

Title: Giving Voice to Nurses Values: Moral Courage

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INTRODUCTION

Problem Statement:

Radiology and Labor and Delivery Nurses face challenges when they are confronted with the need to use moral courage to ensure safe patient care, with dignity, integrity, and trust.

Definition:

A person possessing moral courage is defined as having the capacity to communicate and take honorably, congruent action, in the presence of fear, opposition, or disapproval.

- Individuals who own this caliber of courage are compelled to vocalize opinions that highlight their values, even if they are at risk of criticism or other unfavorable responses.
- Morally courageous behavior is integral to the delivery of safe and adequate healthcare.
- As the complexities of providing healthcare escalate, nurses face thought-provoking moral situations more often.
- Moral courage allows one to preserve dignity, integrity, and trust of self, peers, or their patients

OBJECTIVES

The goal of the project:

The goal of this DNP project is to enable nurses in labor and delivery and radiology settings to practice moral courage by examining relevant skillsets and providing training in core concepts.

The Aims of the project are:

- Aim 1:** To develop a moral courage training program for nurses;
- Aim 2:** To implement and evaluate the program;
- Aim 3:** To make recommendations to stakeholders in the partner organizations with the goal of integration and scaling for broader initiatives promoting a culture of morality;

METHODS

Methods

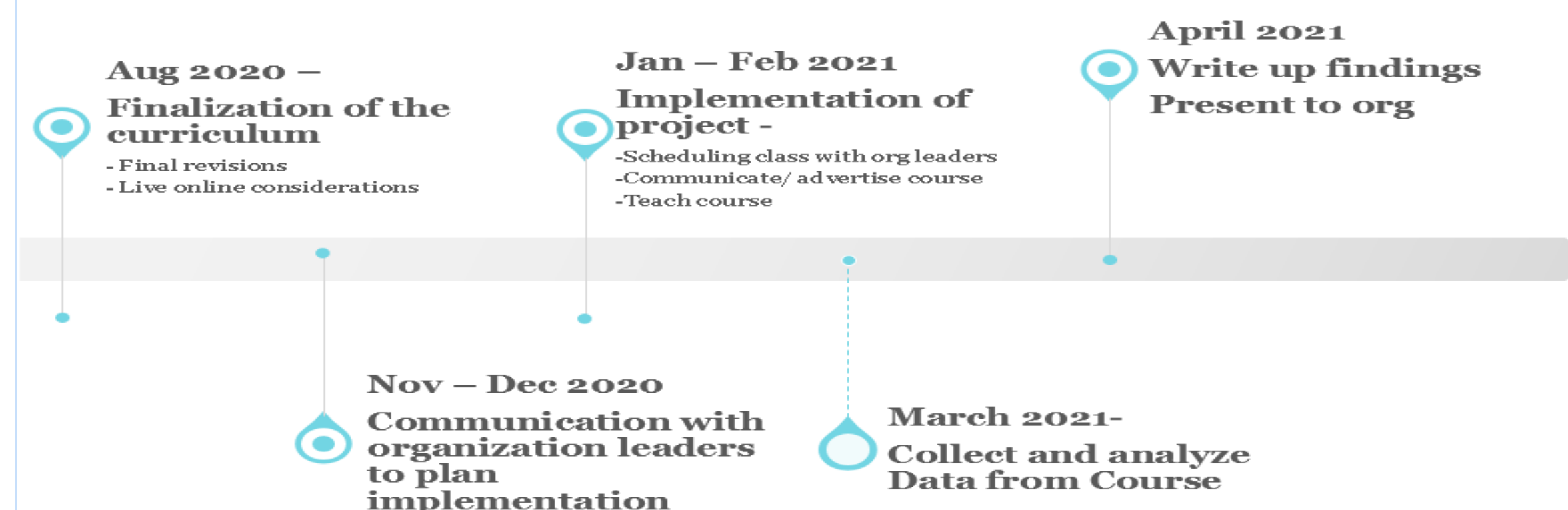
Implementation

- Develop a course for nurses to teach moral courage
 - Modify Giving Voice to Values to apply to frontline nurses
 - Use Knowledge to Action Framework
 - Topics to discuss
 - Shared values
 - Normalize conflict and moral challenges
 - Nurses Code of Ethics
 - Explore Self-knowledge and self-image as it related to moral ownership
 - Developing your own voice and practice
 - Focus on:
 - Building the nurses confidence, knowledge and skill in acts of moral courage
 - Participant engagement and experience
- Use teaching methods – interactive discussion, individual work, & skill practice
- Identify virtual platform for course – Zoom
- Work with organizational leaders to schedule courses and communicate with frontline nurses

Evaluation

- In course evaluation during discussion – Kirkpatrick’s Four levels of evaluation
- Nurses’ moral courage Scale Pre and post evaluation - (Numminen et al., 2019).

Project Timeline



RESULTS

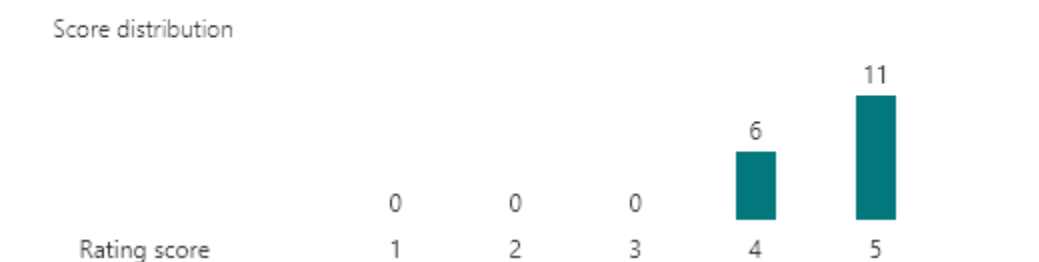
Project implementation complete. Data analysis in progress.
Completion date: 3/31/2021

Preliminary findings:

Students show appreciation for the value of the course and report improvement in ability and willingness to speak up.

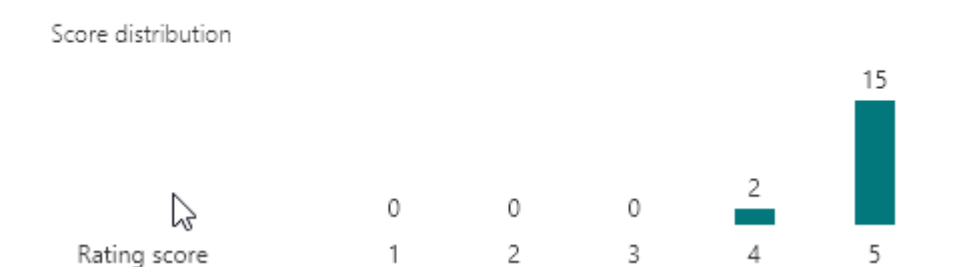
“I learned skills that will help me be more effective and strategic in my work”

100% rated between “4-5” for this question



“I would recommend this course as a valued experience to my colleagues”

100% rated between “4-5” for this question



Nurses report improvement when considering bringing up moral concerns with care team.

Rating: “Very easy”

Pre – 9% / Post – 28%



Nurses report improvement when considering bringing up moral concerns with physician.

Rating: “Very easy”

Pre- 5% / Post- 11%



Nurses report improvement when considering bringing up moral concerns with co-worker.

Rating: “Very easy”

Pre- 9% / Post 28%



REFERENCES

Kirkpatrick, D., Kirkpatrick, J., (2007). *Implementing the four levels: A practical guide for evaluation of training programs.* Barrett-Koehler

Numminen, O., Katajisto, J., & Leino-Kilpi, H. (2018). Development and validation of nurses' moral courage scale. *Nursing Ethics*, 1-18. <https://doi.org/10.1177/0969733018791325>