

# The Challenge of Grief Recovery for the Health Care Professional

2022 Adventist Bioethics Consortium Presentation

Elliot Smith

# 'The Great Resignation for Healthcare Workers'

Becker's Healthcare, Georgina Gonzalez

- **Disaster hits**
- **Honeymoon period**
- **The valley**
- **Recovery**

## **‘Caring for COVID’s emotional long haulers’**

Nursing Management, March 2022

- **“Before COVID healthcare burnout was a serious problem.”**
- **“Moral distress is a complex, challenging problem with damaging repercussions that are often ignored in healthcare work environments.”**
- **“Now we have the perfect storm...”**

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## **'Caring for COVID's emotional long haulers'**

Nursing Management, March 2022

1. Don't assume how people are doing.
2. Be vigilant for signs of emotional distress and PTSD.
3. Destigmatize seeking mental health support.
4. Focus on purpose and identity.
5. Don't tolerate zero-tolerance behavior.
6. Ferociously protect your people.
7. Reorient staff hired during the pandemic.
8. Start with your middle management team.
9. Train peer supporters.
10. Show up, recognize people, find things to celebrate.

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## 'Health Care Professionals' Spirituality and COVID-19'

JAMA, Volume 326, Number 16

“Accepting human finitude with humility and focusing on the process of healing rather than only on the results, HCP’s may be able to sustain their work in crisis such as pandemics. Furthermore, by endorsing such a perspective, HCP’s may begin to rediscover a spiritual significance to their daily work and life.”

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## Harvard Business Review

March-April 2022

**“Companies have been engaged in an arms race to offer the best perks,” says Carolina Valencia. “But once basic needs are met, people are more powerfully motivated by feelings than by material features. Employees today want to be treated as people, not just workers.”**













