



# Against cynicism: Small practices that sustain nursing

By Fidelindo Lim, DNP, CCRN, FAAN

**M**any years ago, I had a supervisor who opened every staff meeting with the same phrase: “*The problem is...*” It was his habitual preface to each agenda item, even when there was no problem at all. Perhaps it was simply a verbal tic, the equivalent of “You know what I mean?” Still, it set the tone. Meetings began not with possibility, but with deficiency.

Although I maintain an optimistic view of nursing, most of us have sat through our share of meetings populated by the proverbial Negative Neds and Debbie Downers. Cynicism has a quiet way of entering the profession. It doesn’t arrive dramatically; it seeps in, through chronic understaffing, relentless documentation, broken systems, moral distress, and the slow erosion of trust. For nurses in clinical practice and academia alike, cynicism can feel protective. It becomes an emotional buffer against disappointment. Yet what begins as self-protection may, over time, hollow out the very heart of nursing.

## Are you cynical?

Cynicism is more than skepticism. Skepticism asks questions; cynicism assumes the worst. Cynicism is the habitual distrust of motives, and the belief that people act primarily out of self-interest. It’s marked by sarcasm, pessimism, and emotional withdrawal. In professional life it shows up as disengagement, eye-rolling at new initiatives, dismissiveness toward colleagues or students, and the quiet assumption that nothing will truly improve. Cynicism is rarely loud. More often it’s a shrug.

## How cynicism drains the zest from nursing

Nursing is sustained by meaning. It’s animated by connection, purpose, and social reciprocity. Cynicism erodes meaning by reframing every effort as futile and every intention as suspect. It dulls empathy. It narrows perspective. It

replaces curiosity with contempt. The nurse who once lingered to teach a family now counts minutes. The faculty member who once delighted in mentoring now scans for plagiarism. Cynicism whispers that generosity is naive. Over time, this inner narrative can suffocate the nursing vocation.

## The health consequences of cynicism

Cynicism isn’t only a professional hazard; it’s a health risk. Research has linked chronic hostility and cynical attitudes with increased stress hormone levels, hypertension, cardiovascular disease, and impaired immune function. Persistent negativity sustains the body in a low-grade fight-or-flight state. Sleep suffers. Recovery diminishes. Emotional exhaustion deepens. Psychologically, cynicism correlates with burnout, depression, social isolation, and decreased life satisfaction. When one’s worldview is dominated by pessimism, even positive events are filtered through skepticism. The body and mind are built for connection, not chronic antagonism.

## Antidotes to cynicism

The good news: cynicism isn’t inevitable. It can be tempered by small, deliberate practices that cultivate positivity in everyday nursing life:

### 1. Spread good gossip

Celebrate the nurse who advocated for a patient, the student who demonstrated integrity, the colleague who went the extra mile. Speaking well of others in their absence is culture-building. Good gossip elevates everyone and it brings out the best in all of us.

### 2. Practice micro-gratitude

Gratitude need not be grand. Notice small things: a patient getting better, a smooth handoff, a colleague stepping in, a student asking a thoughtful question. A brief daily acknowledgment shifts attention from

scarcity to sufficiency. Gratitude doesn’t deny systemic problems; it simply refuses to let them dominate the narrative.

### 3. Say “Good morning”

Language shapes perception. The reflexive “How are you?” frequently functions as social filler; it rarely invites authentic response. Saying “Good morning” subtly assumes goodness is already present. It’s declarative, not interrogative. Try saying it with intention.

### 4. Reclaim agency in small acts

Personal agency resides in small acts: giving a patient one minute of undivided attention, explaining a treatment clearly, writing meaningful feedback to a student, advocating for one practical improvement on the unit or in the syllabus. Culture rarely changes through grand gestures; it changes through the accumulation of small acts.

### 5. Protect joy intentionally

Joy in nursing frequently manifests in moments easily overlooked: a patient’s relief from pain, a student’s volunteerism, a colleague’s DAISY award, a productive staff meeting. Naming these moments aloud counters the cognitive bias toward negativity.

Realism without cynicism

Tempering cynicism doesn’t mean naive positivity. Nurses can advocate for excellence and challenge broken systems without surrendering to contempt. Realism acknowledges difficulty; cynicism assumes futility. Nursing has always been sustained not merely by skill, but also by spirit. Guarding that spirit against cynicism isn’t sentimental; it’s our affirmation that we haven’t abandoned hope. ■

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