



# Vision, Mission & Values

CODE YOU is a non-profit organization that offers healthcare professionals holistic care as they face feelings of apathy, isolation, and compassion fatigue.

## MISSION

Resuscitating and strengthening the heart and soul of nursing.

## VISION

A holistically healthy healthcare system that offers transformative care, elevating both provider well-being and community health.

## VALUES

### **A Wholistic Approach**

We embrace a comprehensive approach to nurse wellness that nurtures the full spectrum of a person's needs, acknowledging the interconnection of physical, emotional, spiritual, social, and cultural factors in overall well-being. Here are the primary components:

### **Brave Healing Spaces -**

We cultivate brave healing spaces by embracing reflective practices such as surrender, forgiveness, gratitude, and compassionate service. These practices create an environment where safety, open communication, and the honoring of each individual are prioritized and deeply valued.

### **Based on Evidence and Intuitive Wisdom**

We are committed to grounding our work in rigorous, evidence-based practices while honoring the profound depth of knowledge that transcends measurable understanding — that which is spiritual.

# Values in Action

## A WHOLISTIC APPROACH

We embrace a comprehensive approach to nurse wellness that nurtures the full spectrum of a person's needs, acknowledging the interconnection of physical, emotional, spiritual, social, and cultural factors in overall well-being. Here are the primary components:

**Physical** - Focuses on the body and its systems to maintain or restore health. Includes:

- Nutrition and hydration
- Physical activity and rehabilitation
- Medical treatments and interventions
- Sleep and rest

**Emotional** - Supports the person's mental health and emotional resilience. Includes:

- Providing a safe space for expressing feelings
- Counseling or therapy
- Stress management techniques
- Encouragement and validation
- Addressing anxiety, depression, or grief

**Spiritual** - Recognizes the importance of meaning, purpose, and connection in life. Includes:

- Providing assessment tools and spaces to explore personal beliefs and values
- Prayer, meditation, or other spiritual practices
- Offering hope and peace
- Supporting rituals or religious practices
- Facilitating connections with spiritual leaders or communities

**Relational / Social** - Acknowledges the impact of relationships and community on health. Includes:

- Building trust and rapport
- Active listening and empathy
- Personalized care and advocacy
- Strengthening family and friend networks
- Building a sense of belonging
- Addressing feelings of loneliness or isolation

**Cultural** - Respect individual cultural backgrounds and practices. Includes:

- Awareness of cultural traditions, values, and customs
- Tailoring care plans to align with cultural preferences
- Language accessibility and clear communication
- Sensitivity to diverse needs and norms

### Sources:

Jean Watson's Theory of Human Caring – Emphasizes caring for the whole person, integrating physical, emotional, and spiritual dimensions.

The World Health Organization (WHO) – Promotes health as a state of complete physical, mental, and social well-being, not merely the absence of disease.

Holistic Nursing Practice – As defined by organizations like the American Holistic Nurses Association (AHNA), which focuses on treating the whole person.

Palliative Care Models – Particularly those emphasizing multidisciplinary approaches, such as those from the Center to Advance Palliative Care (CAPC).

# Values in Action

## BRAVE HEALING SPACES

We cultivate brave healing spaces by embracing reflective practices such as surrender, forgiveness, gratitude, and compassionate service. These practices create an environment where safety, open communication, and the honoring of each individual are prioritized and deeply valued.

### CODE YOU Team Reflective Practices

**Surrender:** Surrender is a personal positive practice of letting go of ego and control of some situations, letting go of trying to always fix what we cannot or what does not conform to our perspective, letting go of anger, fear, and worry when we feel out of control.. (Watson, 2005, pp. 118-119).

**Forgiveness:** Holding hurts, grudges, anger, and despair generates deep heart and soul pain and burden that can cause physical, emotional and spiritual stress and unwellness. The practice of forgiveness, of self and others, has a body-mind-spirit healing effect and is necessary in order to practice compassionate loving-kindness care of self and others. Forgiveness starts with self. (Watson, 2005, pp. 115-117) .

**Gratitude:** The personal spiritual practice of daily gratitude for life and all its blessings, even in the midst of pain, despair, turmoil, change and unknowns, assists us in seeing the world in a different positive way. Giving thanks and gratitude helps us see/feel/experience the wonder and majesty of the world in a given moment; and often transforms our altered perception of an experience. (Watson, 2005, pp. 117-118).

**Compassionate Service-** Compassionate human service connects us human-to-human, spirit to spirit, with “a greater sense of purpose beyond ego self,” yet requires each caregiver to consistently attend to their own well-being in order to authentically provide compassionate, engaged human service (Watson, 2005, pp. 119-122).

### CODE YOU Team and Participant Group Engagement

Honor confidentiality

Hold to the practices of inclusivity

Provide an atmosphere of learner safety

Create room for contributions of ideas

Practice having hard conversations

### Sources

American Psychological Association

American Association of Critical-Care Nurses

American Nurses Association

American Psychological Association

Jean Watson’s Theory of Human Caring – Emphasizes caring for the whole person, integrating physical, emotional, and spiritual dimensions.

Timothy Clark’s Four Stages of Psychological Safety

# Values in Action

## BASED ON EVIDENCE AND INTUITIVE WISDOM

We are committed to grounding our work in rigorous, evidence-based practices while honoring the profound depth of knowledge that transcends measurable understanding — that which is spiritual.

*As Dr. Jean Watson states: "An Expansive Epistemology of Metaphysics honors wisdom of insight, emotions, intuition, clinical judgment, experience, personal/professional meaning, context relationships... This is a metaphysics of embodied knowing — a transcendent knowing, beyond external data per se."*

### **Curriculum Design:**

Incorporate evidence-based practices alongside reflective and intuitive exercises to foster both clinical competence and deeper personal insight in our nursing leadership and CE courses.

### **Wholistic Care Approach:**

Encourage nurses to integrate clinical data with their own intuitive and emotional awareness when making decisions, fostering a balance between science and the human element of care.

### **Professional Development:**

Create spaces where nurses can explore the interplay between evidence-based knowledge and embodied wisdom, such as guided discussions, case studies, and experiential learning activities.

### **Leadership Training:**

Teach participants to value and apply intuitive wisdom and relational dynamics in their leadership styles, enhancing team cohesion and patient care outcomes.

### **Support Systems:**

Facilitate group dialogues and one-on-one mentorship where nurses can process their experiences, emotions, and insights, recognizing the importance of context and personal meaning in their practice.

### **Evaluation of Outcomes:**

Our assessment tools measure knowledge retention, clinical skills, personal growth, emotional intelligence, and relational effectiveness.

By weaving together evidence-based practices and the metaphysical or intuitive wisdom described by Dr. Jean Watson, CODE YOU empowers nurses to provide compassionate, wholistic, and transformative care. .

### **Sources**

Jean Watson's Theory of Human Caring – Emphasizes that knowledge comes through scientific study, intuitive knowledge, spiritual knowing, and human experience. (Metaphysics of Watson Unitary Caring Science pg 40-42)