Rushton Moral Resilience Scale-16 (RMRS-16)™

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/.