

ANA HNNH CHALLENGE — JANUARY 2025

Title: Human Flourishing Challenge

Run dates: TBD

When you think of ethics, does your mind immediately go to high-minded ideals and abstract rules?

The [Code of Ethics for Nurses](#) isn't just a list of dos and don'ts. It's a roadmap to something bigger — *human flourishing*. At its core, nursing ethics is about promoting well-being — for yourself, your patients, and the communities you serve. It's not about checking off boxes or hitting performance metrics; it's about having a career that's rich, purposeful, and connected to others. As a nurse, you're in a unique position to bring this principle to life.

During this 10-day challenge, we'll explore how human flourishing — a key ethical concept — directly supports well-being. By focusing on practical, actionable steps, you'll learn how to weave human flourishing into your daily routine. It may involve building stronger relationships with patients, advocating for healthier environments, fiercely prioritizing your well-being, or something else. Each day, you'll gain tips and tools to align your actions with the deeper values of your profession.

By the end of this challenge, you'll see how nursing ethics and well-being are intricately connected. This will empower you to create a fulfilling career that enhances your life and the lives of others. Sound good? Let's flourish together!

Day 1

Practice Seeing Yourself in Others

Behind every patient's diagnosis is a person with unique experiences, emotions, and values. Relational care — the practice of seeing yourself in others — helps you connect with patients as people first. This mindset nurtures trust, empathy, and respect, paving the way for humans to flourish.

Why does this matter? Building trust and empathy improves the care experience for everyone involved. Compassion fatigue, which can [lower job productivity and increase turnover](#), is common in nursing. But cultivating self-compassion and connection does the opposite — it improves resilience and reduces burnout.

Your Action for Today

Before your next patient interaction:

1. **Pause for perspective:** Identify moments to pause and reset before challenging situations occur. Practice a calming technique, like deep breathing, or recite a simple

mantra such as “I see the person, not just the patient.” Being prepared makes it easier to find your center during busy moments.

2. **Learn from others:** Ask a coworker how they engage with patients to create meaningful connections. You might discover new strategies to bring relational care into your own practice.
3. **Be fully present:** Acknowledge the challenges of juggling multiple priorities, but when possible, focus entirely on your patient. Maintain eye contact, listen without interrupting, and respond with empathy. Even small moments of presence can leave a lasting impact.

Relational care isn't just about helping patients feel seen — it's also about creating moments that nurture your well-being. When you connect with patients on a human level, you foster deeper trust, mutual understanding, and personal growth.

Want to dive deeper? Check out our blog on [compassion fatigue and burnout](#).

Day 2 sneak peek: Explore how mindful reflection can help you align your actions with your core values.

TEXT: Human connection is at the heart of flourishing. See the person, not just the patient. 🧘🧘

Day 2

Have a Mindful Reflection

Ever feel like the days blur together in the rush of patient care? Taking a few moments for mindful reflection can help you regain clarity and reconnect with your purpose.

What is mindful reflection? It's about pausing to consider your actions, emotions, and decisions. [Reflective practice](#) strengthens compassion, empathy, and inclusivity — the same qualities that drive human flourishing. It also helps you manage stress, make clearer decisions, and grow both professionally and personally.

Your Action for Today

Find opportunities to reflect without adding extra time to your day:

1. **Ask yourself the big questions:** As you gather your belongings at the end of your shift or during your commute home, ponder questions that make you think more deeply, such as: *What is important to me about my work?* and *Did my actions today align with my values as a nurse?*
2. **Think about your interactions:** If you want to provide more intentional and meaningful care, regularly reflect on your workday. Ask: *What went well today? Which moments made me feel proud?* Celebrate your successes.

3. **Ask a trusted colleague for feedback:** If you find areas where you need improvement, talk to your fellow nurses. Ask them how you might handle similar situations better in the future. Use their advice to refine your practice.
4. **Reflect on opportunities for growth:** Were there times you could have shown more empathy or inclusivity? How might you approach these moments differently tomorrow?

Mindful reflection is an opportunity to give yourself grace and recognize both your strengths and areas for improvement. This balance builds resilience and empowers you to deliver more meaningful care.

To dive deeper into mindful reflection, check out resources like the American Nurses Association's (ANA's) guidance on reflective practice: [4 Key Strategies for Reflective Practice in Nursing](#).

Day 3 sneak peek: Simple moves = big impact. Learn how to incorporate purposeful actions into your daily routine.

Missed day 1? Catch up here. Join us for day 3.

TEXT: Reflection fuels growth. Take a few minutes today to check in with yourself & realign with your values. 🌱

Day 3 Strengthen Your Community Ties

Yes, nursing is about patient care, but it's also about supporting each other. Building strong relationships with colleagues and mentors can create a sense of belonging and resilience, making it easier to navigate challenges and flourish at work and beyond.

Social connections in the workplace are more than just a nice-to-have; they're essential for well-being. When you connect with others, you [reduce stress, increase productivity](#), and enhance your overall job satisfaction. These relationships form a safety net that helps you thrive, even in demanding environments.

Your Action for Today

Strengthen your professional ties through these steps:

1. **Tag along:** Ask a colleague how they connect with others and join them for a coffee break, volunteer opportunity, or team event.
2. **Reach out:** Send a message to offer support or say thank you to a coworker.
3. **Make mentorship easier:** Intimidated by an experienced colleague? Ask a friend to join you in being co-mentored by someone you admire.
4. **Start the conversation:** Share a challenge or success with your team to foster collaboration and understanding.

Building community is key to human flourishing. Flourish together by taking a small step to connect today. For more inspiration, learn [how nurse mentorship can improve your nursing career](#).

Day 4 sneak peek: Explore how advocating for a healthier work environment can boost your well-being.

Missed day 2? Catch up here. Join us for day 4.

TEXT: Flourishing is about thriving together. Reach out today & make a connection. 🤝

Day 4

Advocate for Healthy Environments

Every step you take to support a healthy work environment (HWE) leads to a flourishing community. Whether it's the physical space or the workplace culture, promoting well-being benefits everyone — patients, colleagues, and yourself.

Creating an HWE is about more than just policies — it's about fostering a culture of respect, collaboration, and well-being. Research from the [American Association of Critical-Care Nurses \(AACN\)](#) shows that units implementing HWE standards:

- Excel in nurse staffing, retention, and workplace safety
- Reduce moral distress and violence

Advocacy might seem intimidating, but it opens an opportunity to approach a challenge collaboratively, strengthening bonds, and demonstrating leadership. These actions both drive meaningful change and contribute to human flourishing for everyone.

Your Action for Today

Look for ways to promote a healthier workplace:

- **Collaborate:** Partner with colleagues to brainstorm practical solutions for a healthful, more inclusive work culture. Ask coworkers for ideas or seek advice from workplaces that seem to thrive.
- **Speak up:** Whether in meetings or casual conversations, advocate for policies that prioritize well-being. Show leadership the way by championing changes that benefit everyone.
- **Celebrate wins:** Identify one area for improvement (e.g. better break room amenities or safety measures) and suggest a solution. When progress is made, acknowledge and honor the success with your team.

Remember: Advocacy isn't just for leadership — it's for anyone committed to creating positive change. Your voice can help shape a more supportive, ethical workplace.

Get inspired! Read our Advocacy Spotlight: [Enforcing Workplace Violence Prevention In Hospitals](#)

Day 5 sneak peek: Learn how fostering inclusivity and respect can promote flourishing for everyone.

Missed day 3? Catch up here. Join us for day 5.

TEXT: Advocacy starts with small actions. Take a step toward creating a healthier, more supportive workplace.

Day 5

Foster Inclusivity and Respect

What's one way to ensure people truly flourish? Promote diversity and mutual respect.

"We don't know what we don't know," says #healthynurse Laura Fennimore, DNP, RN, CNE, NEA-BC, FAAN, a commissioner on the [National Commission to Address Racism in Nursing](#) (the Commission). "Every person, regardless of race, gender, and age, has unconscious biases that keep them from realizing that their words, deeds, and failure to act might be perceived as harmful. But as nurses, we need to recognize that it's our responsibility to explore someone else's view and create space for inclusion."

Nurses interact with people from all walks of life. When you embrace inclusivity and honor the unique experiences of each patient and colleague, you build stronger bonds and create a culture where everyone feels valued. This strengthens relationships and enhances workplace morale, ultimately leading to better patient care.

In short, everyone thrives.

Your Action for Today

Infuse inclusivity and respect into your day with these steps:

1. **Recognize your biases:** Pause to reflect on how unconscious biases might influence your thoughts or actions. Awareness is the first step toward change.
2. **Use inclusive language:** Pay attention to your words — ensure they reflect respect for diverse backgrounds, experiences, and identities. Don't be discouraged if you make mistakes. Acknowledge them, apologize, and commit to growth.
3. **Seek to understand:** Ask open-ended questions and actively listen to learn more about others' needs and perspectives. These small efforts show respect and create stronger connections.

They may seem small, but these actions foster a sense of belonging. In turn, they help align your work with the nursing profession's core values.

Get inspired. See how [#healthynurse Katie Boston-Leary](#) stepped up to build diversity in nurse leadership.

Day 6 sneak peek: Discover why fiercely prioritizing self-care is essential for flourishing.

Missed day 4? Catch up here. Join us for day 6.

TEXT: Inclusivity strengthens connections & fosters flourishing. Embrace diversity to make a difference. 🌍

Day 6

Fiercely Prioritize Self-Care

Every day, you give. But when do you gain?

When you give so much to others, your own well-being might take a backseat. But flourishing starts with you. In fact, [Provision 5 of the Code of Ethics for Nurses](#) reminds us:

“The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.”

Prioritizing self-care isn't selfish; it's essential. When you invest in your physical, mental, and emotional health, you can better care for your patients and thrive in your role.

Your Action for Today

Let's keep it simple by doing one act of self-care today. Here are a few ideas:

- **Schedule me-time:** Even if it's just 10 minutes, plan an activity that brings you joy. Read a chapter of a book, take a quick walk, revisit a beloved hobby, or eat your favorite meal.
- **Reflect and adapt:** Ask yourself: *What can I do today to feel more balanced?* Discuss this with a friend and gather ideas on how they maintain balance in their lives.
- **Take a real break:** Step away from work, even if it's just for 5 minutes, to recharge. Find an accountability buddy who encourages you to take these moments and ensures you stick to them.

Remember: Prioritizing self-care helps you avoid burnout and better support your patients, your colleagues, and yourself. Be fierce about protecting your well-being and commit to taking care of yourself.

Keep exploring. Read our blog on [self-care for the caregiver](#).

Day 7 sneak peek: See how lifelong learning can fuel your growth and keep you connected to your purpose.

Missed day 5? Catch up here. Join us for day 7.

TEXT: Self-care isn't optional. Take a moment today to recharge & invest in you. 🌿 ✨

Day 7

Promote Lifelong Learning

While important, lifelong learning isn't just about certifications or degrees. It's also about discovering new ways to grow. Every piece of knowledge you gain adds to your ability to flourish, enhances your nursing practice, and helps your community thrive.

When you're learning, you're improving. Continued learning has been linked to improvements in overall well-being by [slowing down cognitive aging](#) and [fostering a sense of self-fulfillment](#).

Your Action for Today:

Choose a way to expand your knowledge. Try one of these ideas (or something else):

- **Get input:** Ask a colleague for their advice on a challenge you're facing.
- **Explore an interest:** Read an article or listen to a podcast about an interesting, relevant topic. Set a weekly goal to complete a particular amount to help build the habit.
- **Sign up:** Find an online workshop, webinar, or training to help you grow in a particular area. Consider bringing a family member or friend as a way of bonding together.

In nursing, learning doesn't stop when school ends. Whether it's big or small, every step toward new wisdom keeps you engaged, sharp, and aligned with your purpose.

Day 8 sneak peek: Learn how modeling ethical behavior can inspire trust and accountability in your community.

Missed day 6? Catch up here. Join us for day 8.

TEXT: Growth isn't just a goal — it's a journey. Take a step toward learning something new today. 💡 📖

Day 8

Model Ethical Comportment

When it comes to integrity, do you just talk about it, or do you live it?

Integrity is fundamental to the nursing profession. According to [surveys](#), Americans have ranked nursing as the profession with the greatest levels of honesty and integrity for an astounding 18 years running. Modeling strong ethics as a nurse isn't just encouraged; it's expected.

But there's a bonus: Doing good and embodying ethical behavior doesn't just build trust — it also boosts your mental and emotional well-being. When you align your actions with core nursing values like respect, compassion, and honesty, you're doing the right thing while strengthening your own sense of purpose and self-worth.

When you model ethical comporment, you create ripples of trust and accountability that strengthen relationships with patients and peers. It's about walking the walk — all the time, even when no one's watching.

Your Action for Today:

Practice modeling ethical behavior by focusing on these three areas:

- **Communicate transparently:** Be honest and clear, whether you're discussing patient care or collaborating with colleagues. Practice how you would respond in challenging situations, either on your own or with a trusted friend or mentor.
- **Own your mistakes:** Acknowledge errors and take steps to make things right — it builds trust and accountability. Ask for feedback from others on how you can improve or act differently in the future.
- **Treat everyone with respect:** Approach every interaction with kindness and understanding, regardless of the situation. This fosters stronger bonds and aligns with the nursing profession's core values.

So, how will you walk the walk today? Lead by example and make ethical behavior a core part of your nursing practice.

Day 9 sneak peek: Explore how building reciprocal relationships strengthens both personal and professional growth.

Missed day 7? Catch up here. Join us for day 9.

TEXT: Integrity in action creates a ripple effect. Be the role model you'd want to follow. 🤝

Day 9

Engage in Reciprocal Relationships

It's hard to flourish when one person in a relationship always gives and the other always takes.

Strong relationships have balance. And reciprocal relationships — where giving and receiving go hand in hand — create a network of mutual support and growth. This gives everyone an opportunity to learn, grow, and blossom.

Your Action for Today:

Focus on building a balanced connection with a colleague, mentor, or loved one by implementing these steps:

1. **Acknowledge strengths:** Recognize the unique talents and insights that others bring to the table. Example: *“I really admire how you handled that difficult patient interaction yesterday. Your calm approach made such a difference.”*
2. **Offer support:** Provide a listening ear, encouragement, or practical advice when needed. Example: *“I noticed you’ve been working late a lot lately. How about I take the next shift so you can get some rest?”*
3. **Ask for help:** Don’t hesitate to reach out for guidance or insight when you need it — it strengthens relationships and helps build trust. Example: *“I’ve been struggling with this new protocol. Could you give me some advice on how you manage it?”*

Considering the above examples, do you see how reciprocal relationships build trust and foster collaboration? When nurses engage in these relationships, it strengthens personal connections while enhancing the entire team’s resilience, creativity, and productivity.

The bottom line: We’re stronger together. When we prioritize reciprocal relationships, we build bonds that lift everyone up.

For more inspiration, read how one [#healthynurse scientist improved her well-being by setting healthy boundaries](#), especially in the workplace.

Day 10 sneak peek: Get ready to visualize what “a life well-lived” means to you.

Missed day 8? Catch up here. Join us for day 10.

TEXT: Connection is a two-way street. Build balanced relationships that inspire mutual growth.



Day 10

Visualize Self-Actualization

When you think of “a life well-lived,” what do you see? And what actions can you take *now* to make it a reality?

Self-actualization is about taking steps to align your daily actions with your deepest values and goals to realize your full potential. It’s an ongoing journey, not a destination. It invites you to dream big while remembering what truly matters to you, both at work and at home.

When you can see where you want to go, it becomes easier to take the steps to get there — and to feel fulfilled along the way.

Your Action for Today:

Take some time to think about your ideal flourishing life. Then, bring that vision into focus with these steps:

1. **Reflect on your values:** Write down the personal and professional values that matter most to you. Encourage a friend to do the same and discuss how you live your values. Example: *Compassion could be your most important value.*
2. **Set a meaningful goal:** Choose one goal that aligns with those values — something achievable yet impactful. Example: *If compassion is one of your core values, your goal could be to have more compassion for patients each day.*
3. **Take a first step:** Identify one small action you can take today to start moving toward that goal. Example: *You could listen attentively to a patient's fears during your shift or show patience with yourself after a challenging day.*

Keep learning! Check out these resources that align with this challenge:

- “The Values Factor” by [Dr. John Demartini](#) explores how your values shape your decisions and actions.
- “Atomic Habits” by James Clear provides [a framework](#) on how to set achievable goals that lead to lasting behavior change.
- The [Healthy Nurse, Healthy Nation blog](#) provides additional articles and tips on integrating self-care and goal-setting into your nursing practice.

Congratulations on finishing the **Human Flourishing Challenge!** You’ve aligned your actions with your values, built stronger relationships, and fostered well-being for yourself and others. Well done.

If you enjoyed this challenge, use the social media links on the left side of your page to share it with a nurse and invite them to join [Healthy Nurse, Healthy Nation!](#)

Missed day 9? Catch up here.

TEXT: Flourishing starts with a vision, then action. Dream it. Plan it. Live it. ✨