

NCWWI Student and Alumni Learning Exchanges: Spring 2023 Current Issues Series



Addressing Moral Distress and Building Protective Factors and Resilience During Times of Systems Change

This document summarizes key takeaways from two small group discussions, one with NCWWI students and alumni and the other with school of social work faculty, following a discussion on moral distress and protective factors for social service professionals.

Strategies for managing moral or ethical challenges and the emotions that may accompany these challenges:

- Agencies should strive to create work environments conducive to worker well-being that include:
 - Psychological safety
 - Support for employee feedback and protection from retaliation
- Expect agencies to support you as a child welfare professional through words and actions
- Advocate for more time to assess information and engage in a decision-making process (rather than being reactive)
- Focus on doing the best for the families you serve and shut out background “noise”
- Have more check ins with coworkers and do more fun things together outside of work
- Engage on platforms that encourage peer support and learning from one another (e.g., NCWWI student and alumni community)
- Give yourself grace
- Ensure you are getting enough sleep
- Prioritize self-care, even if it means leaving a position that is no longer manageable

SESSION 2 OF 3

Event Date:

02/22/2023

Recording:

<https://vimeo.com/801661906>

Resources:

- [Resource List](#)
- [Protective Factors for Workers](#)
- [Model of Moral Emotion](#)

