Professional Identity in Nursing: A Faculty Perspective

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OBJECTIVES

- Examine the research literature for professional identity in nursing and health professions

- Interpret the definition and four domains of professional identity in nursing from a faculty perspective

- Propose a plan to increase student and faculty flourishing using a mental model with the four domains of values and ethics, knowledge, nurse as leader, and professional comportment
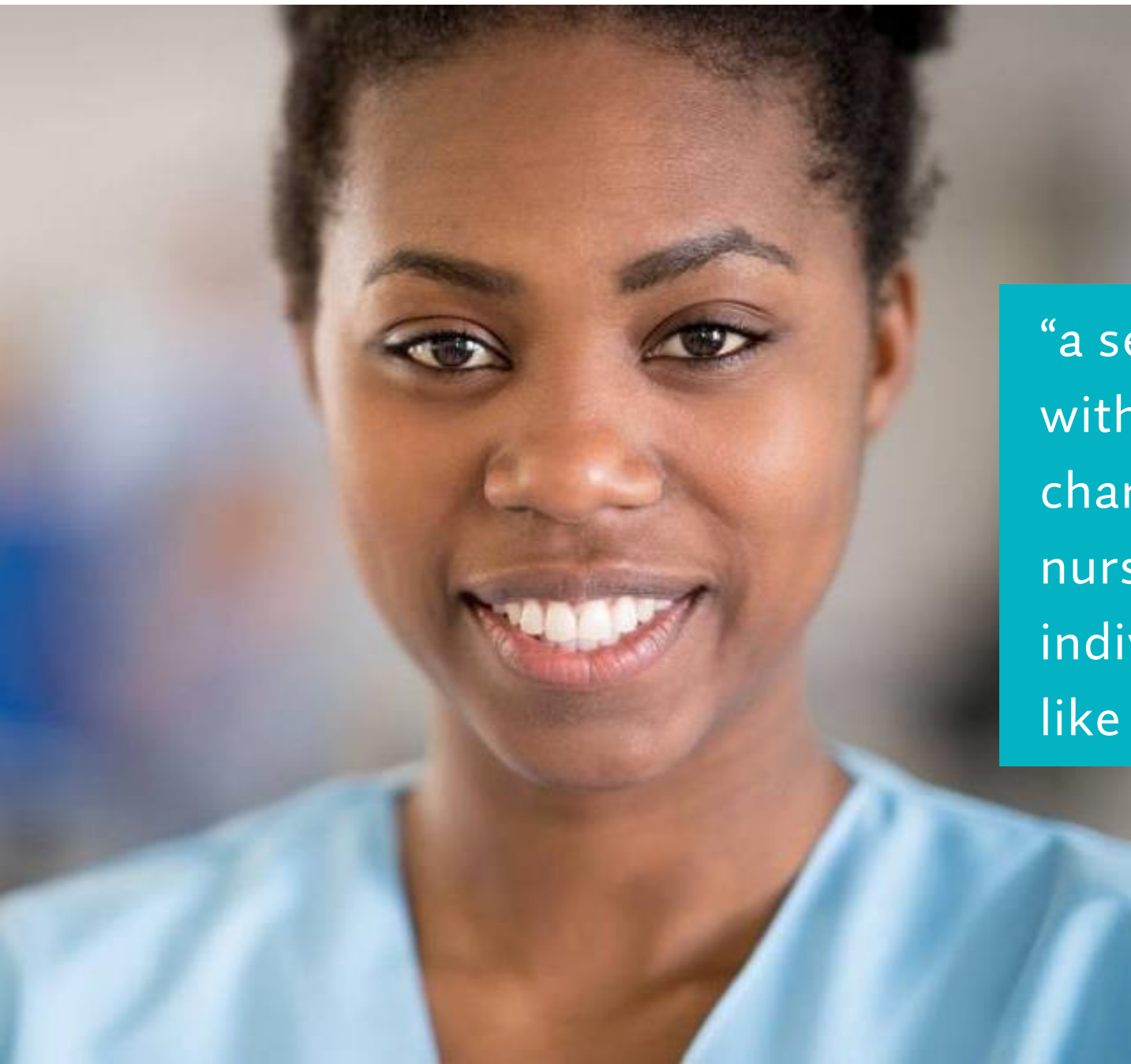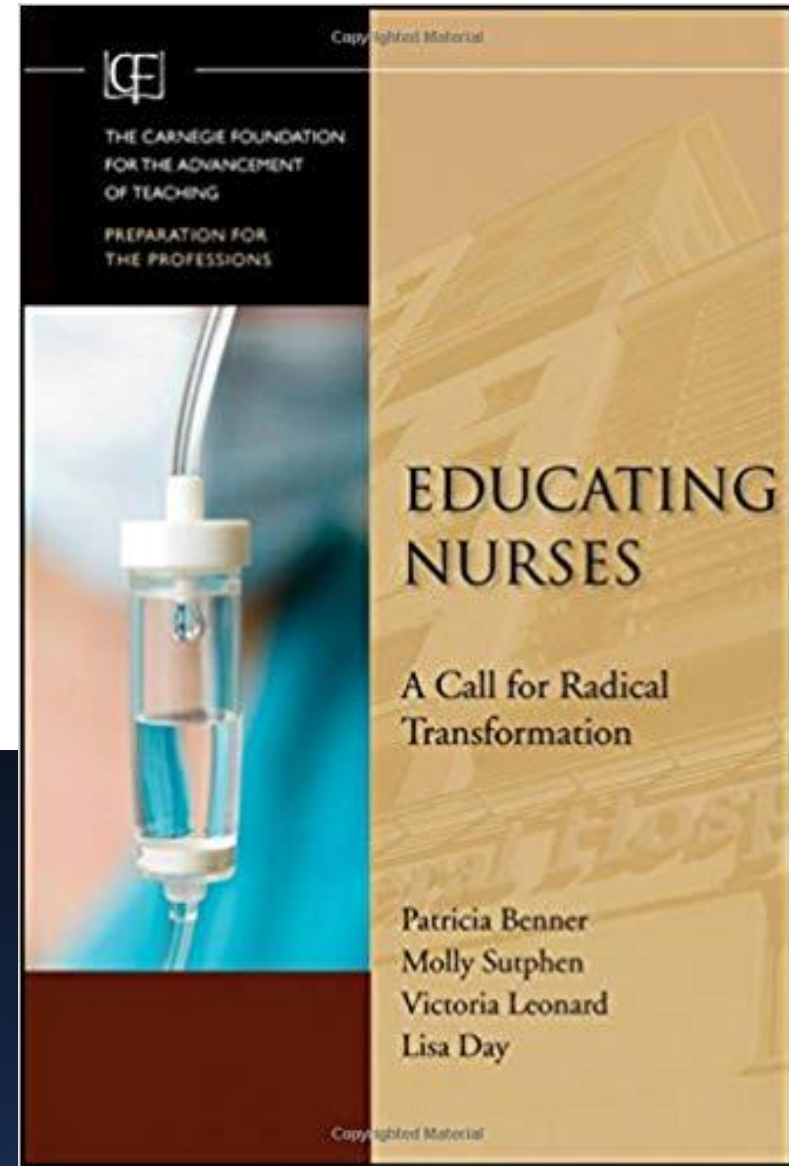
PROFESSIONAL IDENTITY

"a sense of oneself, and in relationship with others, that is influenced by characteristics, norms and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse."

IDENTITY: PERSONAL VS PROFESSIONAL

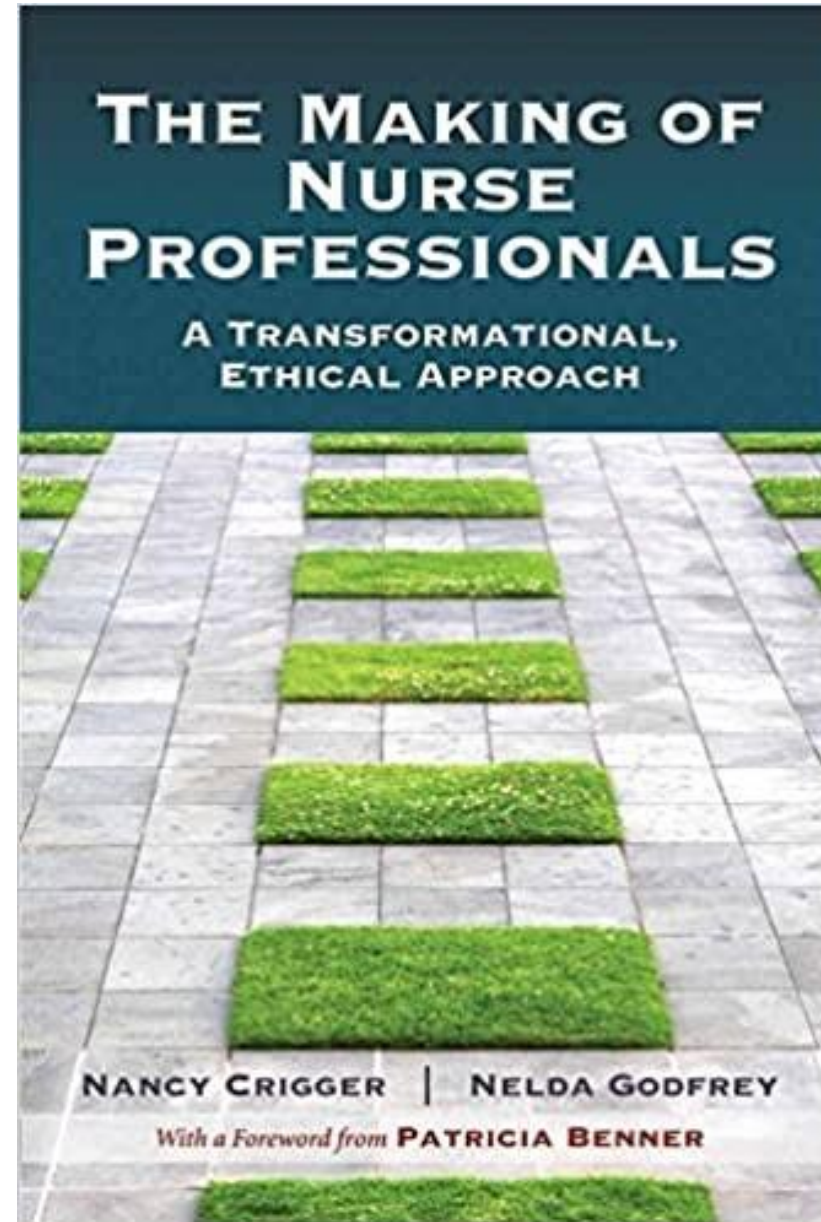
Identity

Personal Identity

Professional Identity

". . .[W]e suggest that teachers change their assumptions about teaching and their approach to fostering student learning in four ways: (Benner, et al., 2010, p. 82)

4. *Shift from an emphasis on socialization and role taking to an emphasis on formation.*

Research on Professionalism in Nursing

THE MAKING OF NURSE PROFESSIONALS

A TRANSFORMATIONAL, ETHICAL APPROACH

NANCY CRIGGER | NELDA GODFREY

With a Foreword from PATRICIA BENNER

PROFESSIONALISM AND PROFESSIONAL IDENTITY

Professionalism

Professional Identity
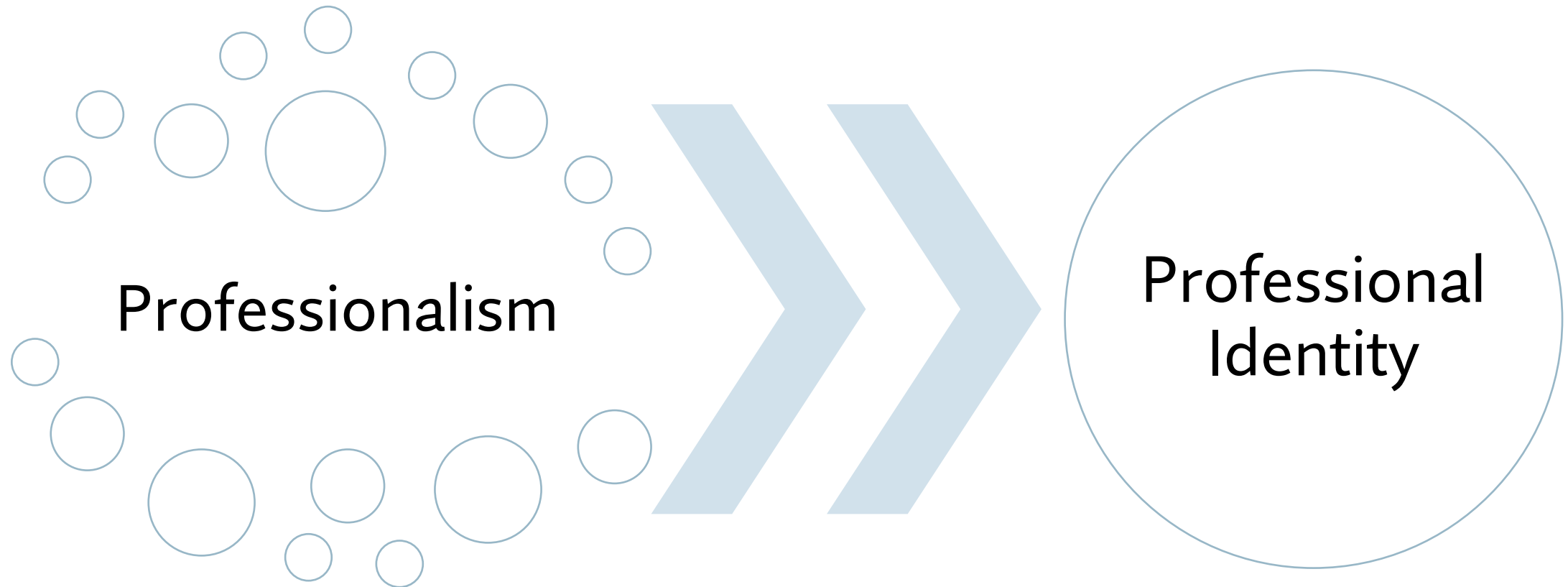
The **beginning of wisdom** is the ability to call things by their right names.

Confucius

Think Tank I

Think Tank 2

Virtual Forum 2020

Symposium 2021

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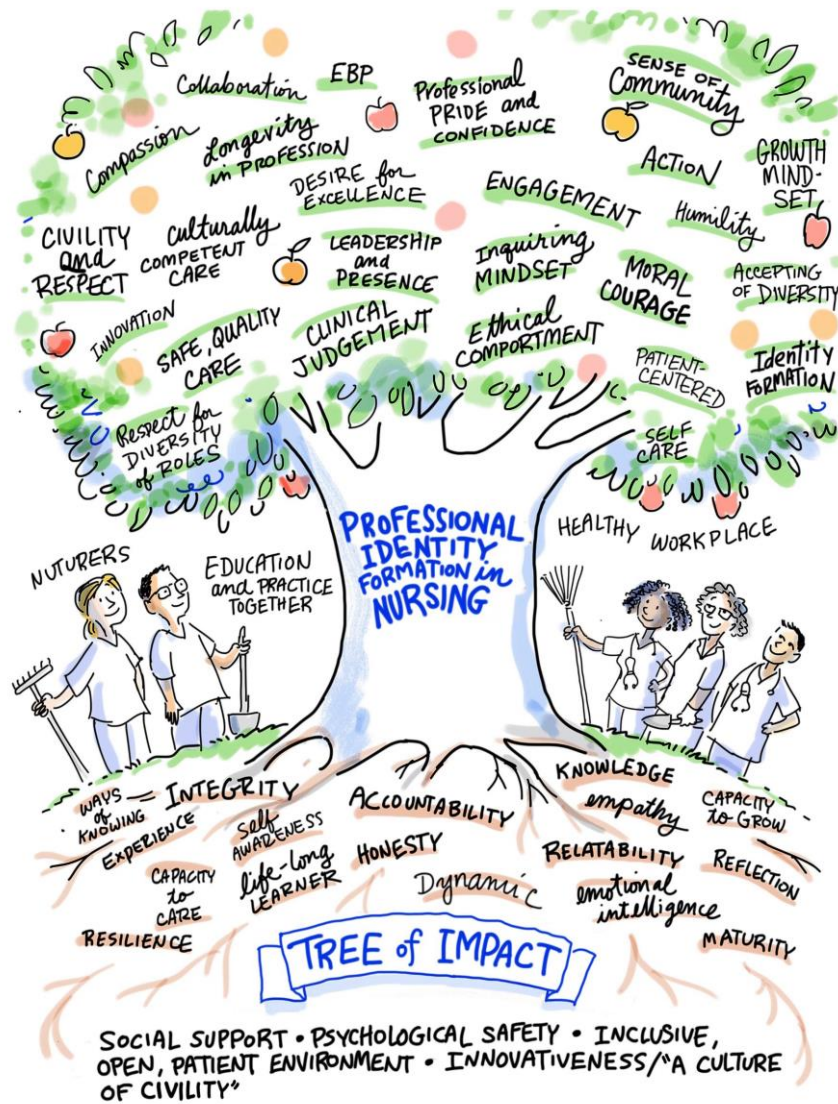ANDRIANI CREATIVE • 2018

Professional Identity

Values and Ethics | Knowledge | Nurse as Leader | Professional Comportment

Professional Identity in Nursing

Values and Ethics
- *A set of core values and principles that guide conduct.*

Knowledge
- *Analysis and application of information derived from nursing and other disciplines, experiences, critical reflection and scientific discovery.*

Nurse as Leader
- *Inspiring self and others to transform a shared vision into reality.*

Professional Comportment
- *A nurse's professional behavior demonstrated through words, actions and presence.*

Values and Ethics

Knowledge

Nurse as Leader

Professional Comportment

INTERACTIVE EXERCISE #1

Values and Ethics

Knowledge

Nurse as Leader

Professional Comportment

INTERACTIVE EXERCISE #2

WHY NURSING FACULTY?

FACULTY REALLY MATTER

Proud of our contribution

Share expertise

Caring spirit

WE ARE INFLUENCERS

Growth mindset

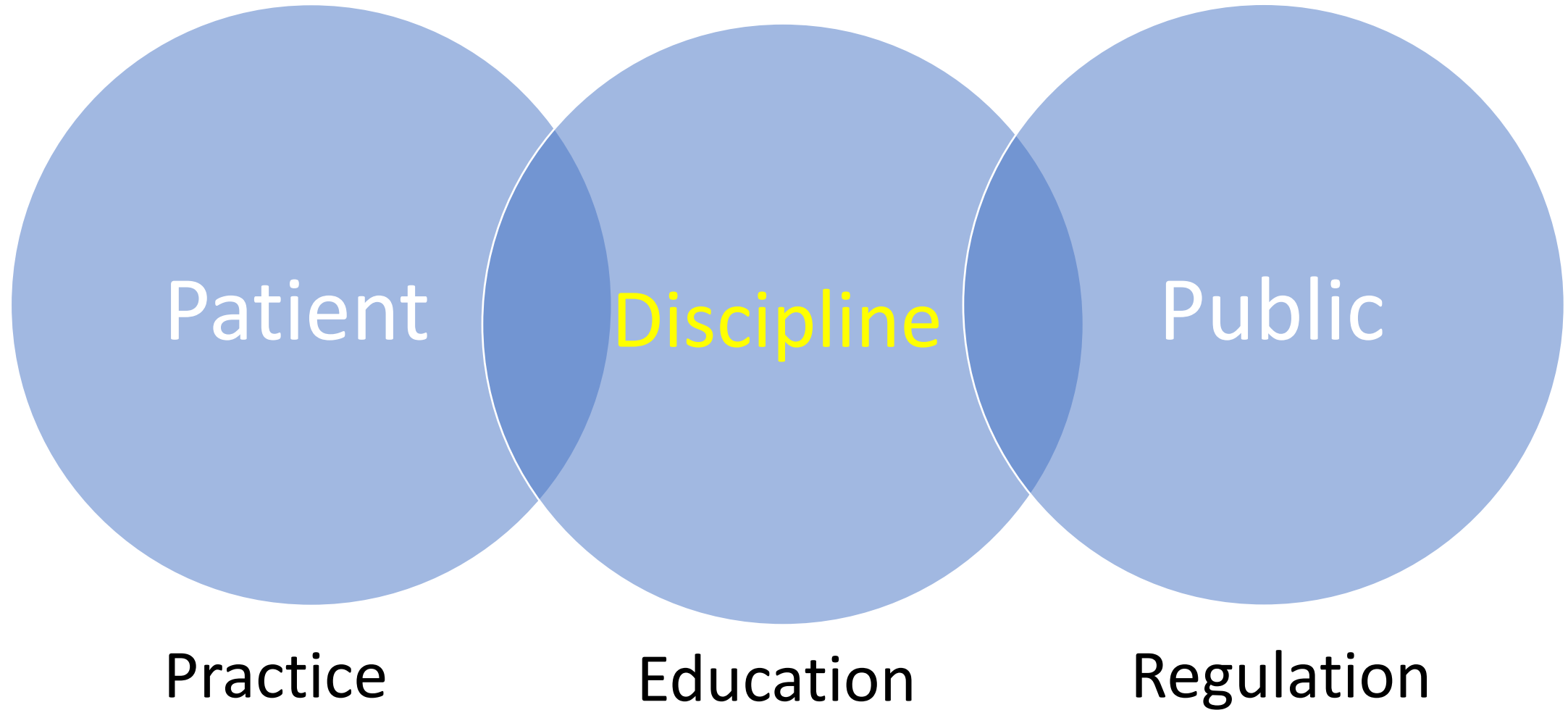Active knowledge about the field

Bridge practice and academia

WE SEE THE FUTURE

We think about the discipline

We individualize learning strategies

We see pathways for students to succeed

Three Circles--

Patient

Discipline

Public

Practice

Education

Regulation

>1100 Nurse Educators Responded:

Landis, et al., 2021
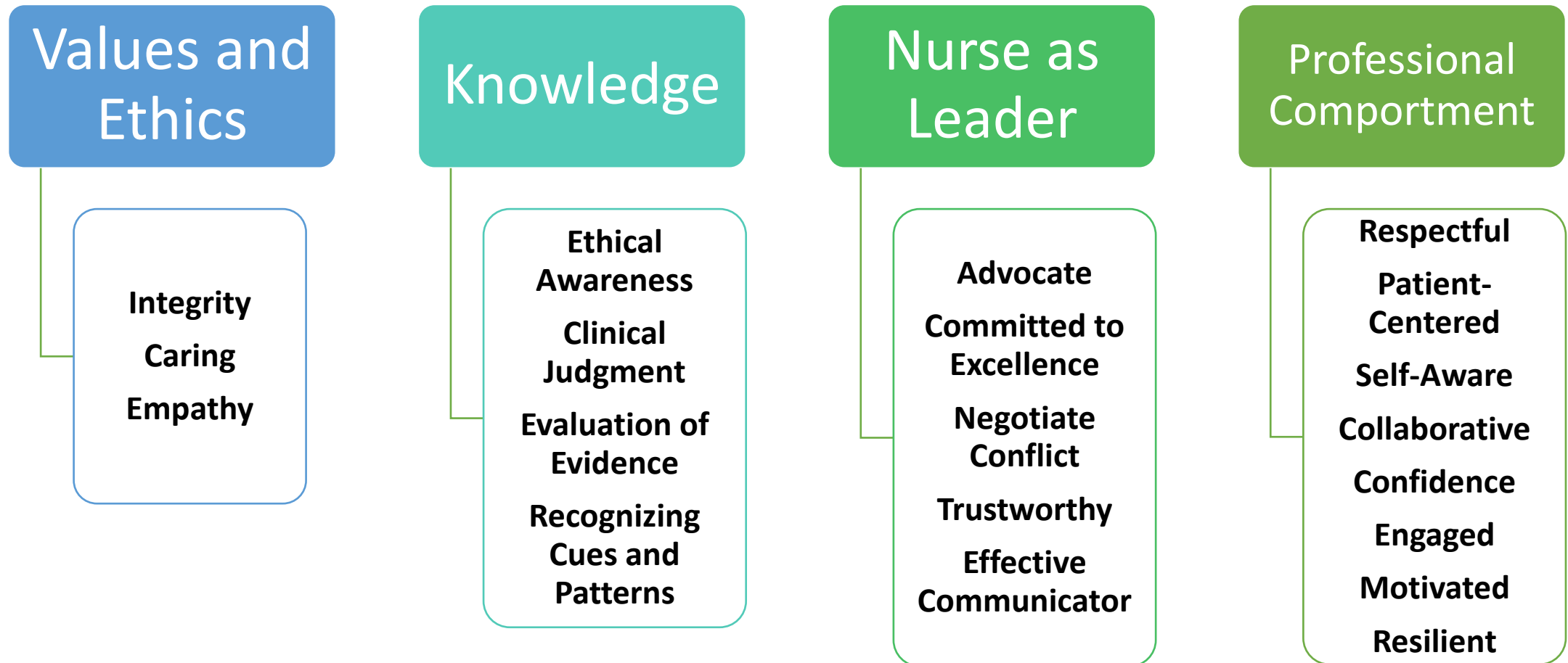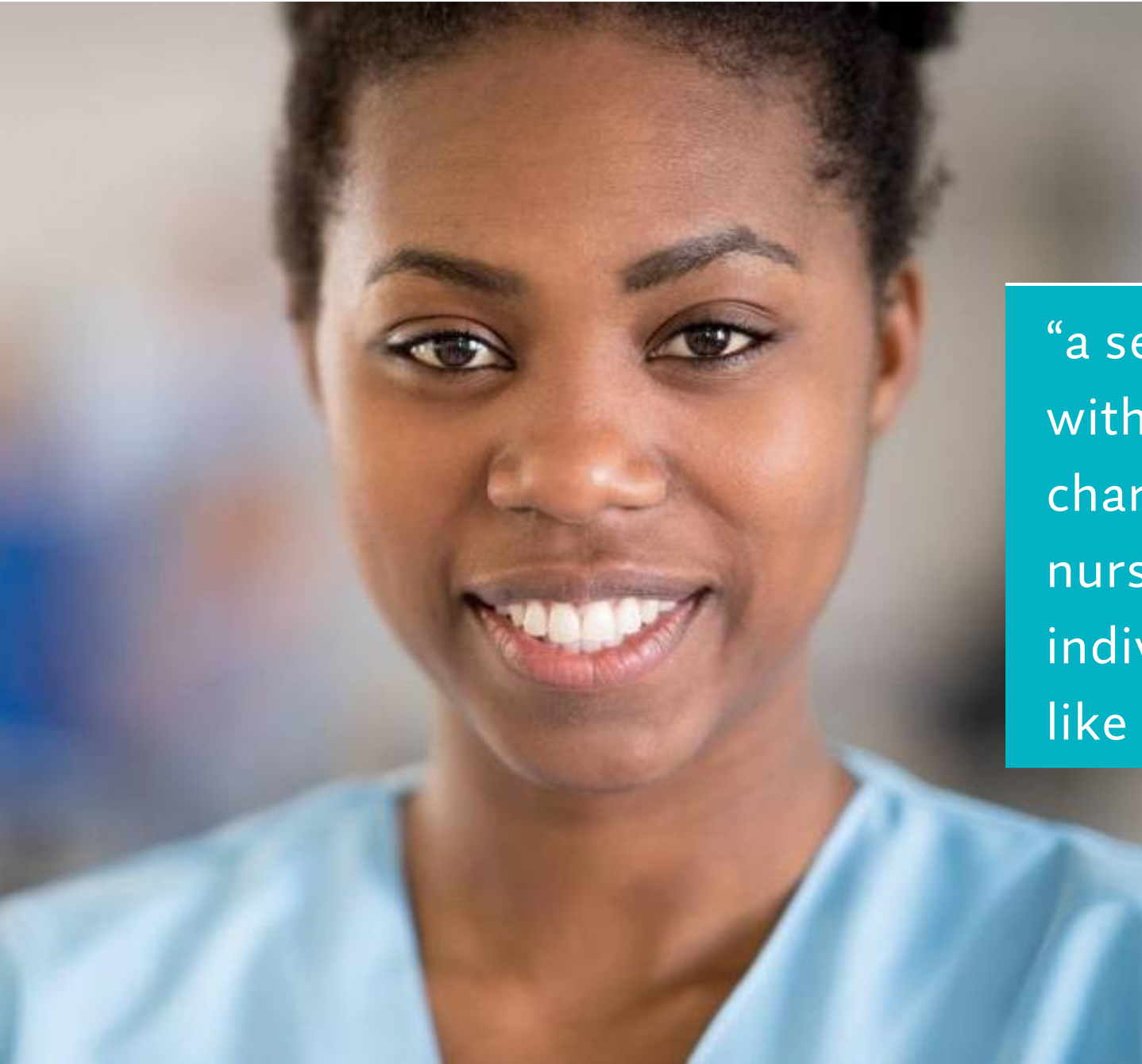
Values and Ethics

Integrity

Caring

Empathy

Knowledge

Ethical Awareness

Clinical Judgment

Evaluation of Evidence

Recognizing Cues and Patterns

Nurse as Leader

Advocate

Committed to Excellence

Negotiate Conflict

Trustworthy

Effective Communicator

Professional Comportment

Respectful

Patient-Centered

Self-Aware

Collaborative

Confidence

Engaged

Motivated

Resilient

PROFESSIONAL IDENTITY

"a sense of oneself, and in relationship with others, that is influenced by characteristics, norms and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse."

Interactive Exercise #3

Professional Identity in Nursing

Interactive Exercise #4
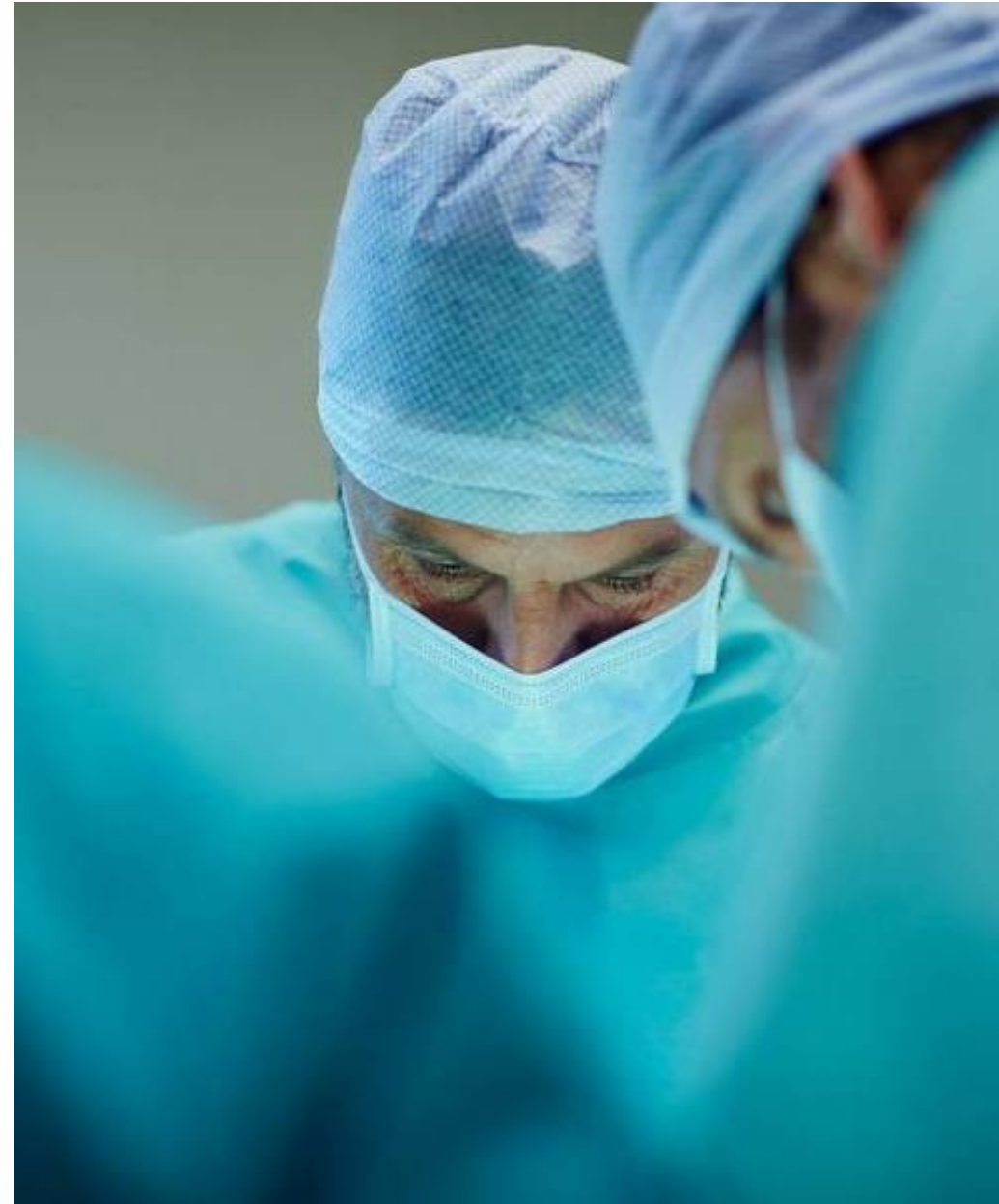
Impacting the Discipline

AACN Essentials: Core Competencies for Professional Nursing Practice

Domain 9 Professionalism

- Competency 9.5 Demonstrate one's professional identity of nursing.

- Competency 9.6 Integrate diversity, equity and inclusion in one's professional identity of nursing

What if?

Transactional → Transformational

Internal, group-structured messaging ↓

External, personal messaging ↑

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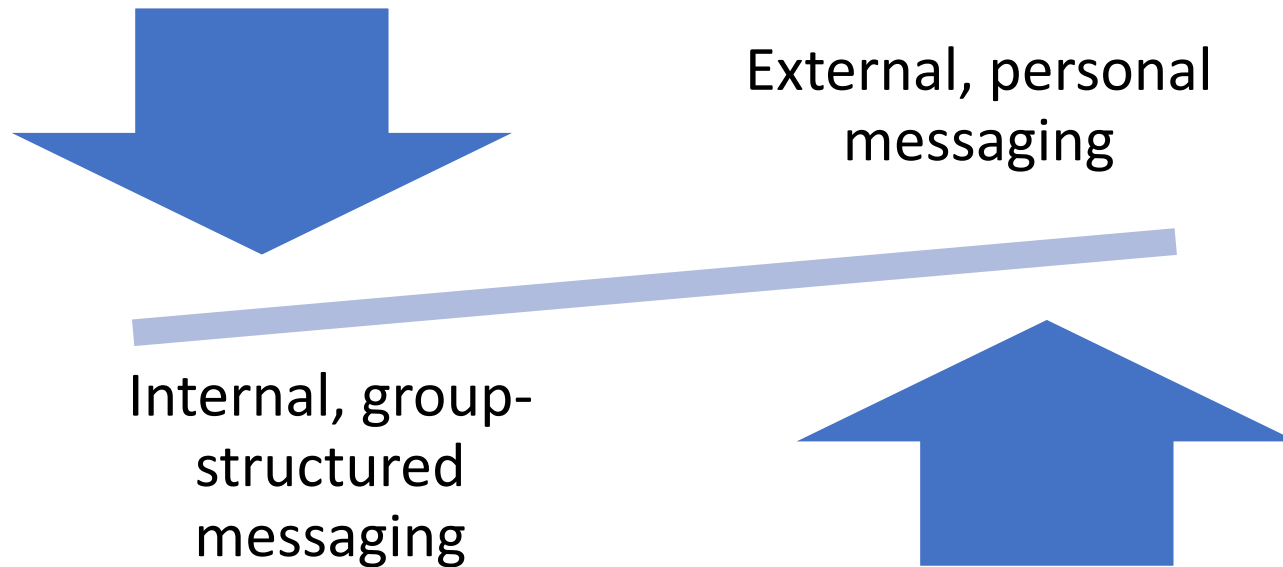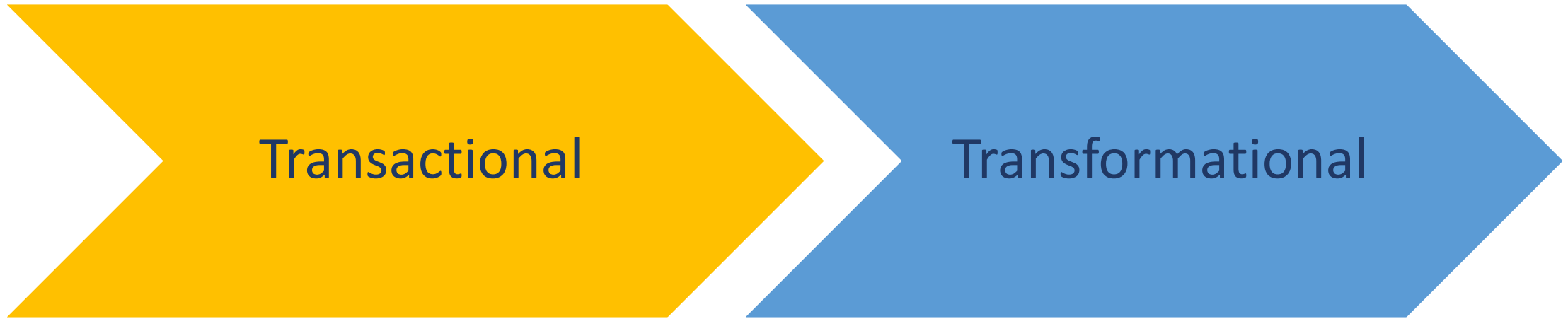
What if?

Internal locus

External locus

Change nomenclature

Develop a community of practice

Actively use reflection in all educational settings

Build interprofessional advocacy

Elevate the importance of effective role modeling

Be proactive with our discipline

Remove archaic policies and expectations

Decrease emphasis on building confidence and increase emphasis on self-calibration

Build structures that support a full-fledged academic and practice discipline

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Professional Identity in Nursing Continuum

Awareness · Interest · Experience · Participation · Ownership
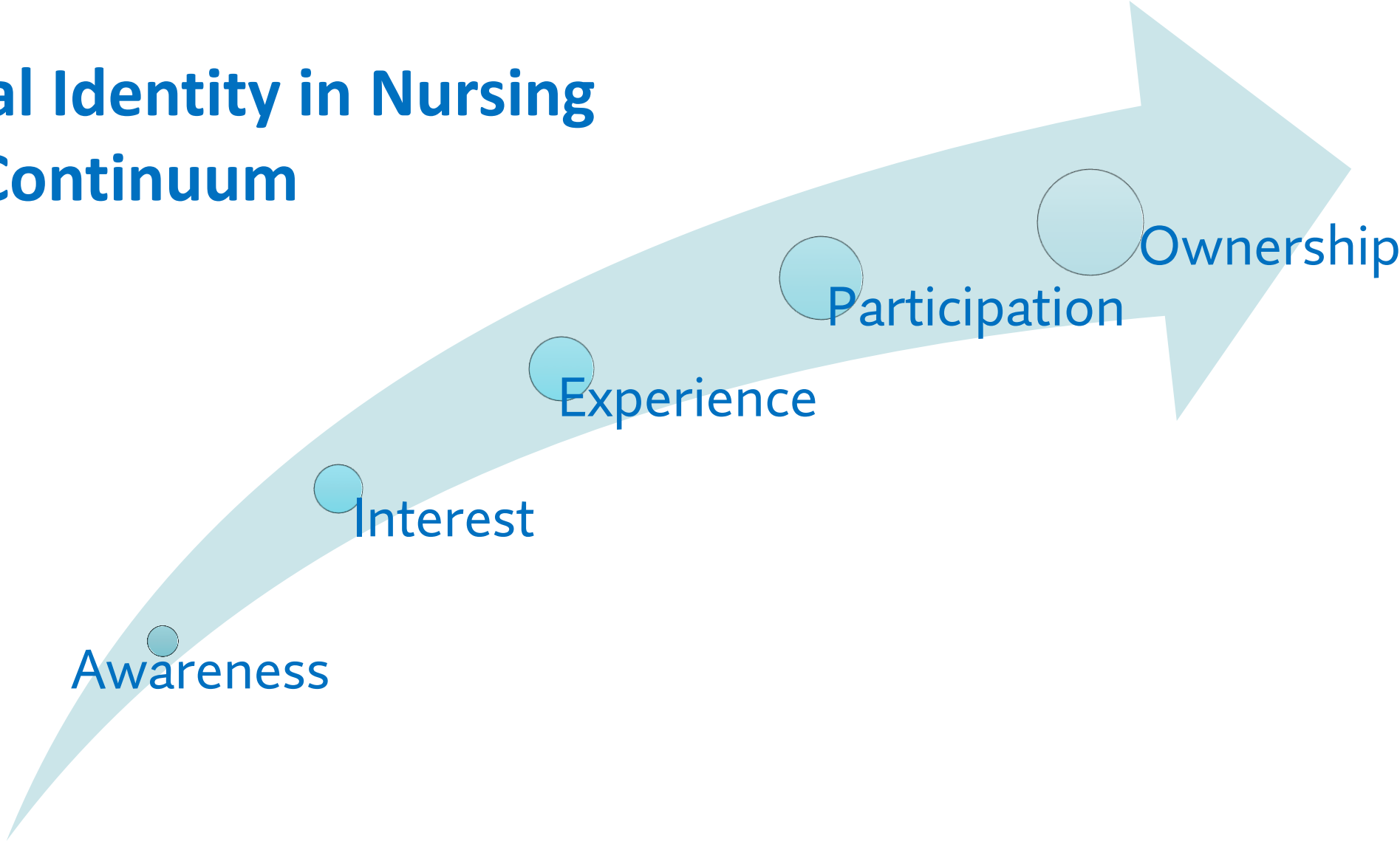
We cannot change what we are **not** aware of, and once we are **aware**, we cannot help but **change**.

- *Sheryl Sandberg*

IF YOU ARE INTERESTED IN BEING PART OF THE **PROFESSIONAL IDENTITY IN NURSING** INITIATIVE:

- Contact Lauren Roberts at lroberts6@kumc.edu and ask to be placed on the distribution list for the *International Society for Professional Identity in Nursing, or click on www.kumc.edu/ispin*

- This is a group of interested people who participate in work groups and receive quarterly newsletters. There are no membership dues.

questions

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