

Incorporating Professional Identity Formation in Nursing Education

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Objectives

- Explain how professional identity in nursing differs from a generic understanding of professionalism, and why that is important in fostering nurse leaders.
- Define domains of professional identity in nursing.
- Explore key elements and emerging competencies in each domain.
- Discuss strategies that can help identify and foster professional identity in pre-licensure nursing education

*'points of
curiosity'*
(icebreaker)

- What about professional identity made you curious about this presentation today?

Background- *The Why*

The fourth of four recommendations from the 2010 Carnegie Foundation report on Preparing the Professions called for nursing to *shift from an emphasis on socialization and role-taking to an emphasis of formation* (Benner, et al., 2010).

Formation remains the most underdeveloped recommendation

Think Tank designed to answer Benner's call



THE CARNEGIE FOUNDATION
FOR THE ADVANCEMENT
OF TEACHING

PREPARATION FOR
THE PROFESSIONS



EDUCATING NURSES

A Call for Radical
Transformation

Patricia Benner
Molly Sutphen
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Professionalism

- **1:** the conduct, aims, or qualities that characterize or mark a profession or a professional person
- **2:** the following of a profession (such as athletics) for gain or livelihood
 - (Merriam-Webster, Incorporated, 2019)

Professional Identity vs. Professionalism

PROFESSIONAL IDENTITY

- *"A sense of oneself that is influenced by characteristics, norms, and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse" (Godfrey & Crigger, 2017, p. 379).*

PROFESSIONALISM

- *The consistent demonstration of core values evidenced by nurses working with other professionals to achieve optimal health and wellness outcomes in patients, families, and communities by wisely applying principles of altruism, excellence, caring, ethics, respect, communication, and accountability (Interprofessional Professionalism Measurement Group, 2008).*

Professional Identity and Leadership

Evidence of nursing professional identity:

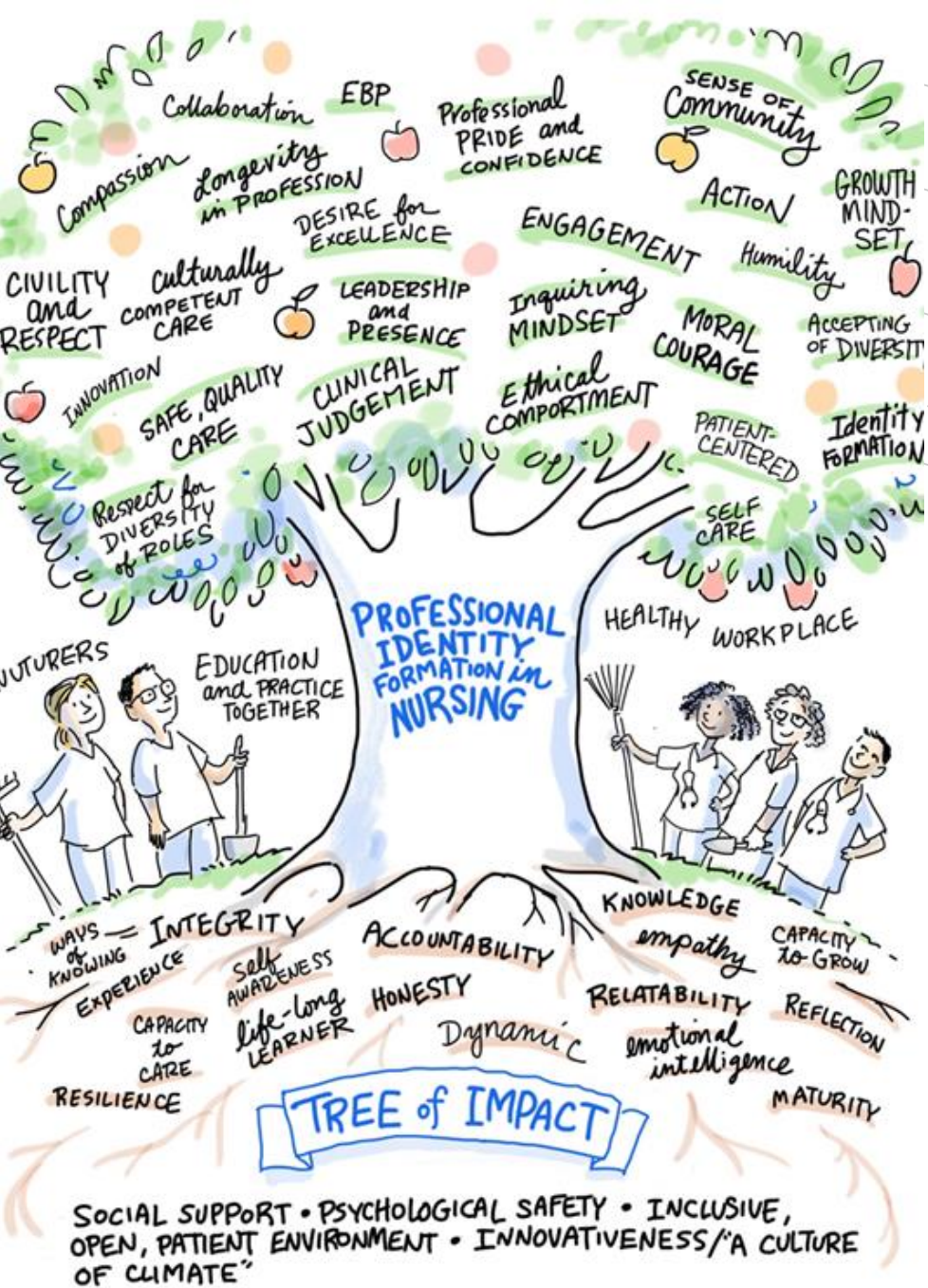
- Practicing with integrity
- Caring behaviors
- Passion for leading efforts to improve healthcare
- (Ferrell, 2017)

Think Tank Aim

- **Aim:** Develop an action plan for naming and shaping professional identity formation in nursing practice, education, and policy that includes competencies, essential elements, and exemplars to foster professional identity formation in nursing based on the best available evidence
- **Goal:** Use research and knowledge to transform nursing practice and health care.

Methodology

- 50 invited guests
- 1.5 days
- Moderated by Cynthia Clark and Susan Luparell- civility experts
- Prework
- Established group norms
- Structured individual and group activities



Tree of Impact

Co-created by the group as a visual representation of professional identity formation



Small group
brainstorming

Domains

- Values and Ethics
- Knowledge
- Leadership
- Self-Awareness

Values and Ethics

- Definition: a set of core values and principles that govern conduct
- Competencies:
- Practices with integrity, respecting the dignity of all persons
- Applies ethical reasoning and moral courage to act toward resolving ethical issues, problems and dilemmas.

Self-Awareness

- **Definition:** The recognition of alignment of self and profession that form the function balance as a nurse.
- **Competency:**
- **Demonstrates alignment between one's self-awareness and professional awareness.**

Leadership

- **Definition:** The ability of nurses at all levels to motivate self and other to transform vision into reality.
- **Competencies:**
- Recognizes contextual factors in situations and develops clear vision for action.
- Acts to advocate for the right decision in the face of controversy or interpersonal and personal risk.
- Demonstrates a commitment to behaviors which enhance quality professional nursing practice.

Knowledge

- **Definition:** Awareness, analysis and application of information derived from empirical sciences, experiences, critical reflection and scientific discovery.
- **Competencies:**
- Develop one's professional practice utilizing knowledge gained through inquiry and reflection.
- Utilize multiple methods of inquiry to discover and apply nursing knowledge to promote human flourishing.



Competency and key element formation

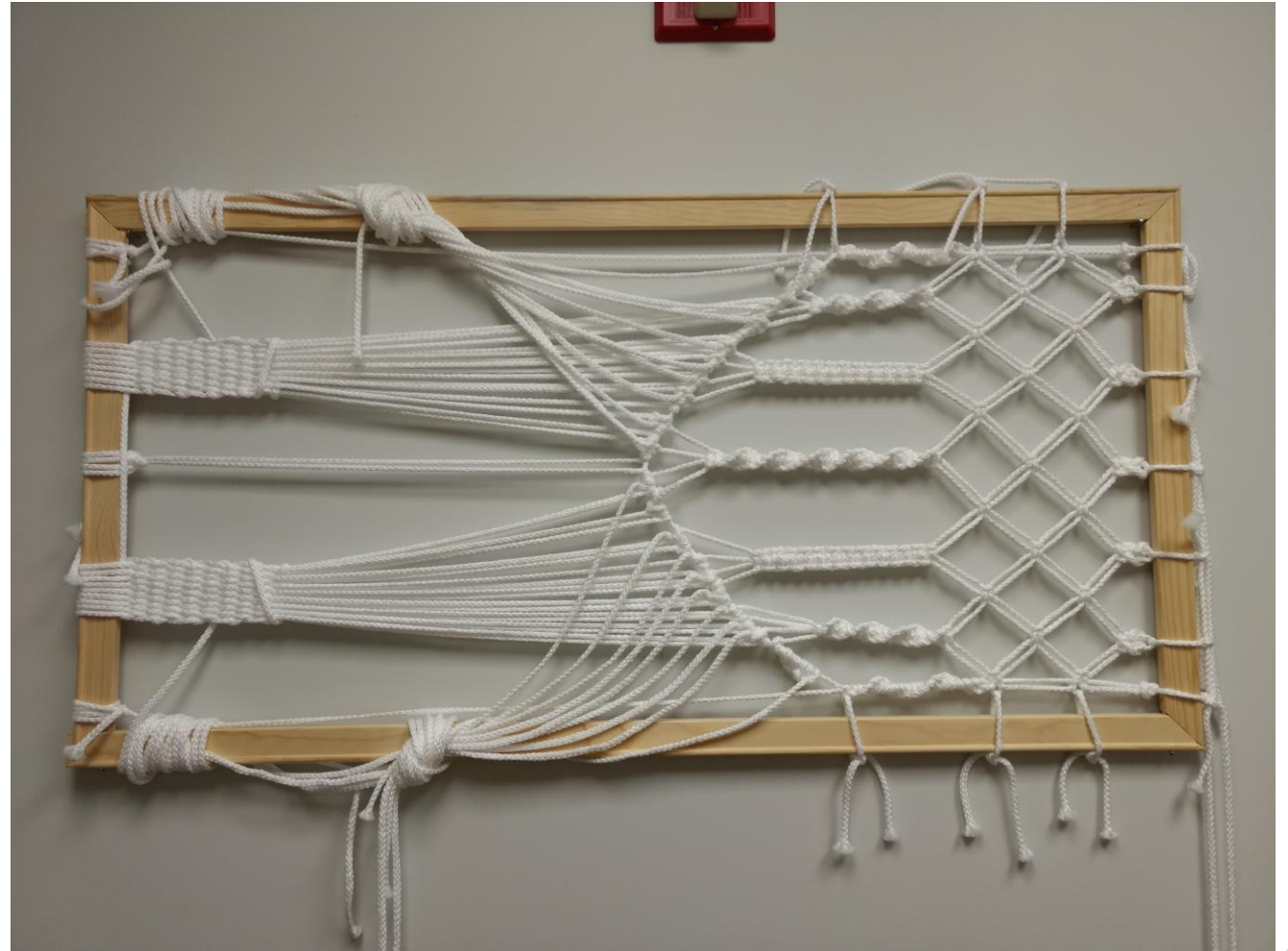


Professional Identity In Nursing Think Tank Participants

Curricular Changes that Support Professional Identity Formation

- Establish identity formation as an educational objective
- Include a cognitive base on the subject in the formal curriculum
- Engage students in the development of their own identities
- Provide a welcoming community that facilitates their entry
- Offer faculty development to ensure that all understand the educational objective and the means chosen to achieve it
- Assist students as they chart progress towards becoming a professional
 - (Cruess, Cruess, & Steinert, 2019)

Career
Trajectory
Project





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Teaching Strategies

- Establishing a safe classroom environment
- Defining professional identity with and for students
- Professional portfolio
- Philosophy of nursing
- Interprofessional simulations
- Relating class and clinical
- Applying nursing values to experiences with patients
- Reflection, reflection, reflection!



Questions
to Ponder

References

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