

# Moral Injury in Service Professions

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Incompass Leadership Academy Class of 2021



# Symptoms

- Self-harm
- Self-handicapping
- Hopelessness
- Aggression
- Loss of meaning
- Isolation
- Conflict



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- Perpetrating or witnessing actions that violate one's core beliefs

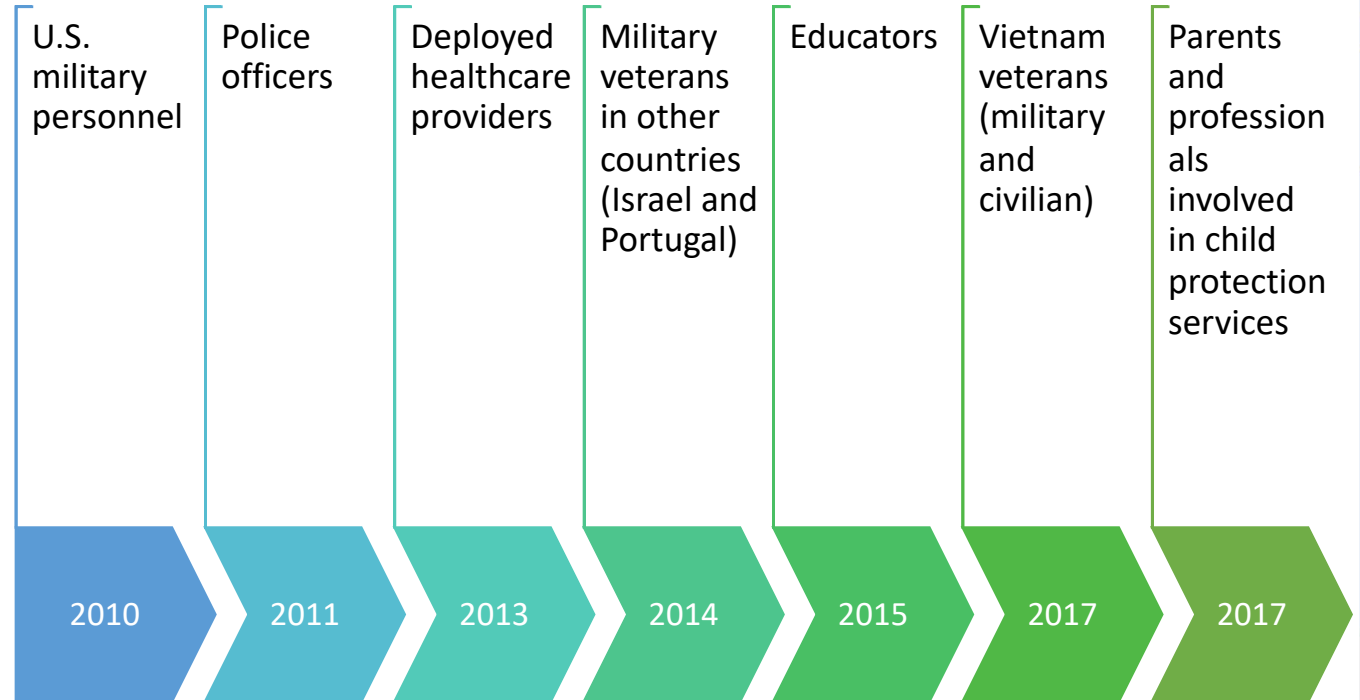
- Betrayal by a leader or trusted authority

Causes





# Timeline of Research



# (MOBILE KILLING UNITS) IN EASTERN EUROPE (SOUTH) JUNE 1941–NOVEMBER 1942



- Einsatzgruppen Headquarters and Massacre Sites, November 1941. Einsatzgruppe C: Kiev  
Einsatzgruppe D: Simferopol
- Massacre Sites



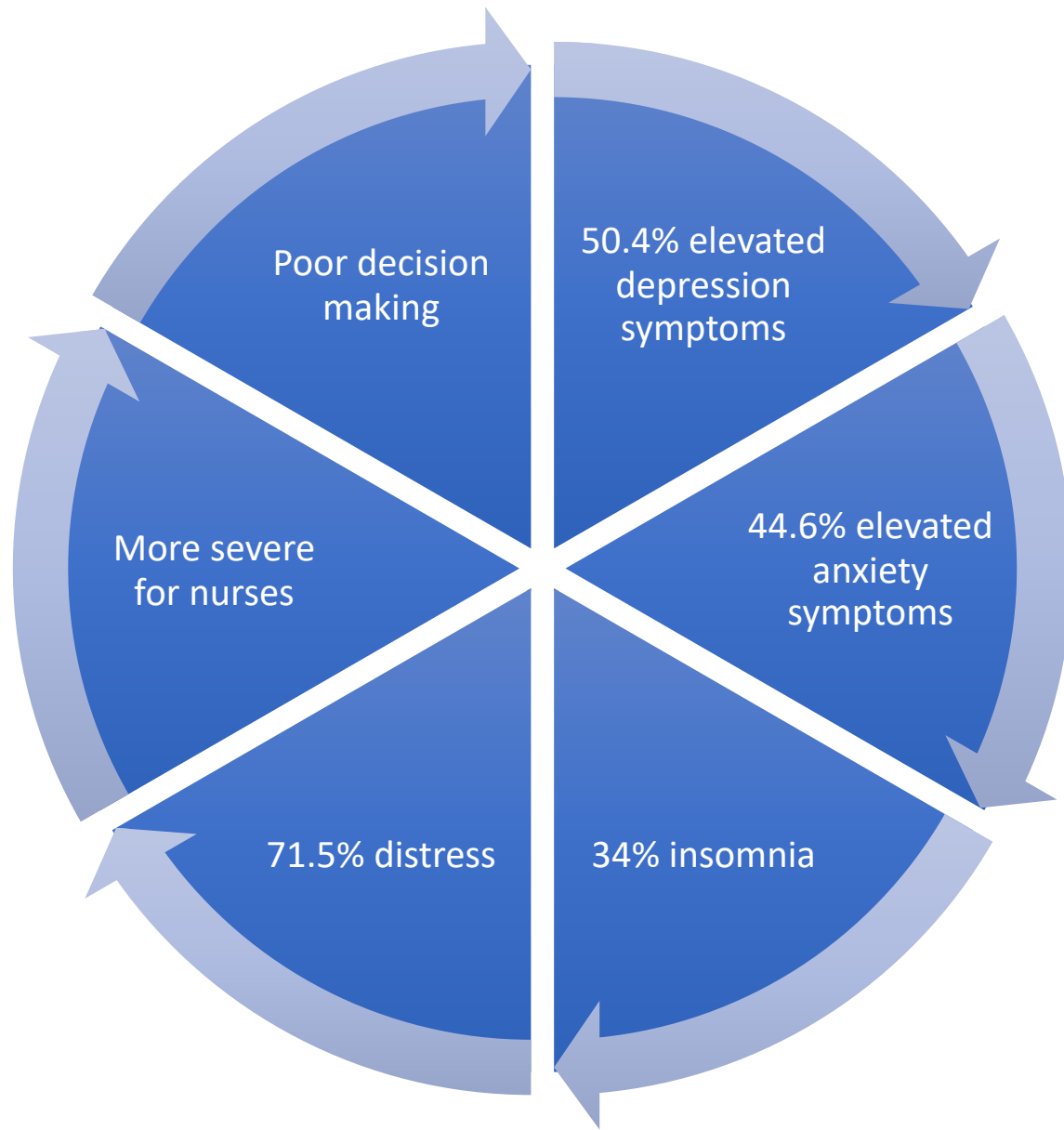
German-Soviet Demarcation Line  
June 22, 1941

Solid dots represent select massacre sites. Because of map scale, not all sites can be shown or labeled.

# Coping

- Substance Use
- Avoidance
- Social withdrawal
- CBT
- Exposure therapies
- ACT
- Adaptive Disclosure
- Building Spiritual Strength







# Discussion

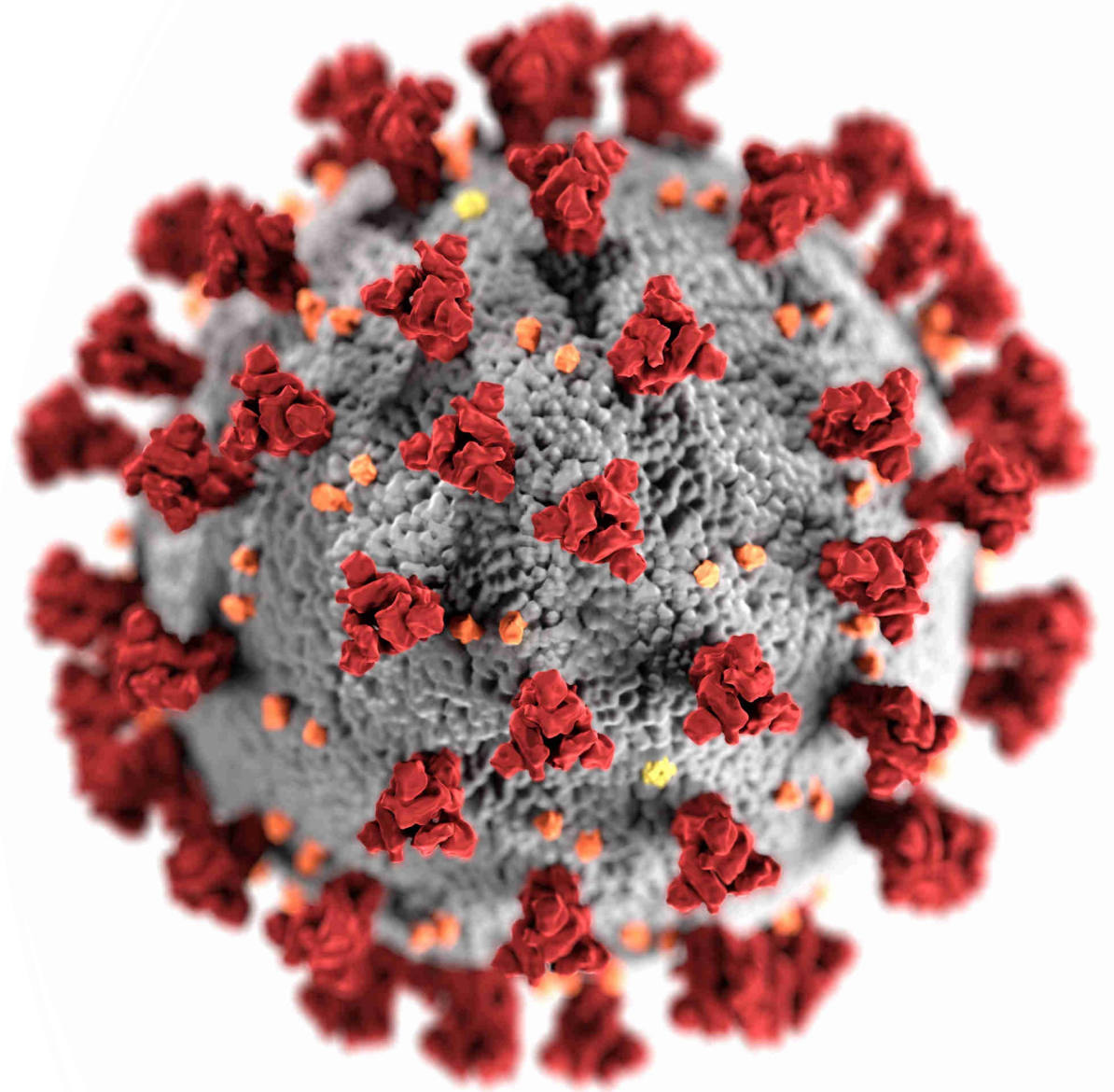
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What is the difference between moral injury and burnout or compassion fatigue?

# COVID-19

- Interfering with family visits
- Death from scarcity of resources
- Fatal triage decisions
- “Holding the line”
- Overwhelming caseload
- Personal/family health risk
- Decisional pressure
- Losing connection
- Desensitization
- Staff shortages
- Going through the motions



# Practices to consider and model

Emotional needs

Physical safety

Healthy sleep

Proper nutrition

Regular exercise

Stress management

Problem-solving

Acknowledge frustration

# Mindfulness



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- “Awareness that emerges through paying attention on purpose, in the present moment, and nonjudgmentally to the unfolding of experience”

-Kabat-Zinn



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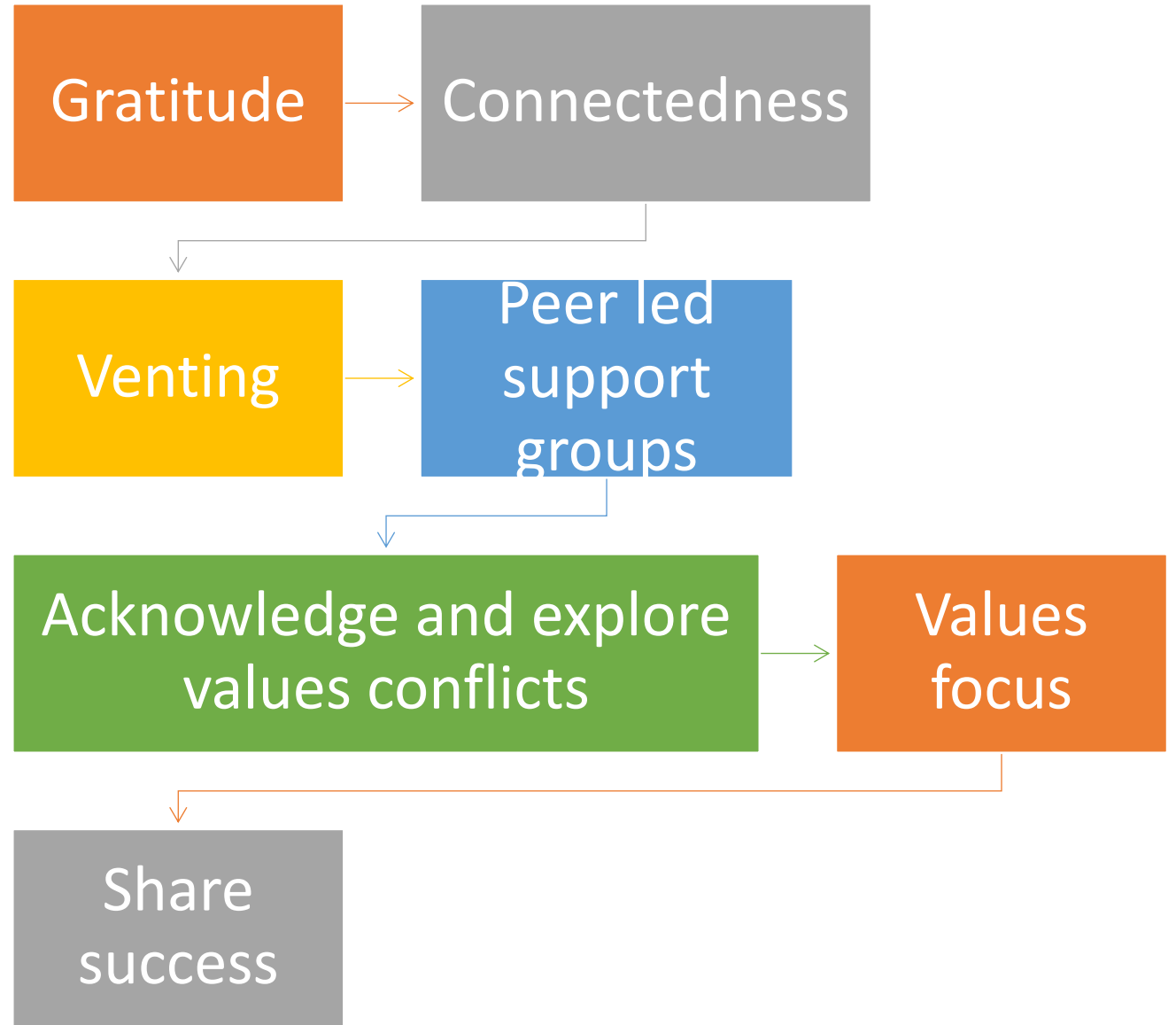
# Self-Compassion

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- Being kind and understanding toward oneself in instances of pain or failure rather than being harshly self-critical
- Perceiving one's experiences as part of the larger human experience rather than seeing them as isolating
- Holding painful thoughts and feelings in mindful awareness rather than over-identifying with them



# Environment



What will you implement to address risk of moral injury at your workplace?

# Contact Us

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