Addressing moral distress requires making changes.

**ASK**
You may be unaware of the exact nature of the problem but are feeling distress.

Ask: “Am I feeling distressed or showing signs of suffering? Is the source of my distress work related? Am I observing symptoms of distress within my team?

Goal: You become aware that moral distress is present.

**ASSESS**
Identify sources of your distress.
- Personal
- Environment

Determine the severity of your distress.

Contemplate your readiness to act.
- You recognize there is an issue but may be ambivalent about taking action to change it.
- You analyze risks and benefits.

Goal: You are ready to make an action plan.

**ACT**
Prepare to Act
Prepare personally and professionally to take action.

Take Action
Implement strategies to initiate the changes you desire.

Maintain Desired Change
Anticipate and manage setbacks. Continue to implement the 4A’s to resolve moral distress.

Goal: You preserve your integrity and authenticity.

**AFFIRM**
Affirm your distress and your commitment to take care of yourself.

Validate feelings and perceptions with others.

Affirm professional obligation to act.

Goal: You make a commitment to address moral distress.

**Creation of a healthy environment where critical care nurses make their optimal contributions to patients and families**

Addressing moral distress requires making changes.