



Moral Injury Tool Kit

Project Overview

Physicians for a National Health Program is conducting a research project to explore how the U.S. healthcare system's focus on the "business of medicine" harms physicians' ability to provide care, drives burnout and moral injury, and exacerbates healthcare inequities.

Funded by the Robert Wood Johnson Foundation, this 18-month project includes workshops, a national physician survey, interviews, and patient focus groups. Findings will culminate in a report with actionable recommendations in November 2025. We are currently in the survey collection phase and need your help to collect data that will be used to conduct physician interviews. Please read on for suggestions and resources to make sharing the survey as easy as possible, as well as more information about the project.

For more information on this research project, feel free to visit our webpage: <https://pnhp.org/moralinjury>.

Email Templates

Sample Email to Recruit Colleagues to Take the Survey

Subject Line: Join the Movement to Address Moral Injury in Healthcare

Dear XXXX,

I'm reaching out to share an opportunity to contribute to an important research project led by Physicians for a National Health Program (PNHP) and funded by the Robert Wood Johnson Foundation (RWJF). This initiative investigates how the U.S. healthcare system's increasing focus on profits is harming physicians, our ability to provide care, and the patients we serve. The research is focused on understanding the role of this profit-driven system in driving burnout, moral injury, and structural inequities in healthcare. As a fellow healthcare professional dedicated to providing high quality health care, your insights are critical to shaping this work and identifying solutions.

Here's how you can help:

Take the survey (it only takes about 10 minutes!)

<https://pnhp.org/Survey>

Your responses will contribute to a report which will be released in November 2025, and your participation is an essential part of this work. Please also forward this email to your colleagues or share the survey link to help expand the reach of this important effort.

Thank you for your time and support. Let me know if you have any questions!

Best,

XXXX

P.S. PNHP will be raffling off gift-cards, books and other fun prizes once a month to those who have completed the survey.

Other Tips for Sharing in Professional Settings

1. **Department Meetings:**

- a. Request a few minutes during department meetings or other professional gatherings to present the survey and share why it's important. Highlight how participation can contribute to actionable solutions for addressing moral injury and burnout.

2. **Medical Conferences or Events:**

- a. If you're attending a medical conference or professional event, engage in conversations about the project during networking opportunities.

3. **Professional Organization Listservs:**

- a. Share the survey link and project details through relevant listservs, newsletters, or discussion boards of professional medical associations or specialty groups.

4. **Medical School Alumni Networks:**

- a. Use alumni groups or networks to circulate the survey, reaching a broader and diverse group of physicians across different practice settings.

5. **Professional Social Media Groups:**

- a. Post the survey in private Facebook or LinkedIn groups for healthcare professionals, emphasizing how the collective data can influence systemic change.



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HEALTH
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Additional Research

If you are interested in learning more about moral injury, systemic racism, financialization, or other related topics, feel free to check out these articles and studies!

https://www.wpchange.org/explore-the-framework?ck_subscriber_id=2735741350&utm_source=convertkit&utm_medium=email&utm_campaign=Year%206%20in%20the%20books%20-%2016123563

<https://www.healthaffairs.org/doi/10.1377/hlthaff.2021.01394>

<https://www.aspeninstitute.org/wp-content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>

<https://jamanetwork.com/journals/jama/fullarticle/2822095>

<https://www.healthaffairs.org/content/forefront/impact-private-capital-and-financialization-health-equity-response-enekwechi>

https://cepr.net/report/working_paper-financialization-in-health-care-the-transformation-of-us-hospital-systems/

<https://orcid.org/0000-0002-7830-8756>