

# Moral Injury of Healthcare

a 501(c)3 nonprofit



Cofounders Wendy Dean, MD and Simon Talbot, MD first applied the language and concept of moral injury to healthcare in an article published in STAT News in July 2018. Moral injury - an experience of betrayal and subsequent transgression of core professional values - resonates powerfully with health workers, first responders, educators, public defenders, social workers, veterinarians, and others. Distinct from other types of distress, though often comorbid with them, addressing moral injury is based in relational repair.

Every year  
clinician distress  
costs healthcare

**\$4.6**  
BILLION

**\$7600**  
PER PHYSICIAN  
(MOSTLY IN EXCESS TURNOVER)  
*(Powell, 2019)*

1:5

#### GOING - BY 2024

Twenty percent of **physicians** surveyed in early 2022 planned to leave their jobs by 2024. *(Sinsky, 2022)*

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#### GOING - IN 2022

One-third of **nurses** surveyed in early 2022 said they planned to leave their jobs by the end of the year. *(Incredible Health, 2022)*

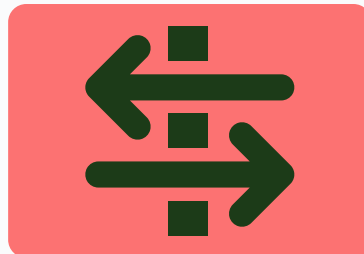
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#### Gone - 2020-2022

One-third of the healthcare workforce left, or was let go, during the pandemic. *(Galvin, 2021)*

#### MORALLY CENTERED ORGANIZATIONS ARE: AND NEED:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Wise</li> <li>• Human</li> <li>• Trustworthy</li> <li>• Just</li> <li>• Courageous</li> <li>• Curious</li> <li>• Responsive</li> </ul> | <ul style="list-style-type: none"> <li>• Integrity &amp; Humility</li> <li>• Well Leaders</li> <li>• Educators &amp; Mentors</li> <li>• Workforce Voice</li> <li>• Equity</li> <li>• Space to Reflect</li> <li>• Moral Congruence</li> </ul> |
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Reducing turnover by just  
a few percentage points  
would justify investment  
in outside expertise.



## Contact Us

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