

3 steps to reducing Moral Injury in the NHS

Welcome to the latest newsletter from The Bravest Path

A courage building consultancy focused on smart risk taking and brave leadership.



Feedback from participants who attended Braver than Before ® :

"Out of all the development opportunities I've had, this is the one that's changed my life, without a doubt."

"A year ago, I wouldn't have dreamed of going for this type of job, and now here I am. It's 100% down to Braver Than Before."

"This has absolutely changed my life. My personal & professional life is absolutely



On the frontline of healthcare, NHS staff often encounter situations that can lead to moral injury—a deep distress caused by actions or inactions that conflict with their values.

"...moral injury has been found to be one of the greatest challenges reported by NHS frontline staff and is significantly associated with post-traumatic stress disorder and depression." – The Lancet, 2021

Without the necessary psychological safety in an organisation's culture, moral injury can manifest silently and secretly inside individuals, driving disconnection and depression. This is more concerning when we consider recent stats from The Laura Hyde Foundation that **over half (53%) of nurses feel uncomfortable taking up employer-based mental health support services** through fear of being perceived as letting down their colleagues or even being struck off.

3 Steps to reducing Moral Injury:

1. Clarity of Values

We are more likely to remain engaged and able to identify the positive impact of our work when the overlap of personal and organizational values is clear. Understanding what is important to us and why that matters helps identify steps we can take when our values come into conflict.

2. Practicing Vulnerability

Culturally, asking for help is still largely perceived as a risk. There are fears about the consequences for both our careers and how we are perceived by those around us. Research demonstrates vulnerability (defined as risk, uncertainty, and emotional exposure) to be our greatest measure of courage. When we practice vulnerability appropriately, as in asking for help or sharing our feelings, we give those around us permission to do the same and create cultures of support and empathy.

3. Boundary Setting

The ability to set clear, healthy boundaries reduces the likelihood of experiencing feelings of being overwhelmed and can raise levels of energy and engagement. Recognizing that "no" can be a full sentence can be a liberating and a significant step towards

incredible, and it's all down to The Bravest Path."

"I felt I really needed to start growing my voice and no longer sit back and accept things. As a result of this programme I shared my neurodiversity with my team, it's made me feel so much more connected and accepted at work."



Bethan Davies
The Bravest Path

greater self-care.

Build a high-performing culture to which people want to belong

Participants are **100% more likely** to experiment with vulnerability and take smart risks

93% more likely to set boundaries and ask for what they need

If you would like to discuss how to proactively nurture a culture amongst your staff that is more resilient to moral injury through our **Braver Than Before**® programme, please get in touch by emailing:

info@thebravestpath.com

To witness the impact of our work elsewhere in the NHS, **click on the link below** and take a look at a 2 min video of clinicians sharing their experiences, and learn more about **Braver Than Before**®.

[Braver Than Before® video testimonials and programme details](#)

Bethan Davies, MD at The Bravest Path says:

"We'd love to have you join us in creating a psychologically safer, more supportive NHS culture—one that uplifts the well-being of its professionals and enhances patient care."

The Bravest Path - A courage building consultancy focused on smart risk taking and brave leadership. Through research and real life we cultivate emotional intelligence and cultures of psychological safety, resulting in happier and higher performing individuals and organisations.

[Visit our website to learn more about us and our programmes](#)



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