

# Clinician Heal Yourself: Modelling Good Spiritual Care

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Themes to be explored...

**What is spirituality?**

**Is there a distinction between Spirituality and Religion?**

**What is workplace spirituality?**

**Challenges in the palliative care setting**

**The Spiritual-Scientific practitioner**

**The Theory of Spirituality in the Workplace**

**What is good practice?**



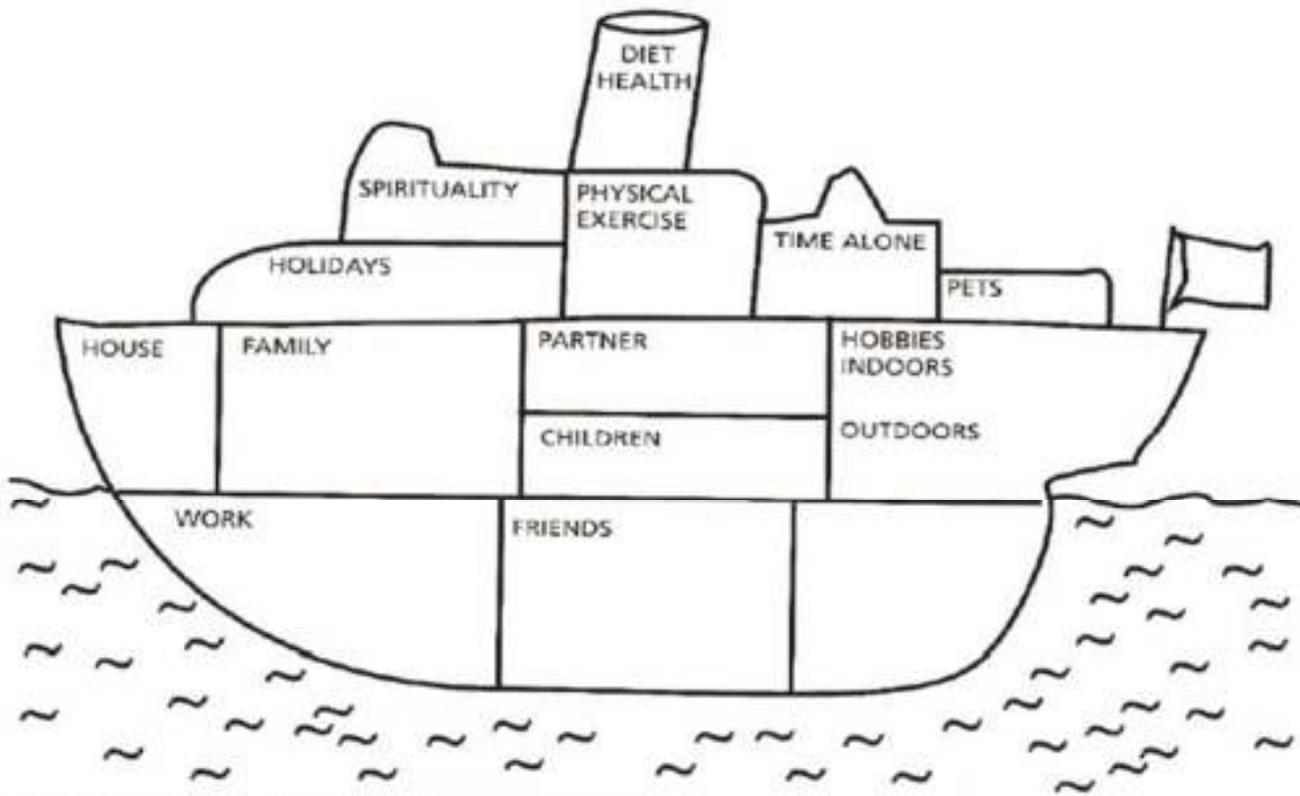


**What is spirituality?**



# DIFFERENT ASPECTS OF MY LIFE

*Trevor Powell (2008) The Mental Health Handbook*



# Who am I?



Spirituality... refers to the way individuals seek and express meaning and purpose, and the way they experience their connectedness to the moment, to self, to others, to nature and to the significant or sacred.'

Puchalski, C, Ferrelli, B., Virani, R., Otis-Green, S., Baird, P., Bull, J., *et al.* (2009). Improving the quality of spiritual care as a dimension of palliative care: the report of a consensus conference, *J Palliat Care*, 12, 10, 885-904,



# The distinction between Spirituality and Religion

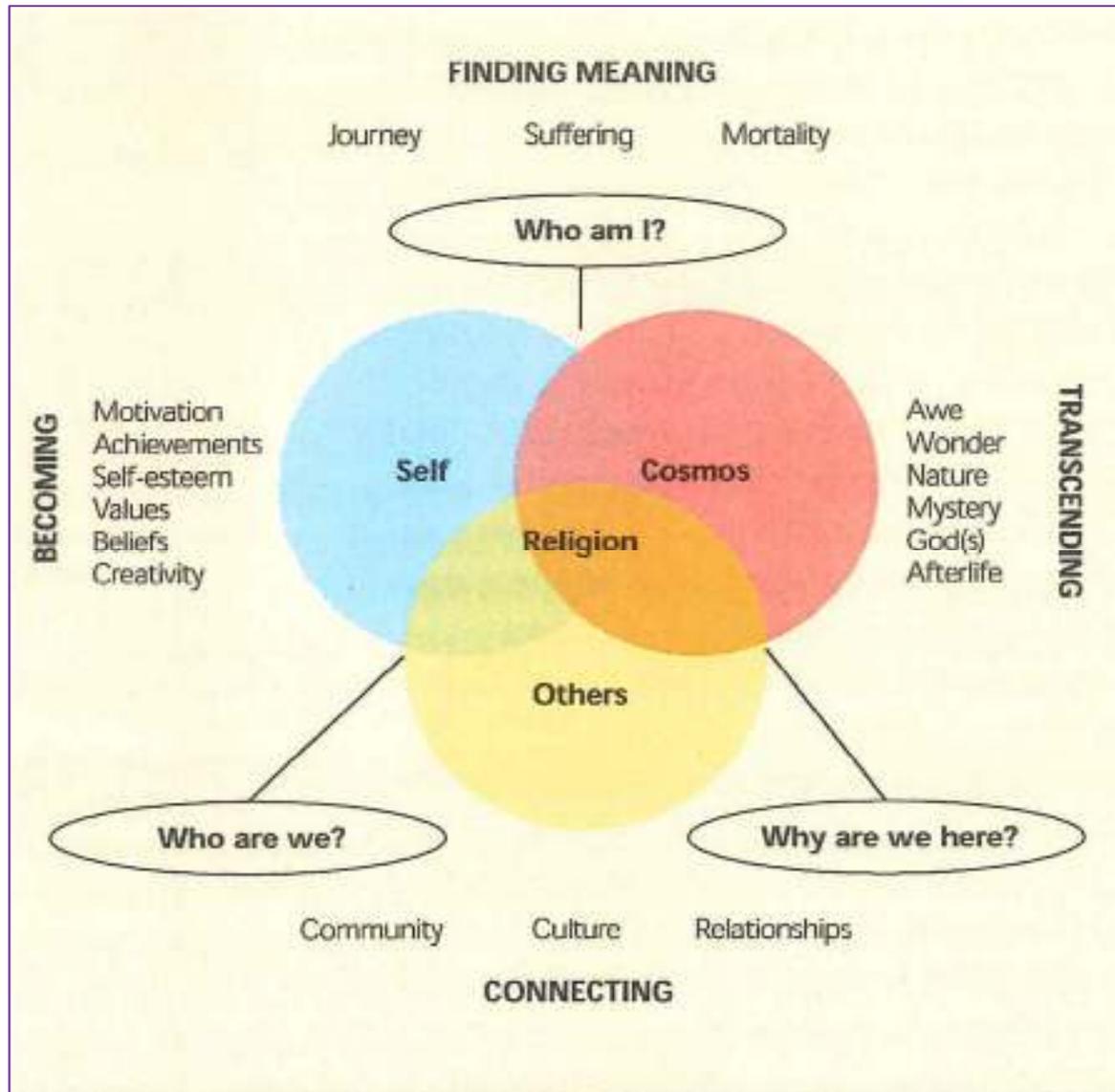


Religiousness is formal, organized, dogmatic, institutional, intolerant, negative, community focused, more observable, measurable, objective, behaviour-oriented with an emphasis on outward practices, more authoritarian, more oriented toward doctrine (especially that which distinguishes good from evil), and inappropriate to be expressed in the workplace.



Spirituality is the privatization of religion, informal, personal, universal, nondenominational, inclusive, tolerant, positive, individualistic, less visible and quantifiable, subjective, emotionally oriented and inwardly directed, less authoritarian, little external accountability, and appropriate to be expressed in the workplace.





## An Inclusive Model of the Spiritual Domain



# Workplace Spirituality



# Communities





workplace or corporate spirituality...

identifies a culture characterized by a shared commitment to a set of personal values, relational practices, and social ethics orientated both to the care of staff and the care of patients/families, and grounded in life-enhancing ideals, such as service, empathy, compassion, and justice.



... a framework of organizational values evidenced in the culture that promote employees' experience of transcendence through the work process, facilitating their sense of being connected to others in a way that provides feelings of completeness and joy.

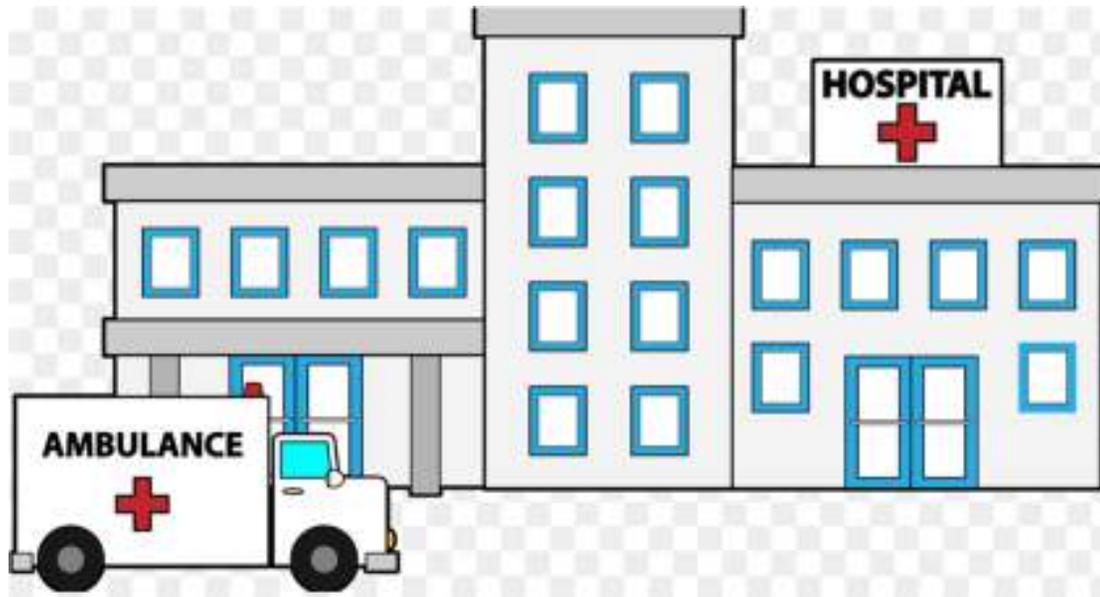
(Jurkiewicz, C., and Giacalone, R. (2004); A values framework for measuring the impact of workplace spirituality on organizational performance. *J Bus Eth* 49,129-42)



... the recognition that employees have an inner life that nourishes and is nourished by meaningful work that takes place in the context of community;

(Ashmos, D., and Duchon, D. (2000). Spirituality at work: a conceptualization and a measure. *J Manage Inq* 9,2,134-45)





- meaning and purpose in the our work
- relationships in the MDT and with others
- congruence in clinician and organizational values



Religious perspectives of spirituality which promote

- A vision of the common good
- Community spirit
- Compassion
- forgiveness



## Challenges in the palliative care setting



# The Spiritual-Scientific practitioner



His reflective  
journal?



To heal a person, one must first be a person (*Heschel*)

The first step in addressing the patients' spiritual needs and providing spiritual care is to be aware of one's own spirituality and personal beliefs (*Baldacchino*)

What we attend to becomes our reality, and what we don't attend to fades out of reality (*James*)



## *Spirituality as an essential component of professional development*

healthcare professionals need the encouragement and support of their employer to give sufficient regard to self-care, reflection, retreat and stress management;

professional development should incorporate spiritual development in terms of a person's sense of professional calling, their understanding of relationship-centred care, and the practice of compassion;

the multi-disciplinary team itself should be encouraged and given time for regular and ongoing self-examination and reflection about its interaction with patients.



The Theory of Spirituality in the Workplace  
(*Baldacchino*)

***Meaningful Work***

***Community***

***Alignment with Organizational Values***



*Having a sense of work being meaningful*  
**reflects** who a person is  
and  
may **change** a person's perception of themselves



*A sense of community*

**Reflects** connectedness  
and  
**stimulates** team spirit



## *Organizationally*

**An alignment of common values  
enables a person to see that their work has far greater  
significance and effect beyond their immediate context**



## *Good practice*

- **self-acknowledgement of our values/beliefs**
- **recognizing the potential for stress and burnout**
- **a need to attend to our own health and wellbeing**



## Conclusion

- What is this life all about, and, in life, what really matters?
- What meaning do we derive from our profession as healers?
- What are we called to be rather than to do?



**Grazzi**

