

Ethical Resilience:

Strategies for Preserving Personal Values In the Workplace



shared by Katie Morris Henson

“Our Story Exchange”

“There is strength in vulnerability and sharing our stories.”

Vice Admiral Vivek H. Murthy, MD, MBA, Surgeon General

“Stories are embedded with instructions which guide us about the complexities of life; stories are medicine which strengthens and rights the individual and the community.

Telling or hearing stories draws its power from a towering column of humanity joined one to the other across across time and space, elaborately dressed in the rags or robes or nakedness of their time and filled to the bursting with life still being lived.

If there is a single source of story and the numen of story, this long chain of humans is it.”

Clarissa Pinkola Estes, Ph.D., author, trauma specialist, advocate, educator

GOALS:

- I. *Understand ethical resilience:* What it is, why it matters, and the impact it has on your professional career and personal well-being.
- II. *Identify common workplace challenges:* Ethical dilemmas, pressures due to financial struggles, navigating toxic situations, to name a few.
- III. *Develop practical strategies:* Build mental fortitude, foster open communication, and leverage resources to help uphold your values.
- IV. *Empower yourself:* Learn to navigate difficult conversations and set reasonable boundaries.
- V. *Cultivate a supportive network:* Discover the power of community and how like-minded colleagues can help you stay grounded in the workplace.

I. Ethical Resilience

is the ability to recover from ethical challenges quickly and maintain a clear moral compass, even when faced with external pressures, personal discomfort, or losses.

It involves being able to see a situation from different perspectives, identify opportunities, and use feedback to turn negative situations into positive ones.



What it is:

“Resilience is not about toughing it out; it’s about seeking support and taking care of ourselves.”

Vice Admiral Vivek H. Murthy, MD, MBA, Surgeon General

Why it Matters:

“Ours is not the task of fixing the entire world all at once, but of stretching out to mend the part of the world that is within our reach. Any small, calm thing that one soul can do to help another soul, to assist some portion of this poor suffering world, will help immensely. It is not given to us to know which acts or by whom, will cause the critical mass to tip toward an enduring good.”

Clarissa Pinkola Estes, Ph.D., author, trauma specialist, advocate, educator

II. Common Workplace Challenges:

- financial stressors & organizational barriers
- fear, anxiety around ethical dilemmas
- navigating toxic &/or chaotic situations, people, and systems



How Oklahoma Is Faring:

**per the 2023 OICA KidsCount Data Book
and the OK State Department of Health
website data for 2022*

#46 for Overall Child Well-Being

#45th In Health Outcomes

#40th In Family & Community

#47 In State Health Rankings

Specific Concerns:

- High prevalence of multiple chronic health conditions among women
- Women's mortality up 25% (ages 20-44) between 2020-2021
- High household food insecurity
- High teen birth rate

III. Develop Practical Strategies

- build mental fortitude
- foster positive communication
- leverage resources

Organizational Examples:

Over the past few years, OSDH has:

- To purchase an Electronic Health Record system that increased accessibility to Public Health services across the state.
- Expanded services with the deployment of 23 mobile wellness units canvassing the state.
- Expansion of the OSDH Maternity Care Program.

Community Health Workers expanded the Public Health workforce across the state, impacting Oklahomans with:

- Over 3,000 client encounters
- Over 2,000 referrals for follow up
- Over 700 Medicaid applications

Individual examples can be trickier, but they are there, within each of us.

“We forget some of the oldest medicines we have are love and compassion, and they can be deployed by everyone.”

We can't underestimate the power that we have as individuals to provide the support that people need, to provide that transition from a place of pain to a place of possibility.

Vice Admiral Vivek H. Murthy, MD, MBA, Surgeon General



“As an ongoing practice, nurses should return to three core questions:

- Who am I being in this moment?
- How do I want to be known?
- Am I choosing to act or not act in a way that I can live with?

These questions ground our intentions, character, choices, and behaviors to reduce the exhaustion that arises when we are out of alignment with our values and obligations.

Regularly committing to specific actions to support your moral resilience upholds the 5th Provision of the ANA Code of Ethics: “The nurse owes the same duties to self as to others, including the responsibility to...preserve wholeness of character and integrity. Being morally resilient is not optional; develop and enact your moral resilience plan today.”

Cynda Hylton Rushton PhD, RN, FAAN, in the “*American Nurse*” journal, 10/11/2016

The Path to Ethical Resilience & Well-being in the Workplace



IV. Empower Yourself

- trust you can navigate hard conversations/situations
- set reasonable boundaries
- practice, practice, practice!!!



V. Cultivate a Support Network

- use the power of community & connection with like-minded folks to keep yourself grounded
- create space for others who may be struggling

IV. Empower Yourself

Personal Strategies operationalizing one's own values

My Values:

- integrity
- humor
- spirituality
- purpose

Tale of Two Struggles:

1. as a team member & workforce development liaison
2. as the Clinical Director & co-creator of a recovery center



GOALS:

1. *build mental fortitude*
2. *foster positive communication*
3. *leverage resources*

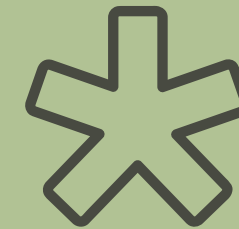


Workforce Group

1. Value: purpose, spirituality, Integrity -- trusted that If I stayed focused on those things, I'd feel grounded and less overwhelmed
2. quit badmouthing my own leadership 'fails' & tried to Imagine what they feared/needed
3. spoke with Dr. Crutcher, Gov. Anoatubby, Howard Hendricks, Justin Jones to gain insight/momentum

Don Miguel Ruiz's "*The Four Agreements*"--

1. Be Impeccable With Your Word
2. Don't Take Anything Personally
3. Don't Make Assumptions
4. Always Do Your Best



Recovery Ranch

1. Values: purpose, Integrity, humor
2. held Sanctuary Meetings w/ my staff AND the clients to stay transparent, engaged vs mentally checking out
3. not a lot of allies, but my staff and I found a way to deflect cynicism, sadness via hashtag texts, rap-tap dancing, as well as challenging clients to use the loss of us as a chance to practice what they'd learned

V. Cultivate a Support Network

“The greatest predictor of your health is not your DNA, but the strength of your relationships.”

Anchors are those people in your life who remind you of who you are - your values, aspirations, and worth - even when you forget. Keep them close and always let them know how much they mean to you.”

Vice Admiral Vivek H. Murthy, MD, MBA, Surgeon General



“We were made for connection, for collaboration, for community. Without these, we will not survive. Do not lose heart. We were made for these times.”

Clarissa Pinkola Estes, Ph.D., author, trauma specialist, advocate, educator





OUR STORY EXCHANGE

BUILDING CONNECTIONS, INSPIRING ACTIONS

katiemorrishenson@gmail.com

BOOKS:

"Women Who Run With Wolves: Myths and Stories of the Wild Woman Archetype" Clarissa Pinkola Estés, PhD

Together: The Healing Power of Human Connection in a Sometimes Lonely World Hardcover – April 21, 2020
by Vivek H Murthy M.D. (Author)

"If Women Rose Rooted" by Sharon Blackie

"How We Show Up" by Mia Birdsong

"Okay, Fine, Whatever: The Year I Went from Being Afraid of Everything to Only Being Afraid of Most Things" by Courtenay Hameister

"Naked" by Nastashia Minto

"Heart Berries" a memoir by Terese Marie Mailhot

"How We Connect" by Thich Nhat Hanh

"When Things Fall Apart" by Pema Chödrön

"Outsider - Tales From the Road, the Trail, and the Run" by Bob Doucette

PODCASTS:

The Moth

Mortified

NPR This American Life

Heavyweight

Final Thoughts

“I hope you will go out and let stories happen to you, that you will work with them, water them with your blood and tears and your laughter ‘til they bloom, ‘til you yourself burst into bloom. Then you will see what medicines they make, and where and when to apply them. That is the work. The only work.”

Clarissa Pinkola Estes, Ph.D., author, trauma specialist, advocate, educator



WORKSHOP INFO

“I have long believed that there are fundamentally two forces or emotions that drive our decisions - love and fear.

Love has its many manifestations: compassion, gratitude, kindness, and joy.

Fear often manifests in cynicism, anger, jealousy, and anxiety.

I worry that many of our communities are being driven by fear.”

Vice Admiral Vivek H. Murthy, MD, MBA, Surgeon General

I Want You To Leave This Workshop With:

- Clarity on your core values: A deeper understanding of what truly matters to you in your personal and professional life.
- Actionable strategies: A personalized strategy to translate your values into tangible steps for everyday application.
- Foundational confidence: The courage to make choices aligned with your values, leading to greater authenticity and success.
- A supportive network: Connect with like-minded individuals on a similar journey of better understanding themselves and how to take value-driven actions.

How To Identify Your Core Values

External/Others:

*They aren't the same thing as 'strengths' (ex: hard worker; team player; organized; intelligent)

*They aren't traits you think you're 'supposed' to be/feel/do (ex: selfless; happy; strong)

Internal/Self:

*Ways of being that allow you to 'fit into your skin' best

*Beliefs that so ground you into the most authentic version of yourself, it becomes far easier to move through the world

What Taking Aligned Action Might Look Like:

Example: OPEN

Example: FAMILY

**Remember that there isn't a right or wrong way to do this, as long as the motivation is internal vs external -- it may look the exact same way on the outside, but the degree to which it feels empowering vs soul-sucking is incredible!*

Ways to Build Confidence That Support Taking Values-Centered Action:

Don Miguel Ruiz's "The Four Agreements"

- Be Impeccable With Your Word
- Don't Take Anything Personally
- Don't Make Assumptions
- Always Do Your Best

Ask Yourself:

- Who am I being in this moment?
- How do I want to be known? (*What Am I modeling for my daughters?*)
- Am I choosing to act or not act in a way that I can live with?

Create &/or Contribute to a Genuine Community of Like-Minded Folks
(to encourage, share accountability, a few laughs, ideas, etc.)

Personal:

family
friends
church folk
sports/activities parents

Professional:

co-workers
outside committees
civic organizations
peers in other agencies or departments

Miscellaneous:

online communities
book clubs
support groups
*random neighbors who see you feeding crows & squirrels & pigeons and start telling
you all their own stories =)*

HOMework

- Choose 1-2 of the Values you circled on the sheet & worked on with your small group
- Select a Time/Event in the next 1-3 days that this Value could be of great support
- Imagine the scenario/context of this moment and how you intend to take action on this Value for yourself (maybe even write it out, say it in your car, etc.)
- Tell at least 1 person and commit to following up with them afterwards
- Reflect on what worked, what fell flat, how it felt to do it, how & where you could try it again, etc. (practice, practice, practice!!)
- Keep your Values on a sticky-note in places you see (bathroom, car visor, the fridge) and brainstorm places you can take aligned actions that support them

BOOKS:

"Women Who Run With Wolves: Myths and Stories of the Wild Woman Archetype" Clarissa Pinkola Estés, PhD

Together: The Healing Power of Human Connection in a Sometimes Lonely World Hardcover – April 21, 2020
by Vivek H Murthy M.D. (Author)

"If Women Rose Rooted" by Sharon Blackie

"How We Show Up" by Mia Birdsong

"Okay, Fine, Whatever: The Year I Went from Being Afraid of Everything to Only Being Afraid of Most Things" by Courtenay Hameister

"Naked" by Nastashia Minto

"Heart Berries" a memoir by Terese Marie Mailhot

"How We Connect" by Thich Nhat Hanh

"When Things Fall Apart" by Pema Chödrön

"Outsider - Tales From the Road, the Trail, and the Run" by Bob Doucette

PODCASTS:

The Moth

Mortified

NPR This American Life

Heavyweight



OUR STORY EXCHANGE

BUILDING CONNECTIONS, INSPIRING ACTIONS

katiemorrishenson@gmail.com

Final Thoughts

“I hope you will go out and let stories happen to you, that you will work with them, water them with your blood and tears and your laughter ‘til they bloom, ‘til you yourself burst into bloom. Then you will see what medicines they make, and where and when to apply them. That is the work. The only work.”

Clarissa Pinkola Estes, Ph.D., author, trauma specialist, advocate, educator

