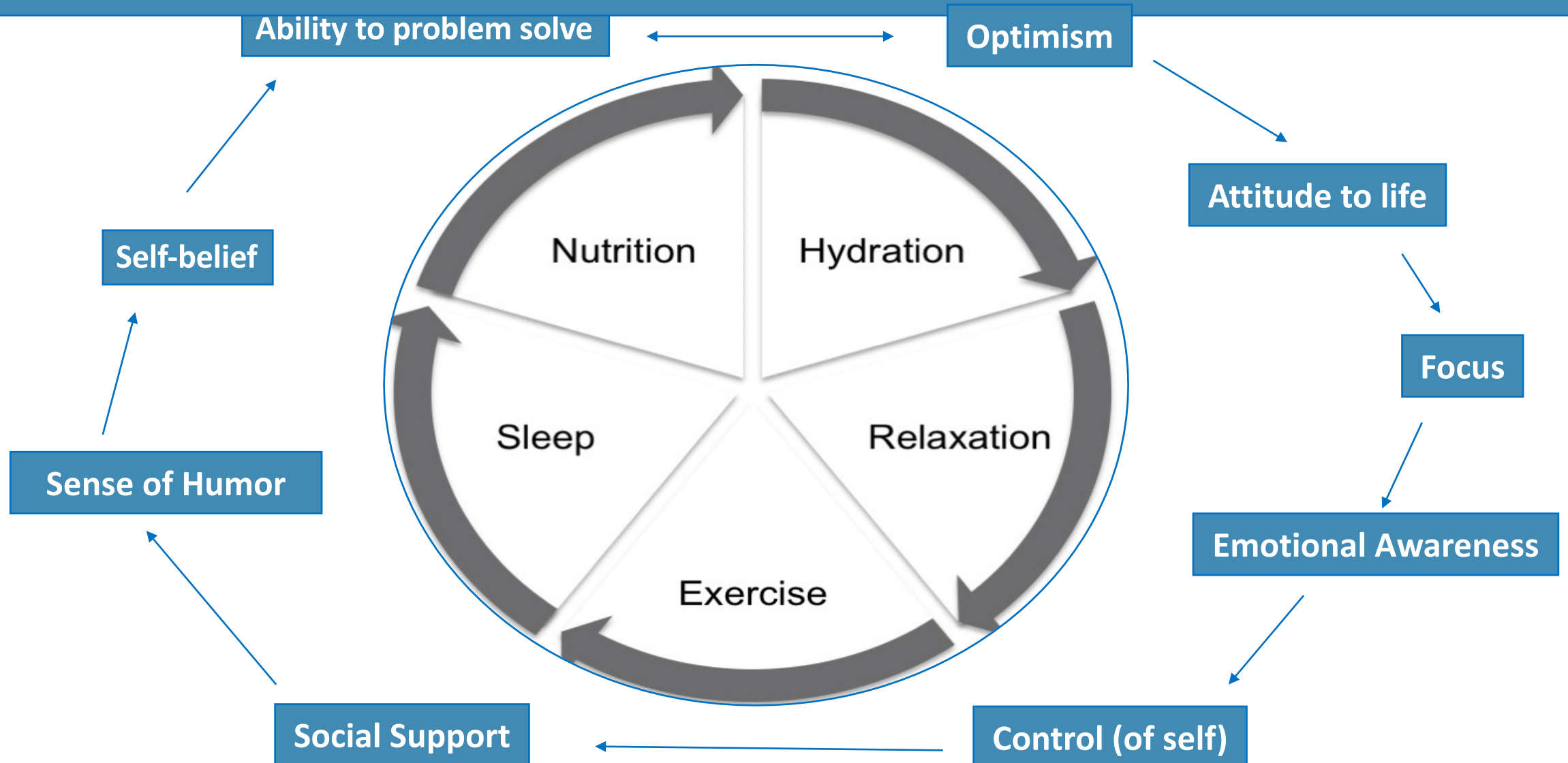
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A Shared Understanding (a.k.a. Definitions)

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



RESILIENCE-Associated Traits

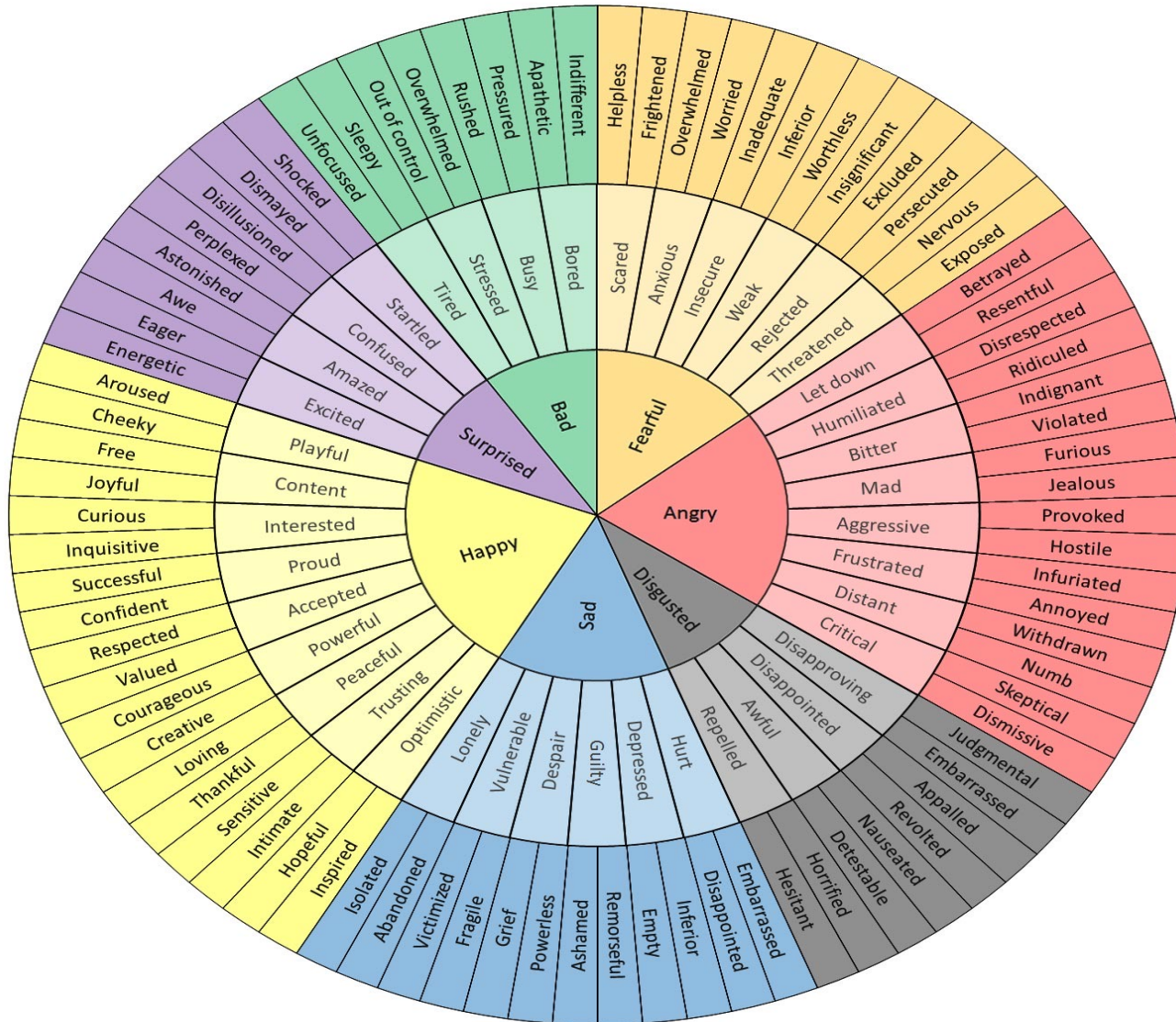


Resilience Throughout the Life Span



Developmental Stage	Emotional Brain	Key Risk Factors	Key Protective Factors	Examples of Resilience-Enhancing Interventions
Childhood	Subcortical development (341)	Childhood trauma and neglect Poverty	Solid bond with caregiver 42434445464748 Family stability (48) Ample resources (132)	Early parenting and family interventions (4056129130131) Provision of resources (132)
Adolescence	Subcortical-cortical development (49)	Weaker executive function/self-control Poor self-efficacy Poor social skills Low parental support	Strong executive function (4648109) Self-efficacy (4648) Positive relationships with peers (5051) Mastering challenges (52) Family support and stability (4048) Role models (53)	Family and community interventions (4056) School-based interventions (133) Positive development programs (133134) Resiliency programs (135136)
Adulthood	Cortical development reaches maturity by young adulthood (49)	Poor self-efficacy Weaker executive function Low social support	Emotion regulation capacity, executive function (7172) Optimism/positive emotions 74757677 Habitual cognitive reappraisal (110111) Active coping (52) Meaning and purpose (52) Social support 798081 Role models (52)	Hardiness training (137) Preparedness training (138139) Cognitive behavioral therapies (52) Attention and cognitive emotional training 140141142
Older Age	Reduced prefrontal cortex stress resilience (102)	Poor health Impaired cognition Low social support	Intact cognition (101) Acceptance (104) Social support (143146)	Cognitive remediation (143) Social engagement (143146) Physical exercise (144145)

Emotional Vocab Wheel



Diishji Lá Haa Ánit'é?



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

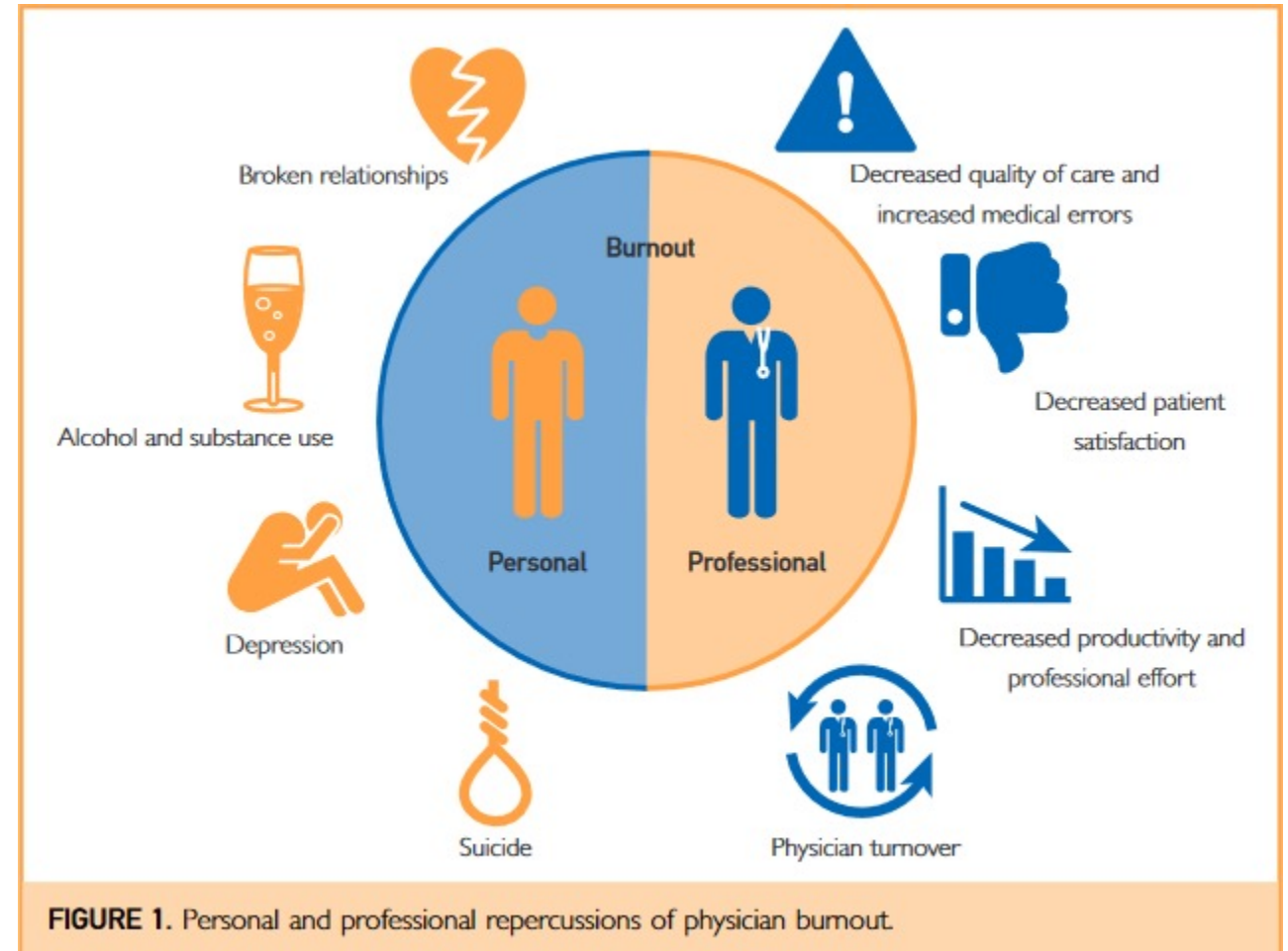
Resilience in an Organization

- 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.



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

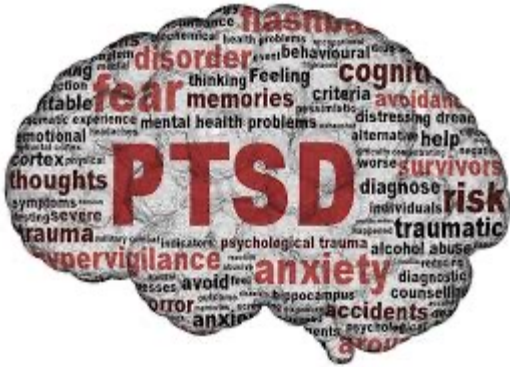
Grief – Six Stages, Multiple Sources



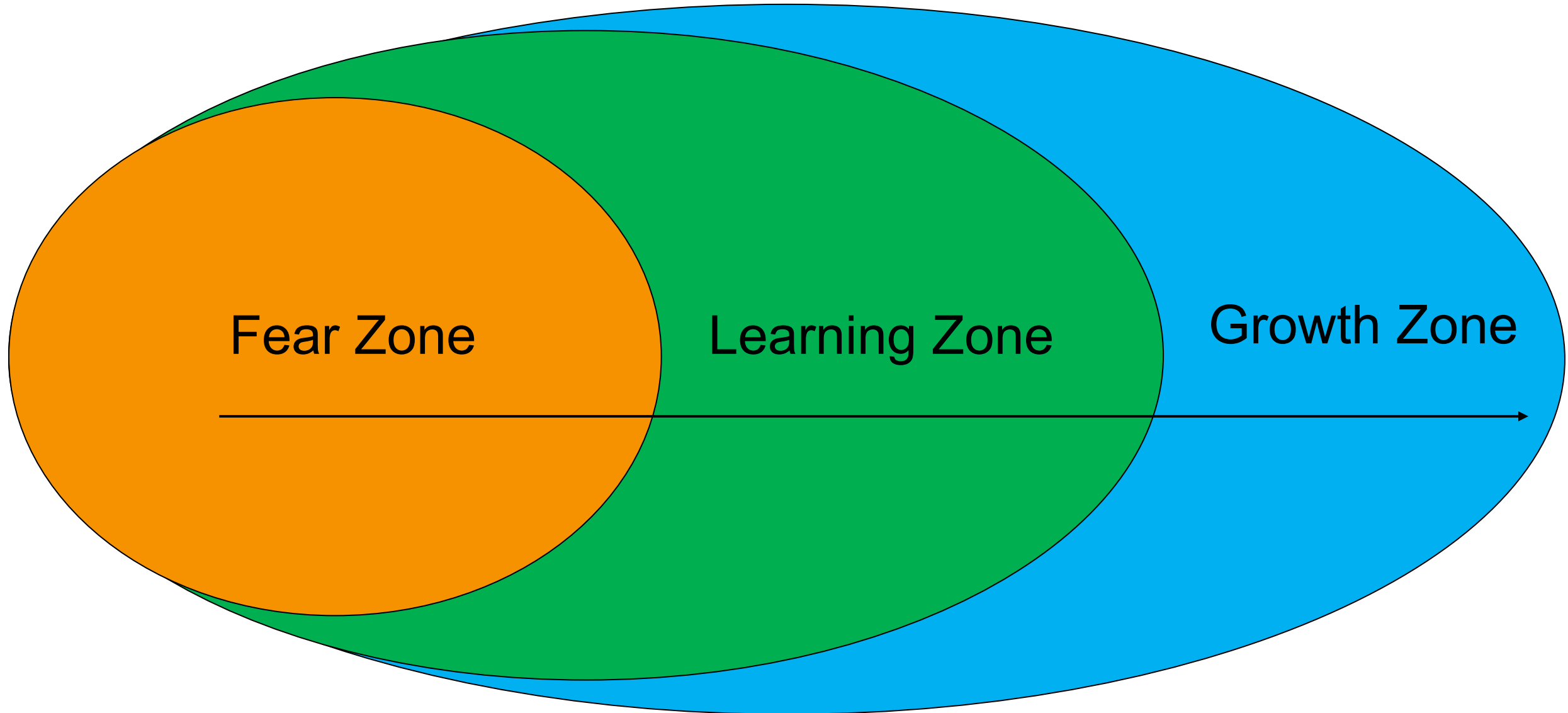
- **Denial:** *This virus won't overwhelm us...or me.*
- **Anger:** *You're making me put myself and my family in the front-line of exposure and taking away the social activities that helped me cope.*
- **Bargaining:** *Okay, if I quarantine for two weeks everything will be better, right?*
- **Sadness:** *I don't know when this will end, and I can recognize the impact on my mood.*
- **Acceptance:** *This is happening; I have to figure out how to proceed.*
- **Meaning** – in context of COVID, seeking it amidst *active grief and anticipatory grief*

Trauma and Stress-Related Disorders

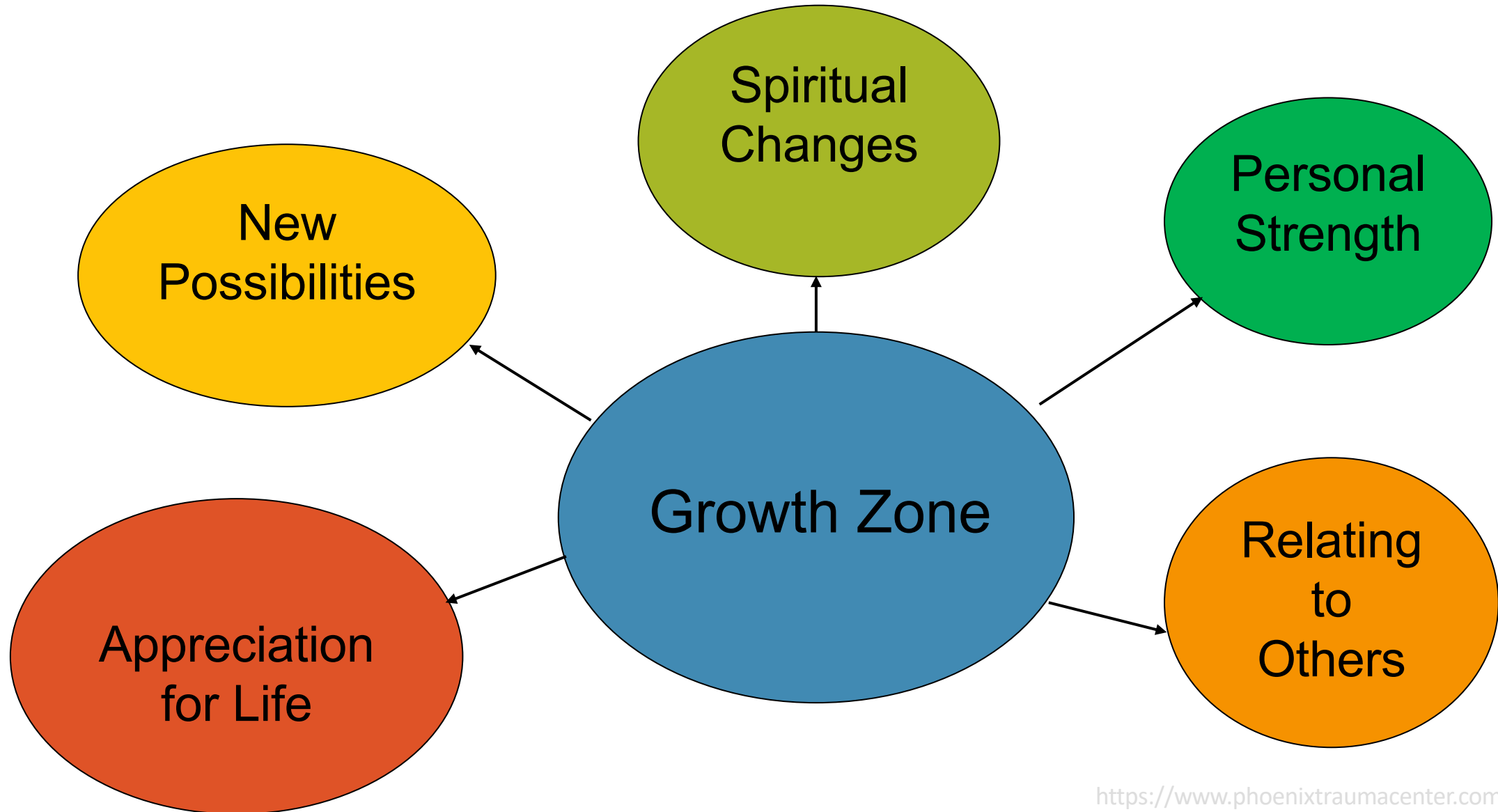
- 4 categories of symptoms
 - Intrusion symptoms
 - Avoidance
 - Negative alterations in cognitions and mood
 - Alterations in arousal and reactivity (incl sleep disturbance)
- Time frames
 - Acute Stress Disorder: 3 days to 1 month
 - PTSD >1 month
 - Delayed onset - >6 months after stressor
- Functional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

The Trauma-Informed Approach

- **Realizes** the widespread impact of trauma and understands potential paths for recovery
- **Recognizes** how trauma affects all individuals involved in an organization, including its own workforce
- **Responds** by fully integrating knowledge about trauma into policies, procedures, and practices
- **Resists** re-traumatization

A TI approach refers to a change
in *organizational* culture.

TRAUMA-INFORMED CARE

Safety: Physical
and psychological

Trustworthiness
and transparency

Collaboration and
mutuality

Empowerment,
voice, and choice

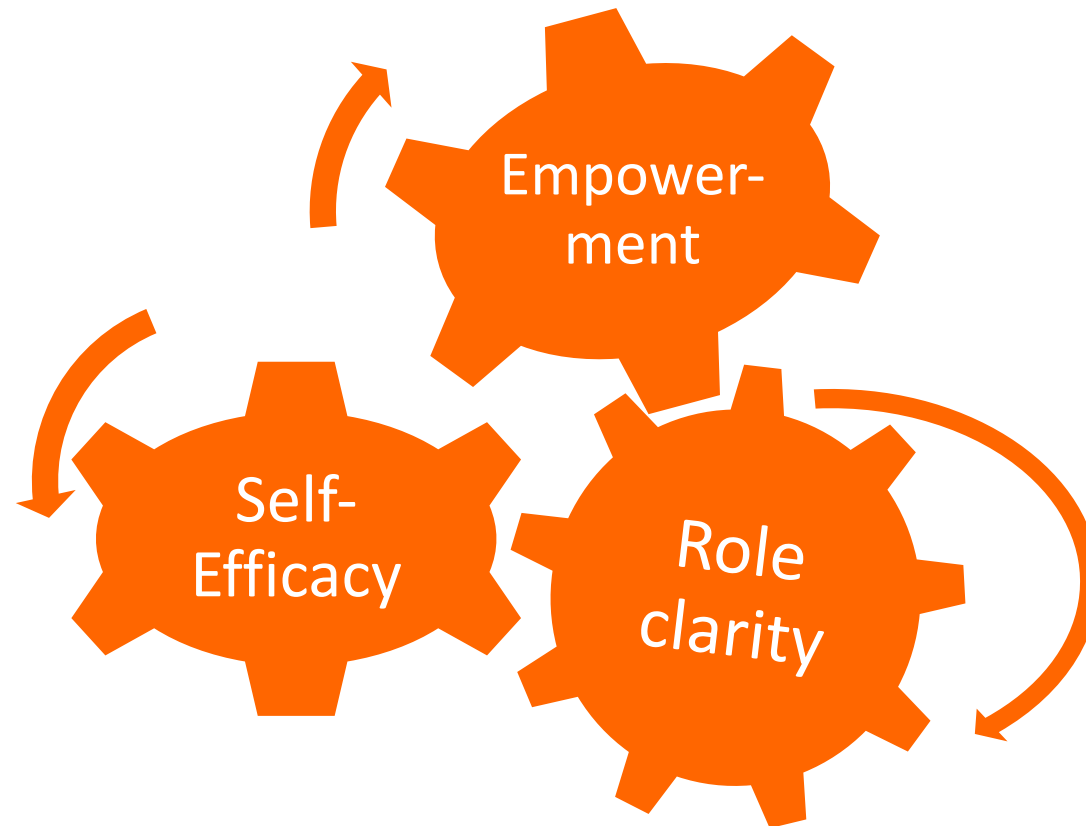
Cultural, historical,
and gender
acknowledgment

Peer
support

Trauma-Informed Approach vs Trauma-Focused Treatment

- Focus on optimizing engagement [in health care]
 - Universal precautions
 - Universal framing
 - Avoid retriggering
 - Variability of role and context of care
- Addressing trauma experience directly
 - Treatment focused on resolution of trauma-related symptoms
 - May require detailed trauma history as part of the treatment

Resilience on the Front Line

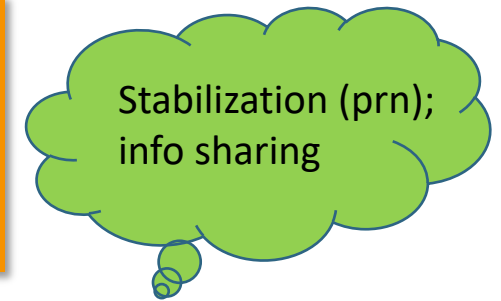


Six Guiding Principles of TIC (And corollaries to PFA Core Actions)



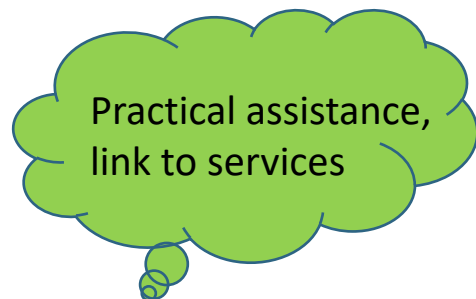
Safety: Physical &
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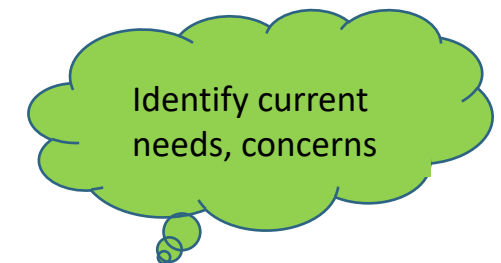
Peer Support

Collaboration &
Mutuality



Empowerment,
Voice, Choice

Cultural, Historical,
& Gender
Acknowledgment



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
 - Maintaining meaning and sense of purpose

Additional References

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