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THE PERILS OF MORAL DISTRESS AND MORAL DISENGAGEMENT

Why Good People Make Bad Decisions

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PRESENTER CONFLICTS

NO CONFLICT

The views expressed in these slides and the today's discussion are mine

My views may not be the same as the views of my institution or my colleagues

Participants must use discretion when using the information contained in this presentation

Objectives



DISCUSS DEFINITION OF
MORAL DISTRESS AND
MORAL DISENGAGEMENT



IDENTIFY CAUSES AND
FACTORS



PROPOSE REAL-WORLD
SOLUTIONS



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Why did he do that?



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METHODS

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REFERENCES

PROFESSIONAL CONCERNS | JANUARY 01 2020

Exploring Predictors of Moral Disengagement in Collegiate Athletic Trainers

Ross Budziszewski, MS ; Scott A. Graupensperger, MS, MEd; Matthew Vierimaa, PhD


J Athl Train (2020) 55 (1): 96–104.


<https://doi.org/10.4085/1062-6050-504-18>

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Google Scholar

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Latest

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Most Cited

The Role of the Athletic Trainer in Treating Transgender and Gender Non-Conforming Patients: Foundational Knowledge and Disparities – Part I

Sean Rogers, DAT, LAT, ATC, Rebecca M. Lopez, PhD, ATC, CSCS, Ashley Crossway, DAT, ATC, Dani Moffit, PhD, LAT, ATC, FNAP, Jennifer Sturtevant, MBA, LAT, ATC, Anisa Hansen, PharmD

Pediatric Healthcare Provider Awareness, Perceptions, and Utility of Sports Specialization Recommendations

Tamara Valovich McLeod, PhD, ATC, FNATA, Traci

Context

Considering recent high-profile reports of malpractice and negligence by National Collegiate Athletic Association (NCAA) athletic trainers (ATs), it is prudent to investigate the psychological mechanisms that may influence ATs' ability to justify unethical behaviors. When treating injured student-athletes, ATs may undergo a cognitive process known as *moral disengagement*, which involves convincing oneself that ethical standards do not apply in a particular context.

Objective

To explore the psychological factors and traits among ATs that may predict moral disengagement pertaining to allowing athletes to play through injuries.

Design

Cross-sectional study.

Setting

Online survey.

Patients or Other Participants

A total of 187 Division I, II, and III ATs from 100 NCAA universities

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WHY DO PEOPLE MORALLY DISENGAGE?

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MORAL DISTRESS

WHEN ONE KNOWS THE RIGHT THING TO DO, BUT SITUATIONAL
FACTORS OR OTHER CONSTRAINTS MAKE IT DIFFICULT TO PURSUE
THE DESIRED COURSE OF ACTION

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MORAL DISTRESS CONTRIBUTORS

Complicity in wrongdoing

☒ Lack of voice

☒ Wrongdoing associated with professional (not personal) values

☒ Repeat Experiences

☒ Root Causes

- ☒ Patient Level
- ☒ Unit/Team Level
- ☒ Systems Level

**MORAL
DISTRESS**



AVOID



NEUTRALIZE



DISENGAGE

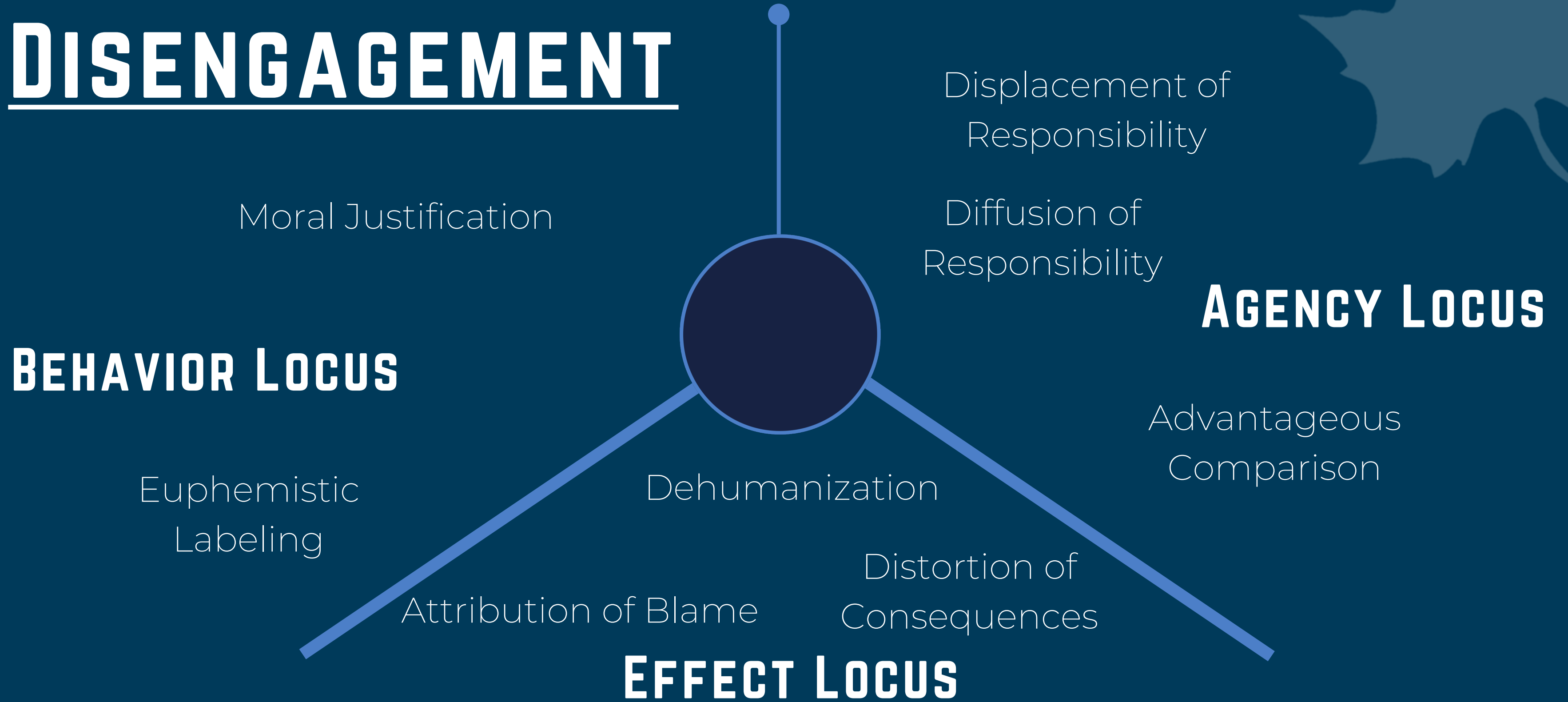


MORAL DISENGAGEMENT

A LATENT PSYCHOLOGICAL EVENT THAT CHANGES ONE'S MORAL
VALUES TO RELIEVE ONESELF FROM NEGATIVE MORAL
SANCTIONS FROM AN IMMORAL ACTION

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TYPES OF MORAL DISENGAGEMENT



Adapted from Bandura, A. (2016). Moral disengagement: How people do harm and live with themselves. Worth Publishers.



SO WHAT?

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CAUSAL

FACTORS

- ☒ High case load
- ☒ Wrongdoing associated with professional (not personal) values
- ☒ Low levels of autonomy
- ☒ Root Causes
 - ☒ Patient Level
 - ☒ Unit/Team Level
 - ☒ Systems Level



MORAL

DISTRESS

Burnout

Intent to leave

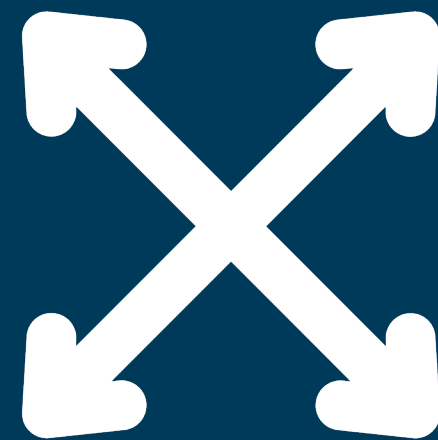
Job dissatisfaction

Negative mental health outcomes

PREDICTORS OF MORAL DISENGAGEMENT

SPORTS ETHIC

**CONTESTATION
ORIENTATION**



**RELATIONSHIP AND
CONNECTION**

**SOCIAL
IDENTITY**



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RIGHT NOW

KNOWLEDGE

MORAL RESILIENCE

**CRITICAL
REFLECTION**

**EFFECTIVE COPING
MECHANISMS**

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FOR THE FUTURE

**FIELD-SPECIFIC
ETHICS**

**EXPERIENTIAL
LEARNING**

**STRUCTURED
DEBRIEFING**

**EFFECTIVE COPING
MECHANISMS**



THANK YOU!