Cultivating Professional Identity in Nursing Students: Strategies for the Nurse Educator

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Objectives

1. Understand the concept of professional identity.

2. Explore the theoretical foundations of professional identity formation.

3. Discuss BSN essentials related to professional identity.

4. Identify the challenges to professional identity formation.

5. Explore the measurement of professional identity.

6. Develop effective strategies for nurse educators in supporting professional identity formation.

In one word, how do you define your professional identity?

Using the White Board

1. What experiences have shaped your professional identity as a nurse educator?

2. What internal challenges do you face in your professional role?

3. What strategies or practices have helped you build your own professional identity?

What is Professional Identity in Nursing

Professional Identity in Nursing

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 (Godfrey & Young, 2020)

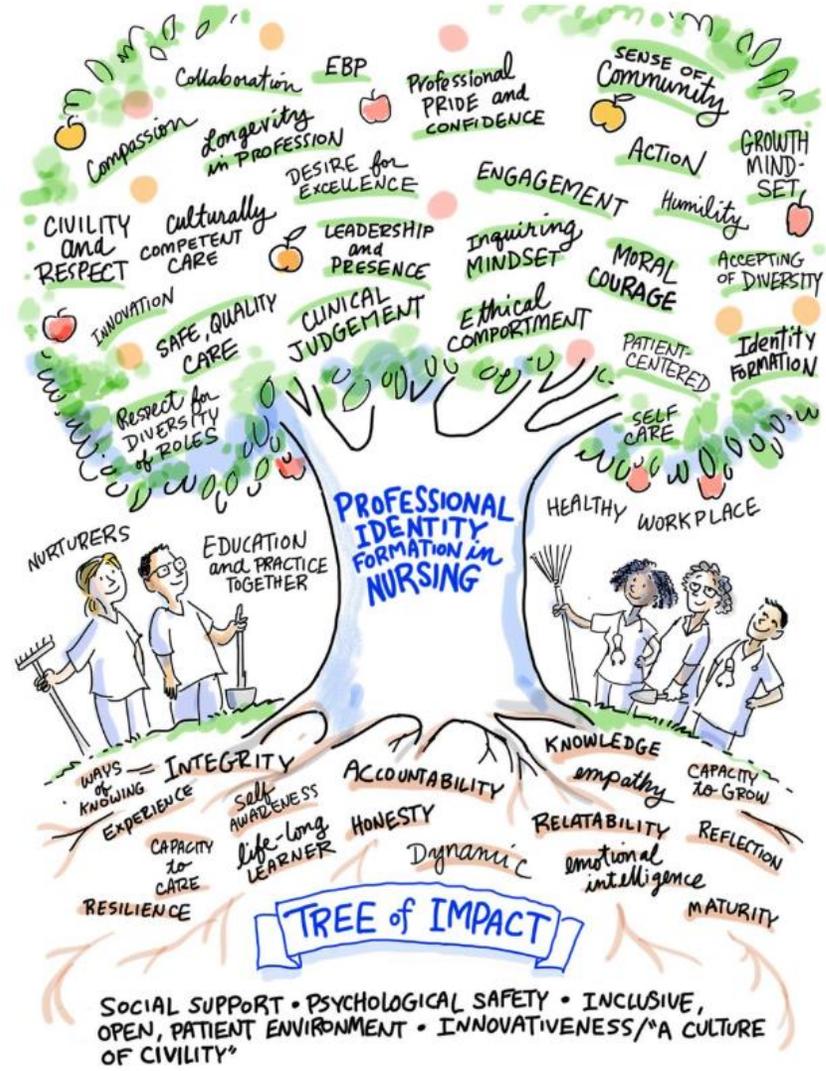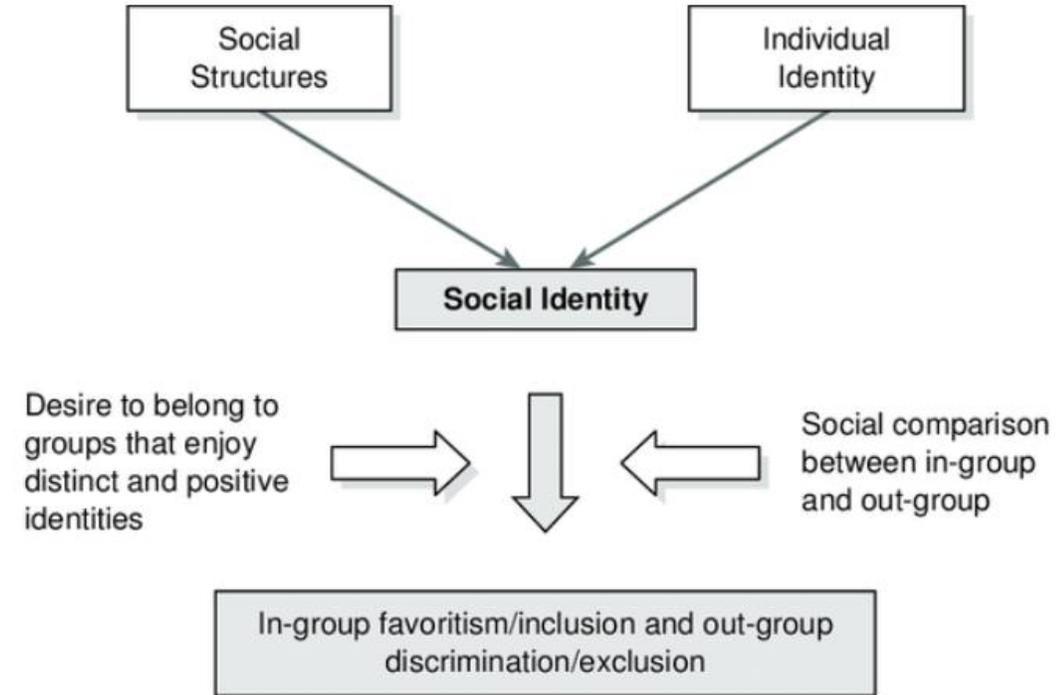**It's not just a job title** - it's a deep understanding of one's role in healthcare and society

The Tree of Impact

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Social Identity Theory

How it Develops

Education

Clinical experience

Socialization

Reflection

Why it Matters

Job satisfaction & retention

Patient outcomes

Career advancement

Where are Students Today?

Professional identity and preparedness for hospital practice among undergraduate nursing students: A cross-sectional study

Individual Challenges

Internal

- Lack of confidence or self-doubt
- Inexperienced or limited clinical skills
- Perfectionism
- Fear of making mistakes
- Personal values & beliefs

External

- Lack of clinical exposure & hands-on experience
- Organizational culture and work environment
- Lack of mentorship or support
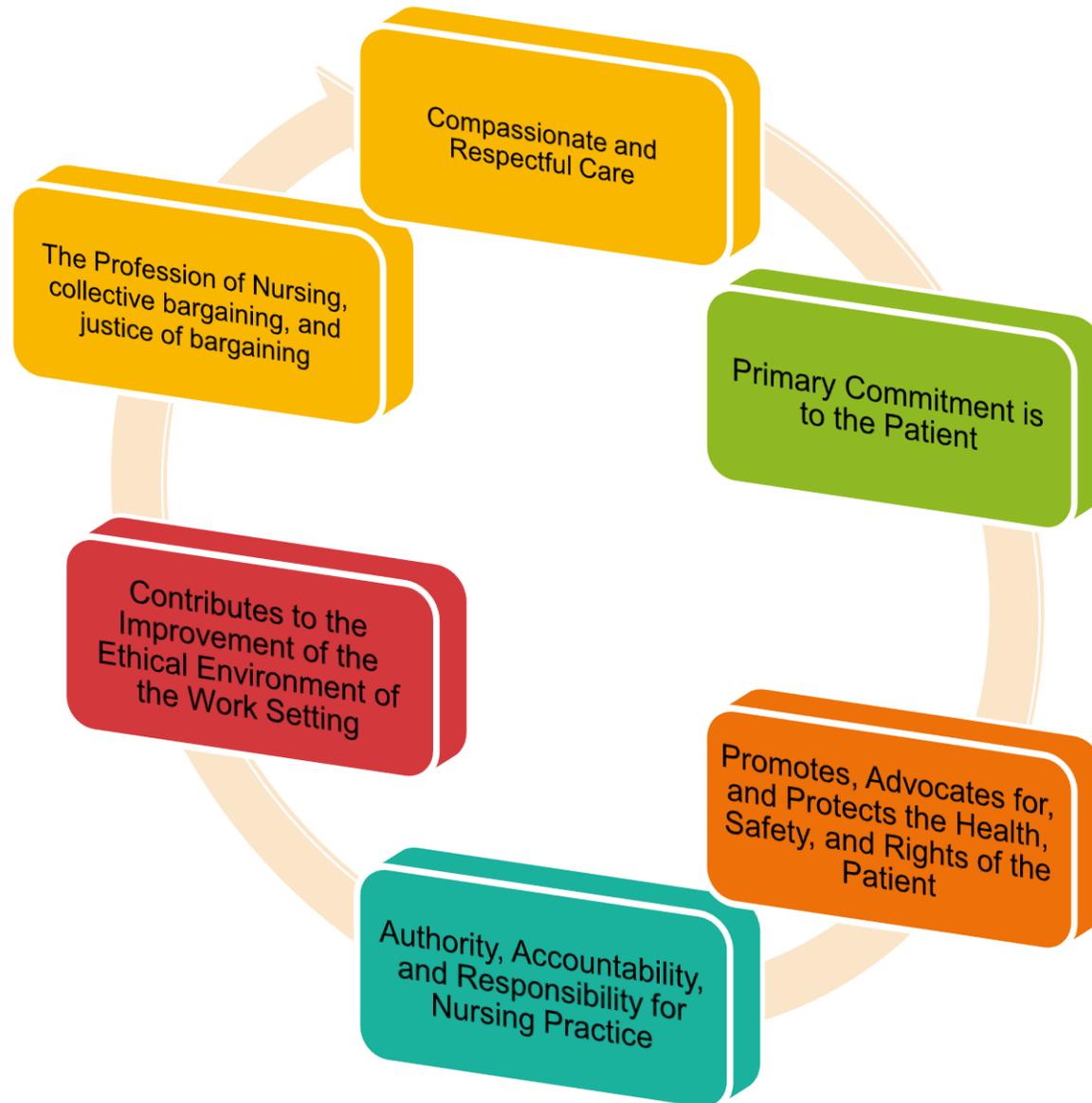- Stereotypes and social perceptions

American Nurses Association (ANA)

Core values

Self-reflection

Role clarity & accountability'

Development

Collaboration & leadership

Compassionate and Respectful Care

The Profession of Nursing, collective bargaining, and justice of bargaining

Primary Commitment is to the Patient

Contributes to the Improvement of the Ethical Environment of the Work Setting

Promotes, Advocates for, and Protects the Health, Safety, and Rights of the Patient

Authority, Accountability, and Responsibility for Nursing Practice

ANA Code of Ethics

Domain 1
Knowledge for Nursing Practice

Integration of theory & practice

Domain 7
Systems-Based Practice

Reinforces nurse's role & identity within health care systems

Domain 9
Professionalism

Being responsible, working well with others, seeing the bigger picture and acting in ways that reflect core nursing values

Domain 10
Personal, Professional,& Leadership Development

Self-awareness Emotional intelligence

BSN Essentials

Strategies for Nurse Educators

Intentional curriculum design
- Embed values, ethics, and role modeling across all courses

Reflective practice and narrative pedagogy
- Use of journaling and critical reflection

Role modeling and mentorship
- Faculty and preceptor behavior alignment

Simulation
- Scenarios that emphasize communication, leadership, and advocacy

Interprofessional education
- Promote team-based identity and collaboration

Example Learning Activities

Nurse Self-Concept Questionnaire (NSCQ)

Reflective journaling

Professional role modeling interview

Ethics in Action Case Discussions

This Is Me as a Nurse Capstone Presentation

Your Turn

BREAKOUT ROOMS

Share your learning activity

What specific actions will you take to support the professional identity development of your students?

Summary

- Definition of Professional Identity
- Supporting Theory
- ANA
- ANA Ethics
- BSN Essentials
- Strategies for educators
- Learning activities
- Sharing & Reflection

Resources

American Nurses Association Code of Ethics for Nurses

American Nursing Enterprise
    ANA Programs | Faculty Tools and Resources

American Association of Colleges of Nursing Teaching Resource Database

    https://www.aacnnursing.org/essentials/database

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https://www.professionalidentity.org/resources

Thank You

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