



CODE Lavender

*HOLISTIC CARE RAPID RESPONSE OFFERING A CALMING INFLUENCE
AFTER A STRESSFUL SITUATION.*

History

- Developed in 2008 at the Cleveland Clinic
- A special team (during a set aside time) that provides holistic care and support to its team members to combat compassion fatigue and moral distress



Compassion Fatigue and Moral Distress

What is it?



Defined

Compassion Fatigue: Also called “vicarious traumatization” The emotional residue or strain of exposure to working with those suffering from the consequences of traumatic events. It differs from burn-out, but can co-exist. Compassion Fatigue can occur due to exposure on one case or can be due to a “cumulative” level of trauma.

Moral distress is a serious problem in nursing which contributes to nurses feeling a loss of integrity and dissatisfaction with their work environment. Studies demonstrate that **moral distress** is a major contributor to nurses leaving the work setting and profession.

Potential Negative Impact of EOL Work

- Compassion fatigue can lead to high levels of stress in staff
- This high stress causes emotional and physical exhaustion, which increases sick time
- These staff impact patients by displaying callousness, indifference, poor judgment, a desire to quit, increased physical complaints, irritability and anger

Why use Code Lavender?



Support for Formalizing

- Studies show that leadership must acknowledge that these emotions exist and treat it as compassion fatigue vs something being wrong with the employee
- When code lavender was actualized, staff felt it:
 - acknowledged the impact of working in hospice care;
 - provided quiet, personalized care to them;
 - it gave them permission to feel bad, as well as to acknowledge and express the emotions;
 - and that it decreased the negative consequences of their work experiences.

HOW?



Calling a Code Lavender

- ❖ Any team member could call a 'Code Lavender'
- ❖ Common triggers include difficult cases, staff accidents/injuries/losses, etc.
- ❖ A discussion would be led by a chaplain, social worker, or bereavement counselor post IDG
- ❖ Impacted team members would have access to a "healing basket" and would have a time apart from IDG to process, be heard, and feel supported by their team and leadership.
- ❖ Team members and leaders, including those not impacted by a particular experience, would participate by offering supportive listening.
- ❖ Other calming processes could be included as the team directs.

CONCLUSION

“A kind gesture can reach a wound that only compassion can heal.”

-- Steve Maraboli

