# RESEARCH ARTICLE

# SELF-COMPASSION IN NURSING: AN EVOLUTIONARY CONCEPT ANALYSIS

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#### **Abstract**

COVID-19 pandemic gives a new meaning to self-compassion thinking. Nurses in various fields or settings (e.g., hospital, CoViD-19 isolation facility, community) provide care to patients and families who may be suffering and traumatized from the ongoing disease outbreak. Thus, it is necessary to illuminate the concept of self-compassion to respond to the holistic needs of the nurses who are at risk of developing compassion fatigue and burnout. This paper aims to examine the concept of self-compassion as it relates to nursing using simplified Rodgers' (2010) evolutionary concept analysis. Rodger's evolutionary concept analysis is an inductive method of analysis wherein concepts are viewed to develop over time and are highly influenced by the context in which they are used. The data source was a search of literature published from 2010-2020 on CINAHL, Google Scholar, and Health Source: Nursing/Academic Edition. The sifting process is utilized to ensure a comprehensive electronic database search.

This evolutionary concept analysis found four attributes of self-compassion in nursing: mindful attention, self-mastery, self-kindness, and shared humanity. Regarding the antecedents of self-compassion, it is necessary to experience suffering, an event, or a traumatic encounter. Consequently, these may result in compassionate care, positive well-being, and quality nursing care. In the nursing context, compassion toward self has been seen to subtle. During the continually evolving Covid-19 pandemic, nurses must be empowered to continuously envisage self-compassion in their daily practice. Frequent practice of compassion towards self can potentially appreciate this way of being in the nursing discipline and the patients, families, or communities for which nurses compassionately care for and serve.

**Keywords:** Self-compassion, Nursing, Evolutionary Concept Analysis, COVID-19 Pandemic

**Background.** COVID-19 pandemic gives a new meaning to self-compassion thinking. Self-compassion is a construct from the Buddhist idea that involves the extension of care, kindness, and understanding toward oneself when faced with shortcomings, inadequacies, or failures (American Psychological Association, 2020). The dynamic nature and various interpretations of this concept resulted in multiple definitions. Notably, there has been a debate about the conceptual clarity among definitions of self-compassion in scholarly work (Bluth & Blanton, 2014; Germer & Neff, 2013). This paper aims to clarify the concept of self-compassion in nursing.

The rapid spread of SARS-CoV-2, the novel virus that causes Coronavirus Disease (COVID-19), was considered as an international public health event by the World Health Organization (WHO). The nursing community is at the forefront of this unprecedented public health event. Arguably, nurses must

not disregard their mental health during this pandemic. Recent evidence has shown that health workers directly involved in the diagnosis, treatment, and care of patients with COVID-19 are at risk of developing mental health symptoms (Kang, 2020; Khanal et al., 2020; Spoorthy, 2020). The increasing number of confirmed cases and deaths among nurses, additional work burden, inadequate personal protective equipment (PPE), media coverage, lack of specific treatment, vulnerability to infection and having to stay in quarantine, as well as feelings of being inadequately supported in the workplace, stigma faced by directly caring for COVID-19 patients, and understaffing, can contribute to the mental burden of nurses. The psychological health impact of the disease outbreak is usually neglected during pandemic management due to safety priorities and costs.

Notably, the COVID-19 pandemic has evoked not only economic upheaval but also emotional turmoil among nurses on the front line. Tamse (2020) highlighted fear, uncertainties, distress,

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anger, and frustrations as the most common impact of the COVID-19 pandemic on the emotional well-being of nurses. The courageous stories, unrelenting pressure and grief, and reports of resource rationing decisions affected nursing care. Nurses' experiences of significant on-the-job anxiety, compassion fatigue (Houck, 2014; Mattioli, 2018), and burnout were aggravated by the COVID-19 Pandemic (Lai et al., 2020; Liu et al., 2020, Wu et al., 2020, Lu et al., 2020). The veins of fear have been in the lives of nurses months after the World Health Organization (WHO) declared the emergence of the novel coronavirus across the globe.

According to Germer (2020), self-compassion is a vital inner source for managing stress during the COVID-19 pandemic. Thus, understanding the definition and core attributes of selfcompassion in nursing is an essential self-care strategy that nurses can acquire to sustain care. Self-compassion (SC) is not synonymous with self-esteem, which involves confidence in one's worth or abilities. Reyes (2012) posit SC as a condition of being that gives an insight into enduring the past, and the meaning of illness, pain, and suffering. SC is emphatically connected to sound mental working as far as unique joy, life fulfillment, versatile adapting, enthusiastic insight, and inspiration (Neff et al., 2005; Beekman et al., 2017), and adversely linked to unfortunate working as far as less nervousness, stress, and sorrow (Yarnell et al., 2018; Long & Neff, 2018). During the past 20 years, research into selfcompassion within nursing has been evolving but remains ambiguous. The COVID-19 pandemic influenced nursing, modifying how nurses render care in response to stringent infection prevention and control measures. Self-compassion as a self-care measure to mitigate the impact of burnout and compassion fatigue remains to be a dynamic concept. Thus, it is necessary to further illuminate the concept of self-compassion within the context of nursing.

Nursing is a crucial element of health care in every setting. In hospital settings, nurses comprise about 40% to 50% of the total workforce (Department of Health, Hospital Nursing Service Administration Manual, The Nursing Service, 2019, p. 11). Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups, and communities, sick or well, and in all settings (International Council of Nurses, 2002). The WHO highlights the vital roles of nurses in the promotion of health, prevention of illness, and the care of ill, disabled, and dying people.

Nurses provide twenty-four seven (24/7) direct or indirect patient care irrespective of holidays, public health emergencies, or catastrophes. Nurses in practice (e.g., hospital, CoViD-19 Facilities) provide care to patients and families who may be suffering and traumatized from the ongoing disease outbreak.

Emotions derived from these experiences is an integral component in the relationship between the nurse, patients, and families. Self-compassion has been described as the ability to be compassionate to oneself (Henderson & Jones, 2017) and involves linking association with others through understanding (Neff, 2009). This ability is necessary for preparation for the nurse to be compassionate to patients (Ferreras, 2019).

The World Health Assembly designated 2020 as the International Year of the Nurse and Midwife, a year-long effort to celebrate the courageous work of nurses and midwives. Likewise, the Philippine Government declared 2020 as the Year of Filipino Health Workers to commemorate the immeasurable acts of heroism and selfless compassion of nurses and all health workers, and give honor to those who sacrificed their lives in the line of service, especially in this time of Coronavirus Diseases Pandemic (Proclamation No. 976, s. 2020). However, there are still appalling reports of threats to nurses' safety and security, such as shortages of human resources and Personal Protective Equipment (PPE) and support from the hospitals (Rowan & Laffey, 2020).

In 2020, a concern for mental health amongst nurses has risen to a new level. As the COVID-19 pandemic prevails to impact psychological health, nurses have unique insights into their colleagues' emotional well-being and the individuals for which they provide care. Nursing as a profession exemplifies compassion. With nurses caring for COVID-19 patients being among the foremost at risk for compassion fatigue and burnout during this pandemic era, it is evident that more needs to be reviewed and done. The studies' results, as mentioned above, and the need to further dissect the concept of self-compassion in the context of nursing during the COVID-19 pandemic prompted the researcher to conduct a concept analysis. This paper aims to examine the idea of self-compassion as it relates to nursing using simplified Rodgers' (2010) Evolutionary Concept Analysis.

# Methods

The basic building blocks of a theory are concepts. Walker and Avant (2018) defined the concept as a mental image of a phenomenon, a construct in the mind about a thing or an action that represents a symbol or a building block of a more significant spectrum. Concept analysis represents a strategy that permits a researcher to examine the attributes or characteristics of a concept (Walker & Avant, 2018). Within nursing, concept analysis is defined as the dissection of a concept into simpler elements to promote clarity while providing mutual understanding (Nuopponen, 2010). Rodgers (2000) offered a method of concept analysis referred to as an evolutionary view of concepts, which "addresses contemporary concerns valuing dynamism and interrelationships within reality".

DECEMBER 2020 | SPECIAL ISSUE ON COVID-19

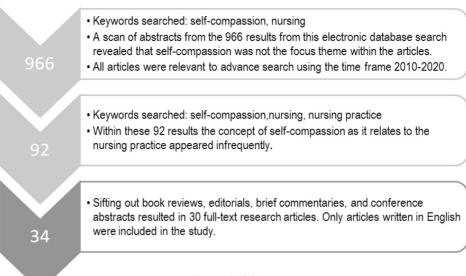


Figure 1. Sifting process.

This study utilized Rodgers' Evolutionary Concept Analysis (inductive method of interpretation) to examine the significance, use, emerging trends, and future development of the concept of self-compassion as it unfolded over time in the context of nursing. According to Rodgers et al. (2018), concepts evolve and are highly influenced by the context in which they are used. In this study, an updated idea is proposed based on the evolutionary method.

Rodgers' evolutionary view was chosen for this inquiry because it is rigorous, systematic, and reflects the advancement and use of science concepts. Pinto et al. (2017) suggests that the concept development in this method remains dynamic, and past definitions or researches are not "the truth" but contribute to knowledge. Specifically, this study employed simplified Rodgers' evolutionary concept analysis, which consists of three (3) phases: 1) Initial Phase (selection of concept for review, the concepts' context, collection of data for analysis, and choice of texts; 2) Core Analysis Phase (presentation of concept's antecedents, attributes, consequences, and identification of model case), and 3) Further Analysis Phase.

The study employed the sifting process in the collection of data analysis, as shown in Figure 1. The sifting process is an iterative approach that involves exhaustive database search, screening for relevance, and subsequent validation (Archer et al., 2015). The following serves as the exclusion criteria of the concept analysis: (1) articles not addressing the concept of self-compassion in nursing, (2) studies on psychometric development of self-compassion scale. In the conduct of the sifting process, the following search words and boolean operators were used: 1) "self-compassion," and "nursing," or "nursing practice." Exhaustive electronic research was performed using the following databases: CINAHL, Google

Scholar, and Health Source: Nursing/Academic Edition. Specifically, the input of "self-compassion" AND "nursing" as search words initially resulted in 966 articles. The additional input of "nursing practice" AND "COVID-19 Pandemic" search terms in the abovementioned databases yielded a total of 92 articles as relevant to advance search using the time frame 2010-2020. Rodgers (2000), as cited in Tofhagen and Fagerstrom (2010), recommended the inclusion of 30 studies or 20% of the total number of references reviewed. After applying the inclusion and exclusion criteria, 34 studies were reviewed vigorously in the core analysis phase.

The core analysis phase involved reading the articles in their entirety, focusing on the concept's context, antecedents, attributes, and consequences. During this phase, the author attempted to immerse in the idea to uncover patterns and further allow main themes to emerge. Data saturation was achieved when the data repeats itself, and the supplementary data provides a totality of antecedents, characteristics, and consequences of the phases and between them.

# **Results and Discussion**

The concept of self-compassion has become more relevant in nursing theoretical development. SC is presently seen as being warm and caring on occasions of difficulty, being thoughtful to self, accepting suffering or unpleasant events as they are, and being non-judgmental (Mathad et al., 2017; Germer & Neff, 2013). According to Tóth-Király & Neff (2020), self-compassion is a universal experience that applies across several contexts. In nursing, self-compassion is a state of self-kindness, authentic presence, wisdom, and commonality that transforms suffering and leads to decisions that ameliorate nurses' and patients' health and well-being (Reyes, 2011). These varied definitions

Table 1. Self-compassion in Nursing

Defining Attributes	Antecedents	Consequences
Mindful Attention  Non-judgmental receptive mindset  Maintaining perspective in challenging circumstances  Cognizance to present-moment experience  Self-mastery  Ability to learn from failure  Willingness to try again without fear  Self-kindness  Being imperfect and toward oneself  Being with  Shared Humanity  Recognizing that personal inadequacy is part of the shared human experience.  Understanding that all humans can commit mistakes	Experience of Suffering  Nurses' experience of threat to self  Phenomenal realms of suffering related to nursing practice: the patient's experience of suffering and the nurse's knowledge of the patient's suffering  Becoming overwhelmed with caring  Event  An occurrence, a noteworthy incident.  Overwhelmed health care system  Experience of pandemic or public health crisis  Traumatic Encounter  A distressing encounter that causes physical, emotional, spiritual, or psychological harm.	Compassionate Care  Altruistic desire to aid a patient  Humanistic response  Meaningful connection with patients  Positive Well-being  Emotional resilience  Holism  Experiences of contentment and happiness  Respite from suffering  Quality Nursing Care  Being cared for by nurses who are well informed  Service punctuality  Meeting client needs and expectations

raise further debate about a more holistic and evolutionary nature of self-compassion as a concept of interest. Self-compassion in nursing has been explored and studied (Table 1). However, its application in the context of nursing service remains to be limited.

# **Defining Attributes of Self-compassion**

Self-compassion is beyond compassion to oneself. Through the core analysis, four attributes emerged to clarify the concept: mindful attention, self-mastery, self-kindness, and recognition of humanity. These attributes mutually interact to develop a self-compassionate frame of mind in nursing.

Mindful attention focuses primarily on the acceptance of experience itself (Penge, 2019; Germer & Neff, 2013). Mindful attention or mindfulness refers to the ability to use thought processes to regulate our behavior (Gregorio & Pinto-Gouveia, 2013). This defining attribute of self-compassion encompasses a dynamic cycle involving dedication, self-discipline, and willfulness. In nursing, this can be performed by staying in the moment-to-moment experience (White, 2014; Matchim et al., 2011) with a patient or the healthcare team members. Matchim et al. (2011) summarized mindful attention as being sensitive to the entire field of awareness where an individual can maintain focus without distraction. Germer (2020) further suggests that the practice of self-compassion is a mixture of the mind and the heart.

Mindful attention balanced frame of mind that takes into consideration the present moment. Given the COVID-19 pandemic, mindful attention allows nurses to objectively witness the experience of suffering of both patients and nursing colleagues with Coronavirus Disease. Rather than intensifying, this attribute transforms suffering into an opportunity for psychological growth.

Self-mastery emerged as an antecedent to self-compassion, wherein nurses have self-control. Self-mastery refers to the discipline of continuous learning and deepening of one's view with the ability to learn from failure, thus building resilience (Neff, 2009; Gedik, 2019; Koehle et al., 2008). Self-mastery is often defined as self-control, the ability to exert a strong will against our impulses to steer our future to one of our choosing. But, this is only one aspect of the term. Self-mastery requires having a vision for your future self. It is being able to look at your mistakes, acknowledge them, and learn from them.

Self-compassion skills begin with understanding one's self. It involves being as kind to oneself as you are to others in need. Self-kindness is a critical attribute of self-compassion. According to Neff (2009), self-kindness refers to a kind attitude towards self. Self-kindness is unconditional, wherein individuals believe that they deserve to be loved and valued regardless of external factors (i.e., social status) (Egan & Mantzios, 2018; Smith et al.,

2018; Sims et al., 2020). Developing self-kindness necessitates softening critical self-talk and becoming less dissatisfied with perceived personal feelings (Dreisoerner, 2020). Self-kindness in nursing is nurturing oneself through comfort and connection. During this pandemic, self-kindness is crucial to our well-being, both physically and emotionally.

Nursing is a discipline to serve humanity. Neff (2009) describes shared humanity as seeing one's experiences as part of the more significant human experience instead of seeing them as distinct and isolated. In nursing, shared humanity encompasses connectedness. This is reflected by remembering that everyone commits missteps and experiences difficulties during unprecedented times. The common humanity component of self-compassion, in contrast, allows further recognition of the related skills of self and others, thus breaking the cycle of self-isolation (Taylor et al., 2019; Sara et al., 2020).

## **Antecedents of Self-compassion**

Antecedents refer to those things which precede the concept (Rodgers 2000; Tofthagom & Fagerstrom, 2010). According to Germer (2020), self-compassion is a healthy response to suffering. The experience of suffering in times of COVID-19 pandemic, which remains to be evident among nurses, has become an increasingly popular construct. Suffering as a profoundly personal state involves agony, grief, sorrow, pain, and conflict due to an inability of individuals to find an answer to problems that altered their lives and the relationships with others (Ferrell & Coyle, 2008; Liu et al., 2007; Dev et al., 2018).

Disease outbreaks such as the COVID-19 pandemic are anxiety-provoking situations. Nurses in direct contact with COVID-19 patients are more exposed to traumatic events such as patients' sufferings and deaths (Pappa et al., 2020). The surge of COVID-19 confirmed cases in hospitals and isolation facilities further resulted in nurses' experience of patient's suffering. In the context of the COVID-19 pandemic, nurses frequently experience a threat to self and exposure to events such as patient's distress or death and or loss of colleagues. Nurses' experience of suffering was aggravated by the risk of being infected by COVID-19, fear of transferring the virus to their families, and the physical or social isolation (separation from the families and friends). Nurses' suffering can be manifested by a pattern of decreased self-care, decreased ability to relate to others, and diminished autonomy (Reyes, 2011).

To give themselves compassion, nurses must accept the general suffering they are experiencing. The nurses' sufferings, when viewed over time, promote the realization that life has worth. Then, nurses shift from the direction of pain to approaching sufferings with compassion, opting to immerse all facets of

reality, thereby breaking the cycle of negativity. Nurses, who become aware of this choice, extend compassion to one's self.

An event as an antecedent of self-compassion refers to a phenomenon (an observable fact at a given time) that is unpredictable and causes emotional distress (Skaggs & Barron, 2006). Unexpected situations such as disasters and pandemics are events related to nursing. The World Health Organization defined pandemic as "an epidemic occurring worldwide, or over an extensive area, crossing international boundaries and usually affecting many people." Pandemics can overwhelm a hospital's capacity to deliver nursing services (Liu et al., 2020; Levin et al., 2007). Nurses in healthcare facilities play a vital role in local responses to emergencies, such as communicable disease pandemics (Coronavirus Disease).

Nurses respond to traumatic encounters in different ways. Traumatic encounters reflect incidents that can cause physical, economic, psychological, or spiritual harm to an individual (Nowicki et al., 2020; Mealer et al., 2009). Consequently, the person who is experiencing

the distressing encounter may feel disturbed, anxious, or frightened. In nursing practice, a condition called post-traumatic stress disorder (PTSD) can occur after the nurse encounters a life-threatening incident or witnesses a death. Nursing practice involves human-to-human interactions. These encounters are synonymous with the nurse's caring experiences, wherein interactions deem contact with the patient or client. Notably, in a nurse-patient encounter, the nurse witnesses tragedies experienced by patients and their families. This encounter represents how the nurses described the changes in giving nursing care on the unit.

# **Concept Consequences of Self-compassion**

Consequences are identified themes that arise from the concept (Rodgers 2000). The primacy for self-compassion entails the following defining consequences: compassionate care, positive well-being, improved self-care, and safe and quality nursing care. Self-compassion is a foundation of compassionate care (Mills et al., 2014; Gustin & Wagner, 2013). In nursing, compassionate care remains to be a central tenet of nursing service, integral to practice.

Blomber et al. (2016) described compassionate care as a collection of wisdom, love, compassion, and empathy. Compassionate care is fundamental to nursing services (Wiklund & Wagner, 2013) and can be expressed as knowledge of a situation when the nurse is suffering (Crawford et al., 2014; Su et al., 2019; Henderson & Jones, 2017; Sims et al., 2020). Health care system challenges arise continually in nursing services. And navigating the turbulent nursing practice

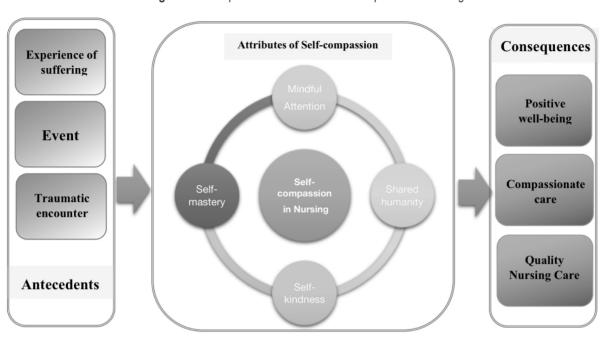


Figure 2. Conceptual Framework on Self-Compassion in Nursing

landscape during the COVID-19 pandemic has put more pressure on nurses. According to Zamanzadeh et al. (2018), the provision of organizational support and continuing professional education can address nurses' capacity for compassionate care.

Nurses with self-compassion can nurture positive well-being and resilience in health care (Sinclair et al., 2017; Sirois, 2020). Well-being is a state of being healthy that integrates mental health (mind) and physical health (body), emotional health, and satisfaction with life, and positive functioning (Bluth & Blanton, 2015; Jarden, 2019). Nurses who are compassionate to themselves exhibit a higher perspective, increased sense of well-being (Clevenger, 2018), and motivation to achieve new and attainable goals (Ko et al., 2018; Simmer-Brown & Fran, 2011; Leary et al., 2007).

The cornerstone of health care practice is the provision of quality care. In nursing, quality care entails meeting client needs and expectations through conforming to relevant standards/ requirements (Grimley, 2017; Andrews et al., 2019). It is linked to the degree to which the physical, psycho-social, and other care needs of the patient were met. The nurses' relationship with themselves sets the tone for every other relationship (i.e., nursepatient) they engage with. Quality care is of critical importance among nurses in practice. Along with the definitions of self-compassion, several recent studies reported that compassionate care resulted in quality nursing care (Sinclair et al., 2017; Clevenger, 2018'; Gishu et al., 2019). Raab (2014) found that enacting self-compassion as a self-care intervention for nurses holds promise in increasing the effectiveness of clinical care. Sharma and Jiwan (2015) substantiated these findings and

further reported that nurses who enact self-compassion deliver more quality nursing care.

Figure 2 shows the developed conceptual framework of self-compassion nursing. The analysis found four intricately connected attributes: self-compassion as an emerging concept in these challenging times is characterized by mindful attention, self-mastery, self-care, and shared humanity. The antecedents, attributes, and consequences appeared to inform one another over time.

## **Implications for Nursing Practice**

In nursing practice, clarity of the concept of self-compassion can guide nursing actions and improve nursing outcomes. Self-compassion can be translated into practice when nurses derive their interventions and care plans from the idea of self-compassion. Nursing interventions such as mindfulness exercises, loving-kindness meditations, therapeutic touch, or the therapeutic use of self are effective strategies to translate self-compassion at the bedside (Hofmeyer et al., 2020; Reyes, 2012). Notably, nurses can embrace self-care strategies (i.e., kind self-talk, social connections, regular exercise) to foster self-compassion (Mills et al., 2020; Hofmeyer et al., 2020). The awareness of SC's core attributes is necessary to embed it as a habit among nurses in practice. Through the understanding of the unique characteristics of self-compassion, nurses can provide safe and quality care.

Self-compassionate individuals have better psychological wellbeing, motivation, perspective-taking, better relationships, and happiness (Vachon, 2016). In times of the pandemic, the skill to be self-compassionate should be integrated within the nursing culture (Campion & Glover, 2017; Kelly & Tyson, 2016). Nurses can use this ability to prevent burnout and compassion fatigue proactively instead of being reactive in response to stressful situations. Nurses can further use self-compassion as a self-care strategy to lessen their vulnerability to COVID-19 related fatigue or COVID-19-associated rapid-onset compassion fatigue and to improve their psychological well-being (Hofmeyer et al., 2020, Ramanujapuram, 2020). Healthcare facilities such as hospitals, healthcare centers, clinics, and community isolation facilities should highlight the need to foster organizational environments conducive to self-compassion. Within these environments, nurses in practice can better engender the compassionate care that is expected of nursing as a caring profession (Craford et al., 2014; Chiacchia et al., 2018; Ferreras, 2019; Duarte et al., 2016).

This evolutionary concept analysis provides a foundation for further conceptual work and provides direction for new research. Additional research is needed to explore holistic approaches to self-compassion in various nursing fields. First, to test its relationship to safe and quality nursing care for patients. Second, to determine the relationships between self-compassion and selfcare in hospital nurses in varied settings. Third, the pressing concern to explore how self-compassion fatigue can be carried out despite all the chaos that the COVID-19 pandemic brought. This new line of inquiry in nursing will advance authentic and genuine imperative in the context of practice. The proposed conceptual framework on self-compassion in nursing can be utilized by nurses as a guide in providing compassionate guality nursing care in times of pandemic. The study further provided a starting point to reexamine the concept of self-compassion in nursing given the ongoing COVID-19 pandemic nature. However, further development of the concept of self-compassion in nursing could substantiate this focus, specifically through rigorous qualitative methodologies.

#### Conclusion

Self-compassion remains to be an unending experience in nursing. In the context of the COVID-19 pandemic, compassion toward self has been subtle, but then, unmistakably evident in its advantage to the nurses. Self-compassion in nursing is a healthy attitude that front-line nurses and responders to the COVID-19 pandemic can practice towards the self. It is an emotionally positive self-attitude that should protect nurses against the negative consequences (i.e., isolation, rumination) and the psychological impact of the ongoing disease outbreak. The concept of self-compassion in nursing is an ever-evolving multifaceted process. Amid the continually evolving COVID-19 pandemic, nurses must be empowered to envisage self-compassion in their daily practice continuously. Self-compassion is a resource needed by nurses to further cope with the grief, distress, and fear brought by the COVID-19 pandemic. Finally,

frequent practice of compassion towards self can potentially appreciate this way of being in the nursing discipline and the community for which nurses compassionately care for and serve.

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#### **Acknowledgment**

The author was inspired by the creativity and dedication of Nurses in SLU Hospital of the Sacred Heart during the COVID-19 Pandemic. Despite the anxieties, limitations, and challenges faced, they were able to reflect the authentic service and care to our patients beyond the standards expected of them. Likewise, the author would like to thank Dr. Fareda F. Flores and his colleagues in the Department of Health and Metro Psychiatry Inc. for allowing him to join the week-long workshop entitled Building Resilience and Preventing Burnout in Times of COVID-19: A Self-Compassion Training for Health Care Communities.

"Florence Nightingale continues to serve as a symbol of the power of nursing and demonstrates nurses' critical role in global healthcare,""

Patricia Jakel, RN, MN, AOCN at OncLive