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

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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

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