

## Rushton Moral Resilience Scale-16 (RMRS-16)<sup>TM</sup>

### Instructions:

In answering the following questions, please consider how you **have** responded to challenging ethical situations in the last three months in your professional role.

Please rate the following using the following scale:

1=disagree

2= somewhat disagree

3=somewhat agree

4= agree

**Items:** \*(R)= reverse coding

1. I voice my ethical concerns in a way that others take seriously.
2. No matter the situation I do what is consistent with my values.
3. Difficult ethical situations leave me feeling powerless. (R)
4. I have the conviction to act in accordance with my values.
5. I am overwhelmed by persistent ethical conflicts. (R)
6. I take responsibility for my choices.
7. After facing a challenging ethical situation, lingering distress weighs me down. (R)
8. I have the courage to take action when others resist.
9. When confronted with an ethical challenge, I push myself beyond what is healthy for me. (R)
10. When I am confronted with an ethical challenge, I can articulate the ethical conflict.
11. I tend to be distracted by others' strong emotions when ethical conflicts occur. (R)
12. I am confident in my ability to reason through ethical challenges in my professional role.
13. When others criticize my opinions, I compromise my values. (R)
14. I would rather avoid conflict with those who have more authority than I do than act in accordance with my values. (R)
15. I can think clearly when confronting an ethical challenge, even when I feel pressured.
16. My fear can cause me to act in a way that compromises my values. (R)

## **Subscales**

### **Response to Moral Adversity**

- 3. Difficult ethical situations leave me feeling powerless. (R)
- 5. I am overwhelmed by persistent ethical conflicts. (R)
- 7. After facing a challenging ethical situation, lingering distress weighs me down. (R)
- 9. When confronted with an ethical challenge, I push myself beyond what is healthy for me. (R)

### **Personal Integrity**

- 2. No matter the situation I do what is consistent with my values.
- 4. I have the conviction to act in accordance with my values.
- 6. I take responsibility for my choices.
- 8. I have the courage to take action when others resist.

### **Relational Integrity**

- 11. I tend to be distracted by others' strong emotions when ethical conflicts occur. (R)
- 13. When others criticize my opinions, I compromise my values. (R)
- 14. I would rather avoid conflict with those who have more authority than I do than act in accordance with my values. (R)
- 16. My fear can cause me to act in a way that compromises my values. (R)

### **Moral Efficacy**

- 1. I voice my ethical concerns in a way that others take seriously.
- 10. When I am confronted with an ethical challenge, I can articulate the ethical conflict.
- 12. I am confident in my ability to reason through ethical challenges in my professional role.
- 15. I can think clearly when confronting an ethical challenge, even when I feel pressured.

### **Subscale computations:**

*Response to Moral Adversity*=(item3+item5+item7+item9)/4

*Personal Integrity*=(item2+item4+item6+item8)/4

*Relational Integrity*=(item11+item13+item14+item16)/4

*Moral Efficacy*=(item1+item10+item12+item15)/4

**Total Score:**

*Total RMRS* = (item1+item2+item3+item4+item5+ item6+item7+item8+item9+item10+  
item11+item12+item13+item14+item15+item16)/16

*To use this scale, you must register at <https://nursing.jhu.edu/faculty-research/research/projects/rushton-moral-resilience-scale/>.*