

A Strong Professional Identity:

What is it? Why does it Matter?

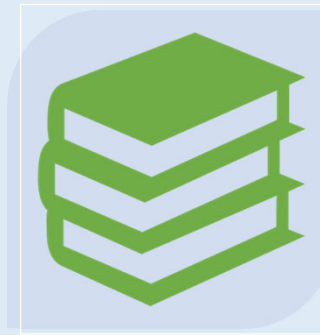
Nelda Godfrey
ngodfrey@kumc.edu
August 28, 2024

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NURSING



AN OLD PROFESSION

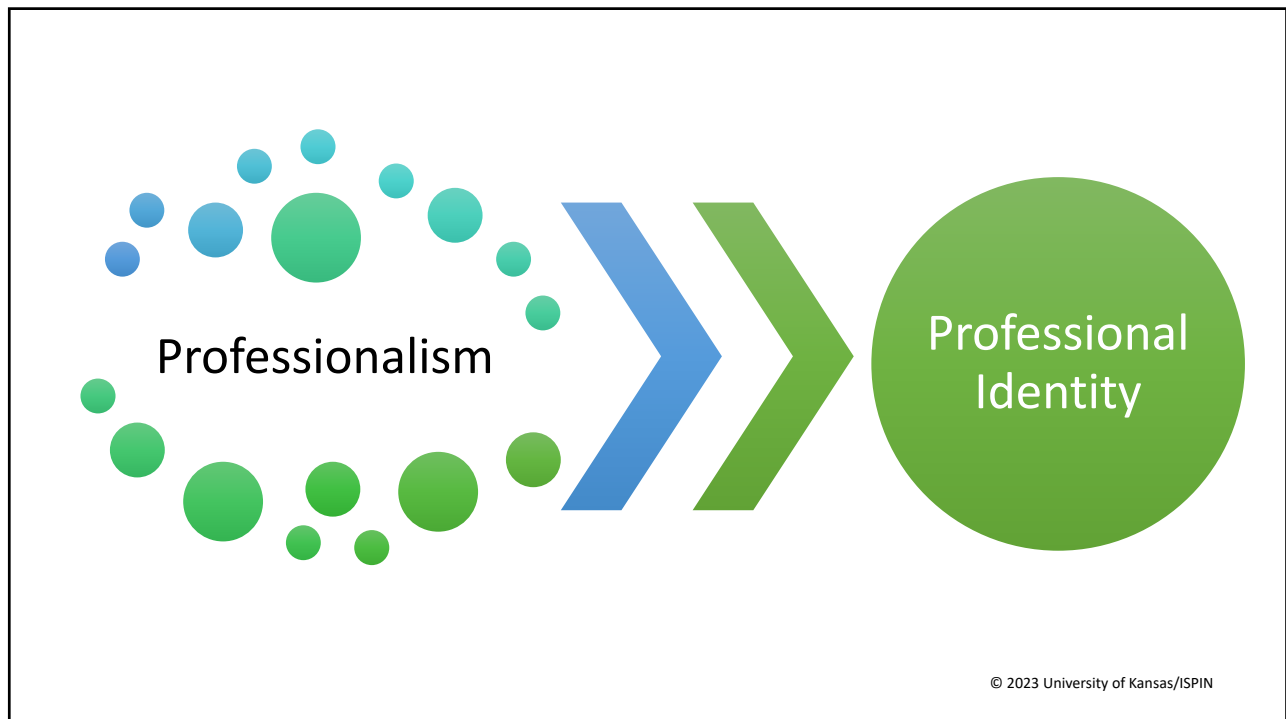


A YOUNG ACADEMIC
DISCIPLINE

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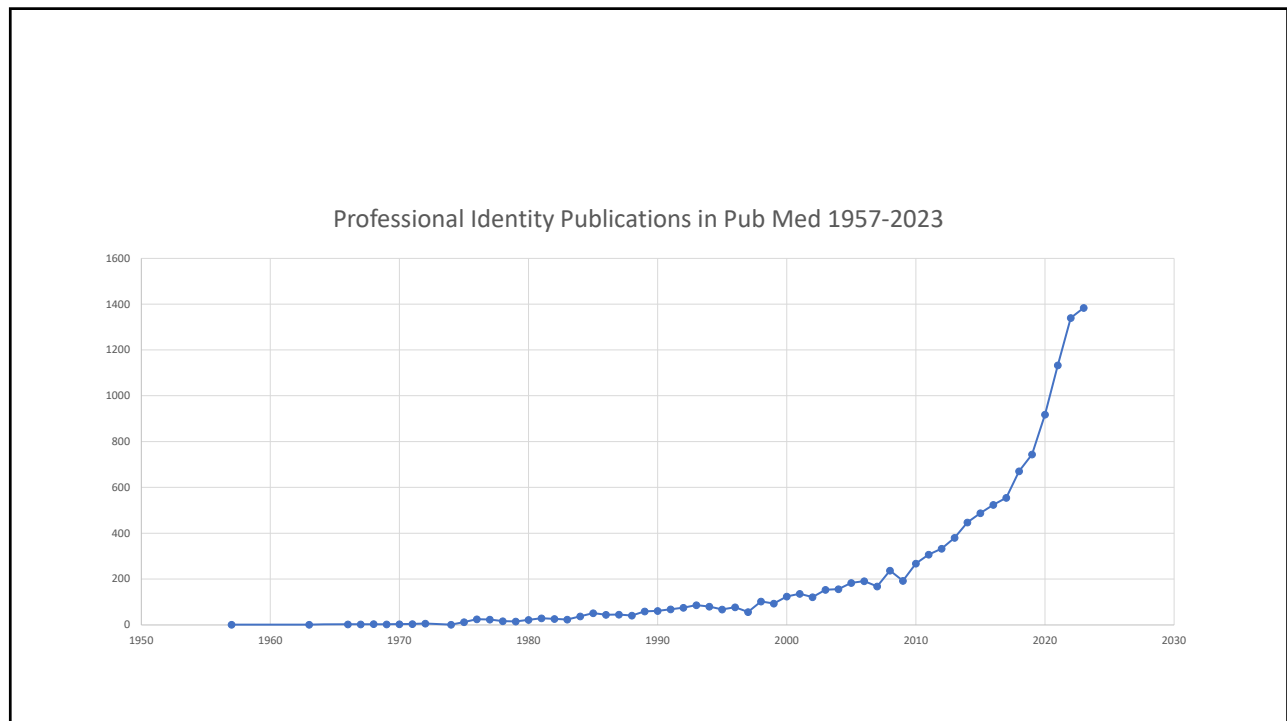
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A strong professional identity:

- Enables you to consider your values and how they relate to those prescribed (i.e. professional codes of conduct), and to patient and colleagues' values.
 - Fosters confidence (both in yourself, and others in you)
 - Cultivates collaborative leadership styles and develops wellbeing
 - Can be beneficial to health care professionals' career choice and life satisfaction
- Rees CE, Monrouxe LV. Who are you and who do you want to be? Key considerations in developing professional identities in medicine. *Med J Aust.* 2018 Aug 3;209(5):202-203. doi: 10.5694/mja18.00118. PMID: 30157410.

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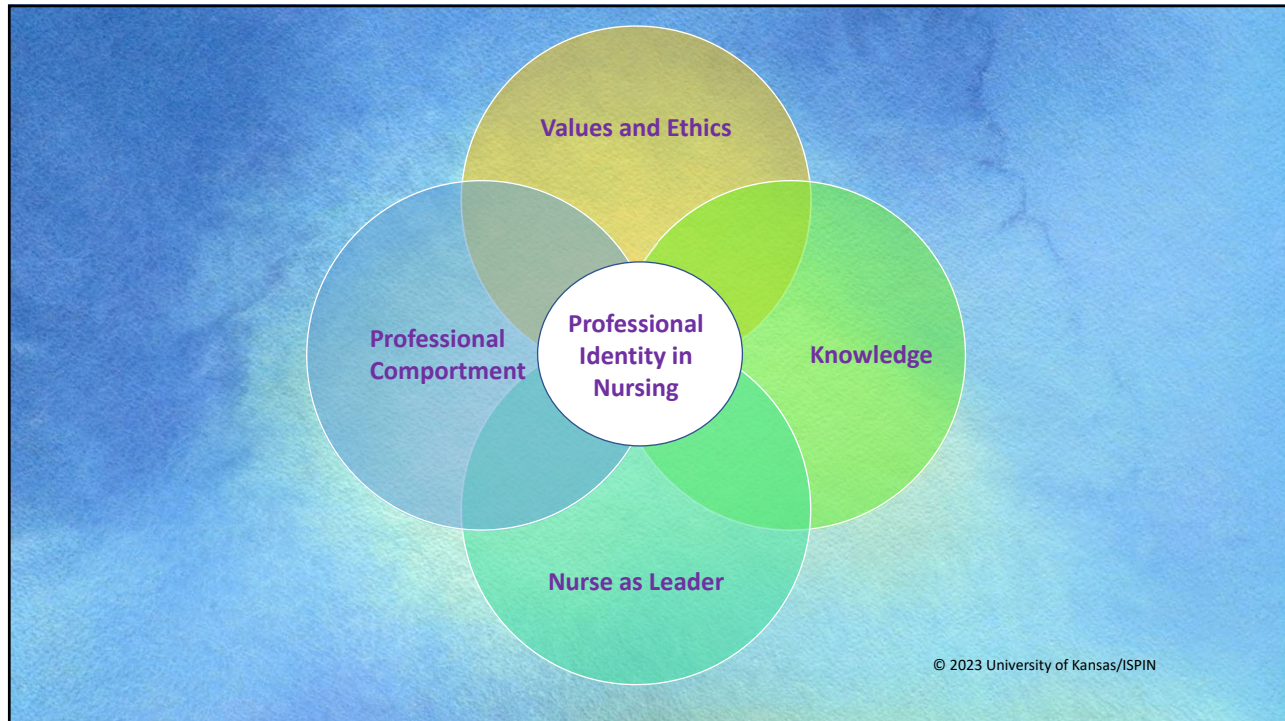
Professional Identity in Nursing:

- “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.”



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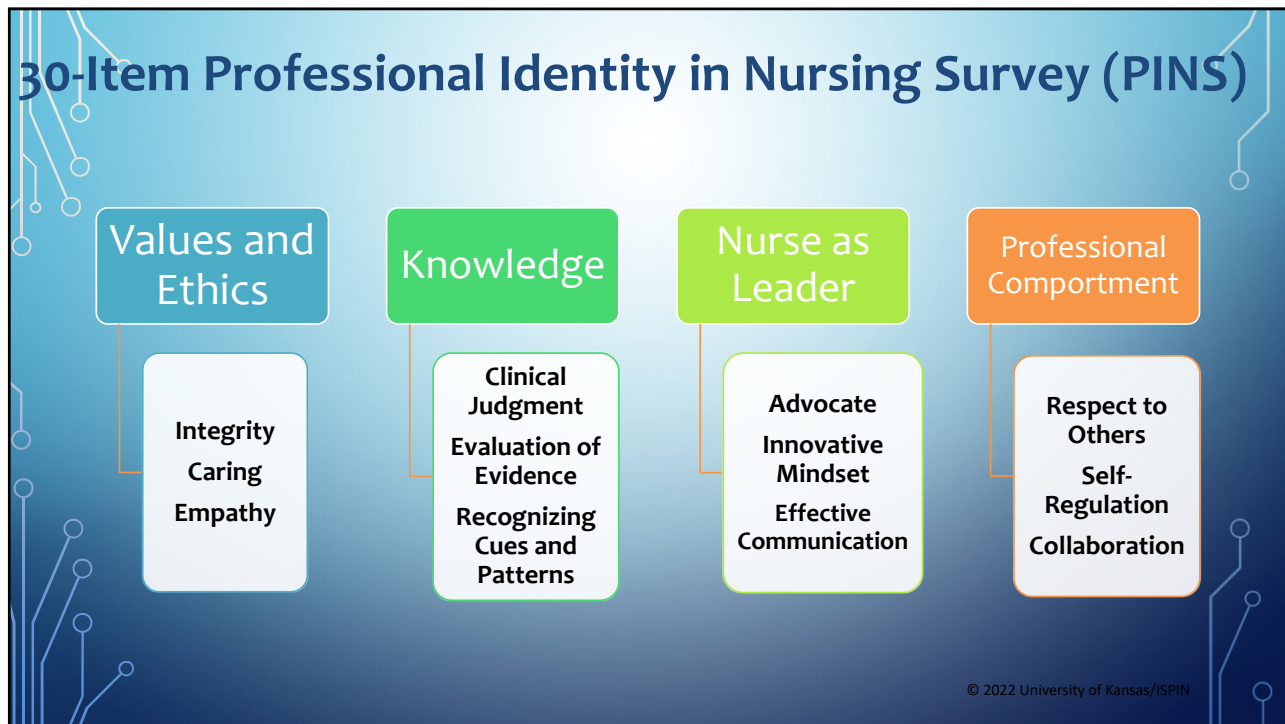
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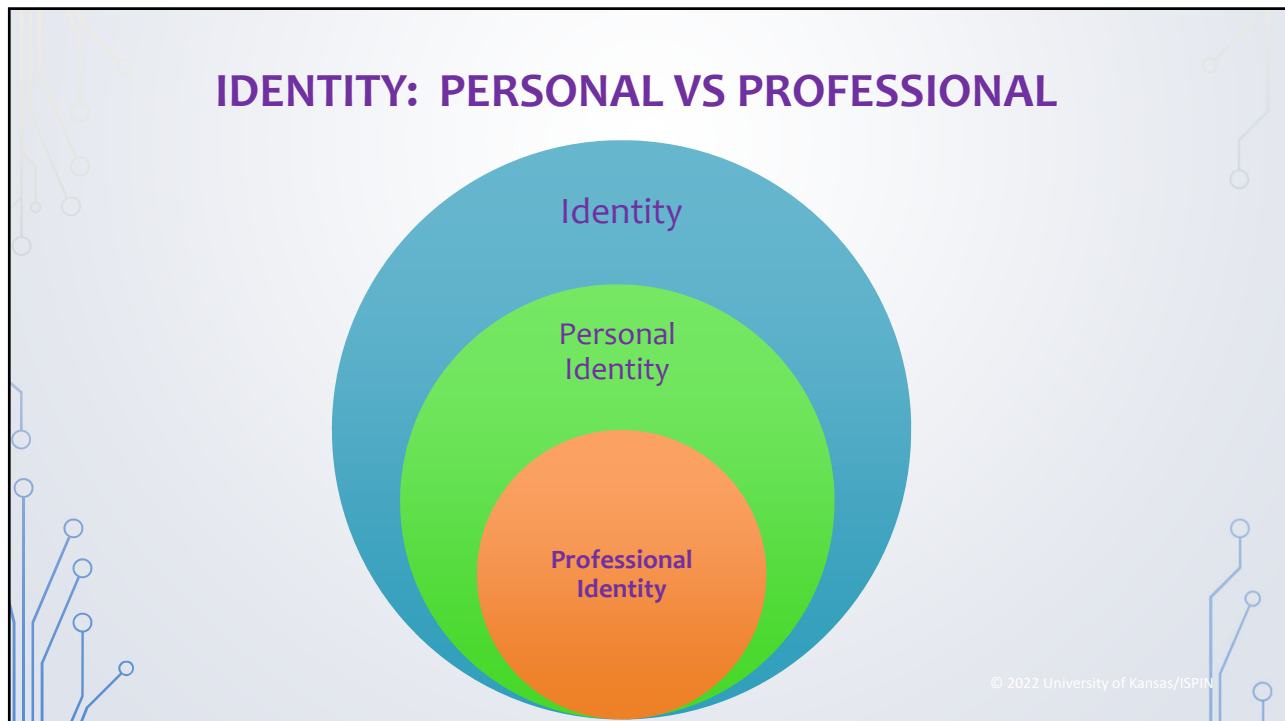
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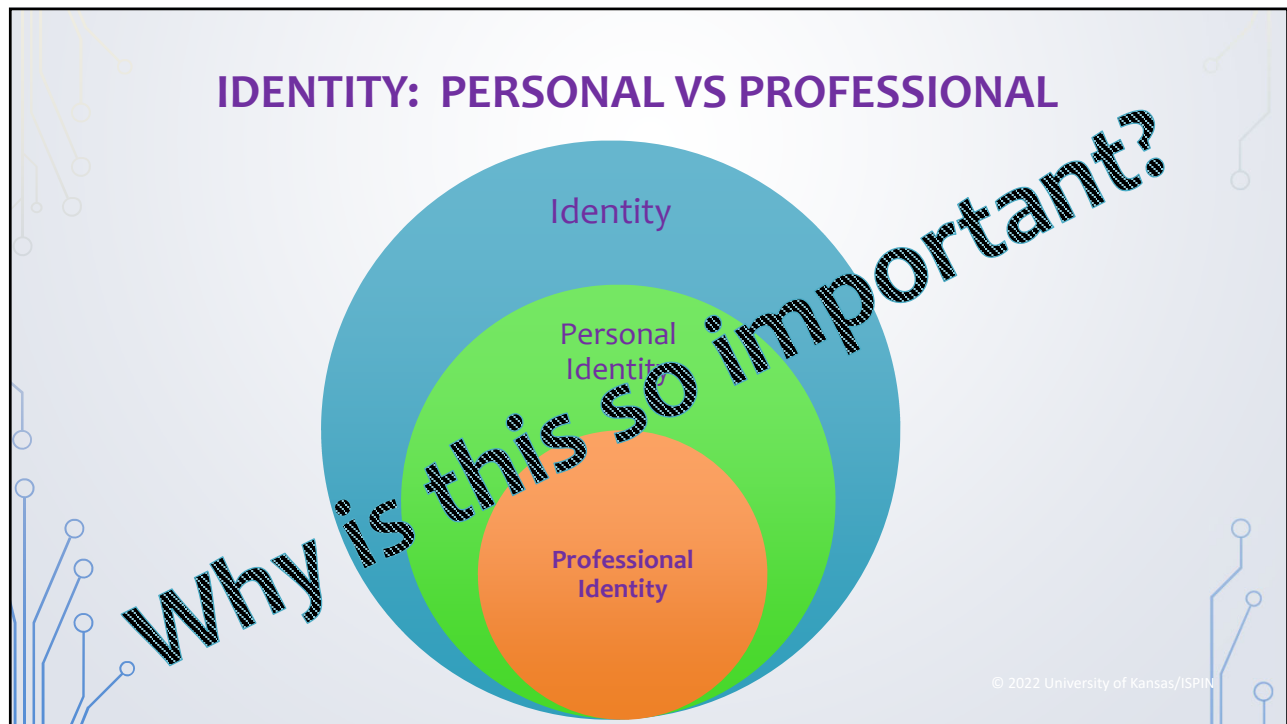
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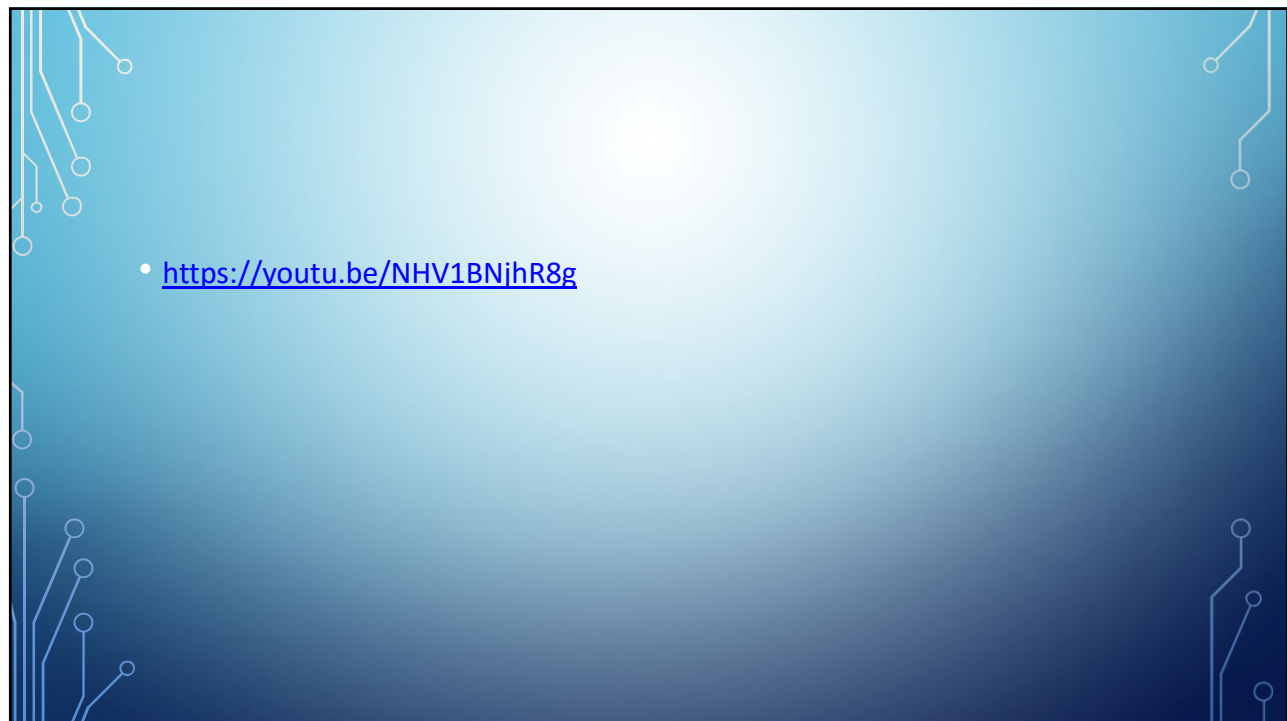
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The **beginning** of
wisdom is the
ability to call
things by their
right names.

Confucius



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RESEARCH

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QUALITY AND
SAFETY BEGIN
WITH A
STRONG
PROFESSIONAL
NURSING
IDENTITY

- **Kristen D. Priddy, PhD, RN, CNS**
- &
- **Beth C. Phillips PhD, RN, CNE, CHSE**

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Study methods

Mixed Methods design

- ▶ Survey using Qualtrics
 - ▶ N = 718 in a northwestern state in the US
 - ▶ Descriptive statistics and qualitative responses
 - ▶ Content Analysis

Demographics		
Race Ethnicity	White	88%
	Asian	1.8%
	Black	1.4%
	Native American or Alaska Native	1.1%
	Hawaiian or Pacific Islander	0.3%
Age	20-29	2.2%
	30-39	12.8%
	40-49	16.7%
	50-59	22.7%
	≥60	39.9%
Gender	Female	87%
	Male	12.1%
	Non-binary	0.41%

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A few of the questions....	
Are you familiar with the concept of Professional Identity?	Yes 70% No 30%
Do you think professional identity is critical to functioning in a nursing role?	Yes 74% Not Sure 21% No 5%
Nurses with a strong professional identity to nursing stand out as having a higher impact than those who do not possess this attribute.	True 92% False 8%
Healthcare agencies can contribute to professional identity through their mission, values, programs, practices, and other mechanisms.	True 97% False 3%
Healthcare agencies have an obligation to advance professional identity.	True 80% False 20%
Does the clinical agency you are associated with have a process for ensuring nurses have a strong professional identity?	Yes 28% Not sure 25% No 26% N/A 20%

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Rank	Values/Ethics	Knowledge	Prof. Comportment	Leadership
1	330 (58.3%)	148 (26.1%)	66 (11.7%)	22 (3.9%)
2	160 (28.3%)	203 (35.9%)	161 (28.4%)	42 (7.4%)
3	58 (10.2%)	162 (28.6%)	208 (36.7%)	138 (24.4%)
4	18 (3.2%)	53 (9.4%)	131 (23.1%)	364 (64.3%)
Avg. Rank	1.6	2.2	2.7	3.5

Rank of Domains

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Qualitative questions

How do you think having a strong professional nursing identity impacts practice?

How do you think failure to form a strong professional identity impacts practice?

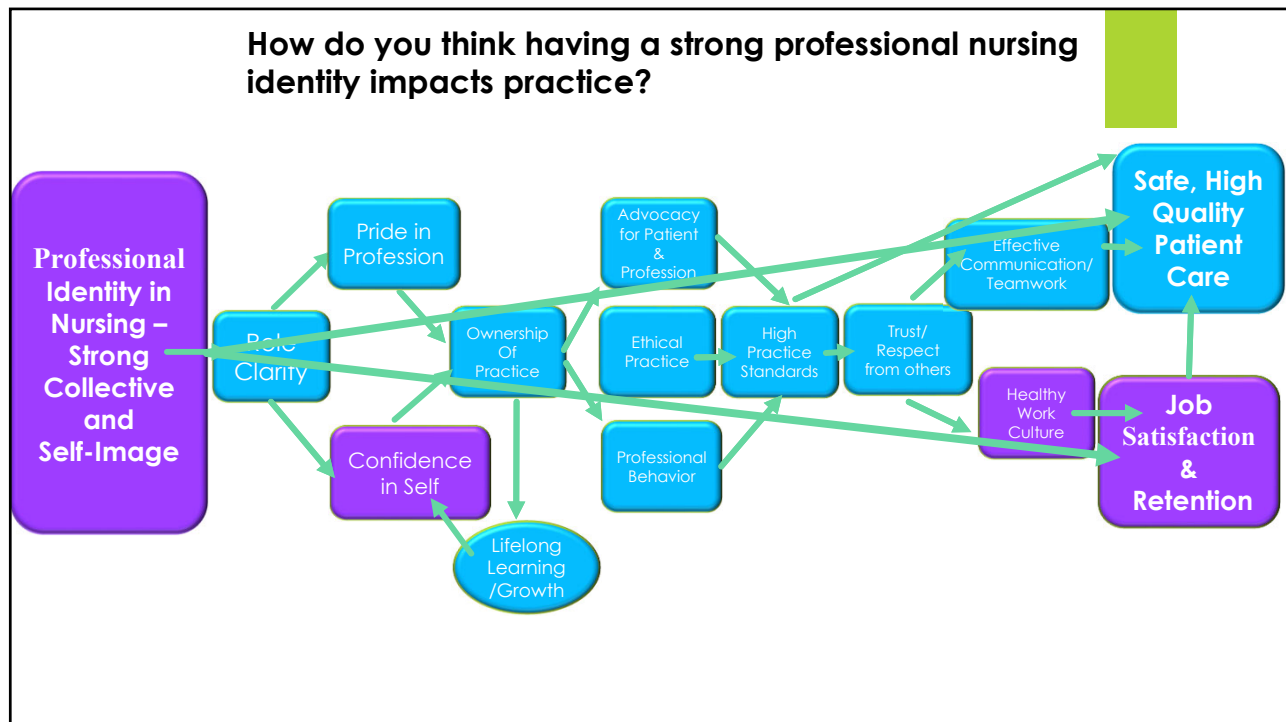
Describe the process at your clinical agency for ensuring that nurses have a strong professional identity.

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How do you think having a strong professional nursing identity impacts practice?

- ▶ "I believe that nurses with a strong professional identity inherently know how to do what is best for the patients. They are able to advocate for patients by active listening, applying what they learn to make sound decisions regarding a patient's care. Without that professional identity, nursing is just a job with tasks to perform."
- ▶ "Everything I do and every way I do it when I am a nurse comes from my nursing identity which, for me is an inherent part of my soul and core identity and how I live in the world from breath to breath and moment to moment."

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How do you think failure to form a strong professional identity impacts practice?

- ▶ “Currently I’m on extended leave disabled from work injuries. I have severe PTSD from not being respected. Some of my injuries would have been avoided had there been consideration to my expertise.”
- ▶ “Without a strong sense of professional identity, we risk nursing being seen as just another job and we might fail to take a stand on issues impacting nurses and human rights globally.”

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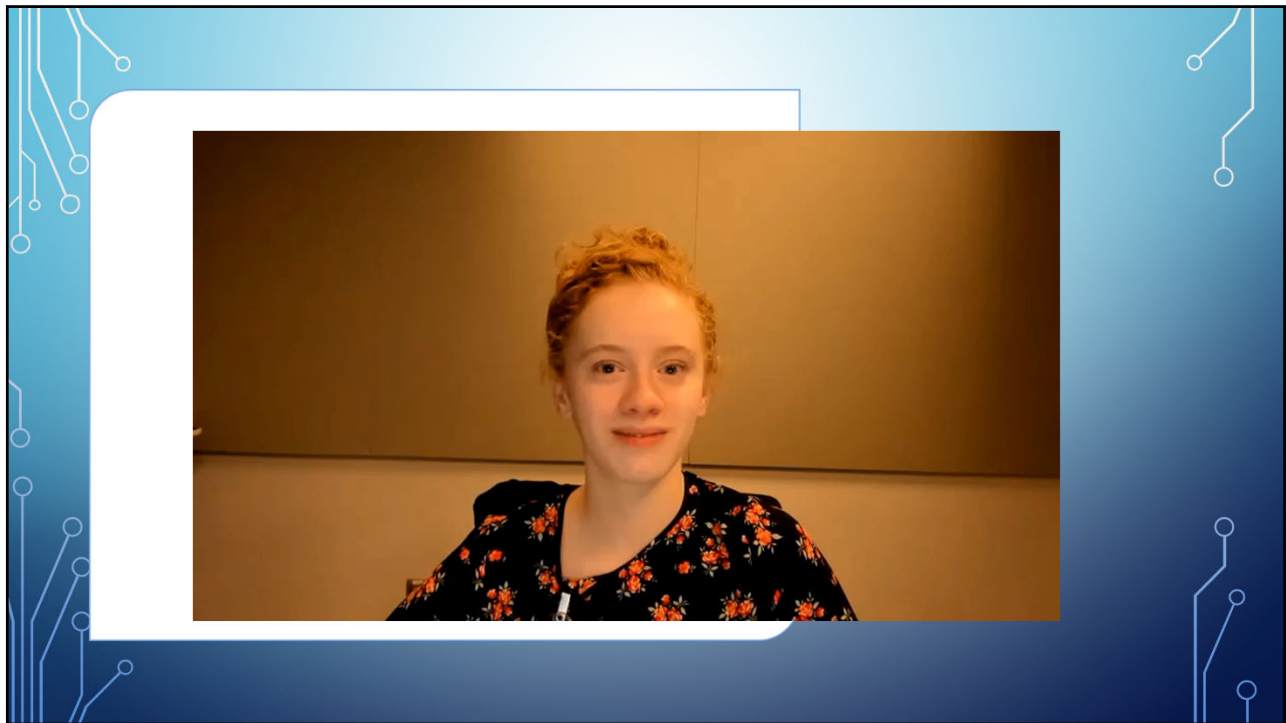
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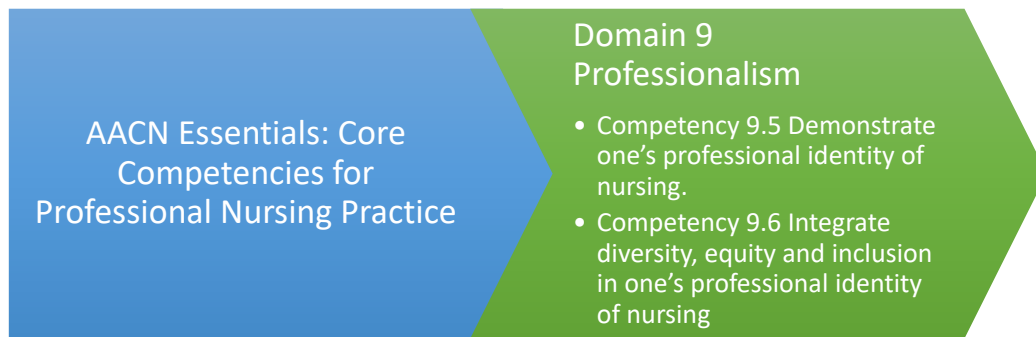
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AACN
commits to

- Finding one 'lens' for the professional identity and competencies of nurses
 - *Understanding the Re-Envisioned Essentials: A Roadmap for the Transformation of Nursing Education (AACN, 2021).*

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Impacting the Discipline



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Thinking Bigger

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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.”

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American Nurse

Journal, September 2024

Professionalism and professional identity

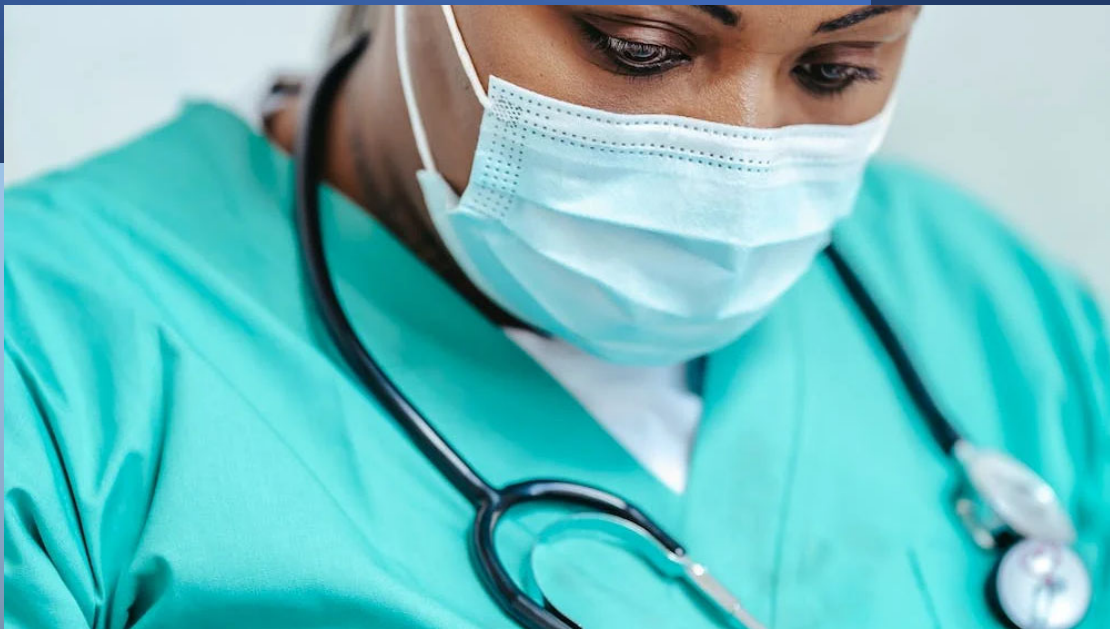
Clarification will strengthen nursing.

By Rhoda A. Owens, PhD, MS, RN; Lynne M. Kuhl, MSN, BA, RN; Chelsea O.P. Hagopian, DNP, APRN, AGACNP-BC; Dawn M. Goodolf, PhD, RN; Christina Ferrell, PhD, RN, NEA-BC, CNE; Debra Liebig, MLA, BSN, RN, NPJ-BC; Matthew S. Howard, DNP, RN, CEN, TCRN, CPEN, CPN; Kary Anne Weybrew, MSN, RN, WHNP; and Jean Yockey, PhD, MSN-FNP, RN, CNE

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What About Practice?


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What would you see, hear
and experience if there
would be a stronger sense of
professional identity for you
and your colleagues?

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What would you see, hear
and experience if there
would be a stronger sense
of professional identity for
you and your colleagues?

“Patient satisfaction
scores would be at the
top with great patient
outcomes.”

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What would you see, hear and experience if there would be a stronger sense of professional identity for you and your colleagues?

- “Recognize that the nurse is the professional that makes outcomes happen.
- A sense that nurses remember why they are here and what they wanted to become.”



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What would you see, hear and experience if there would be a stronger sense of professional identity for you and your colleagues?

“Feel good about myself and the work I’ve done when I leave for the day.”



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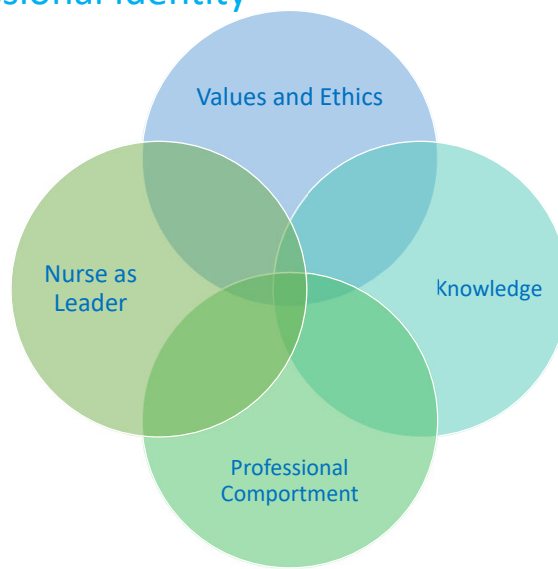


What would you see, hear and experience if there would be a stronger sense of professional identity for you and your colleagues?

- “Pride in the work and care provided in patient care.”
- “A group of nurses that support each other.”

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Domains of Professional Identity--



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The International Society for Professional Identity in Nursing (ISPIN) Is the Voice of the Professional Identity in Nursing Initiative through:

Clearly
Communicating
(newsletter, website,
distribution list, quarterly
updates)

Championing the
Science

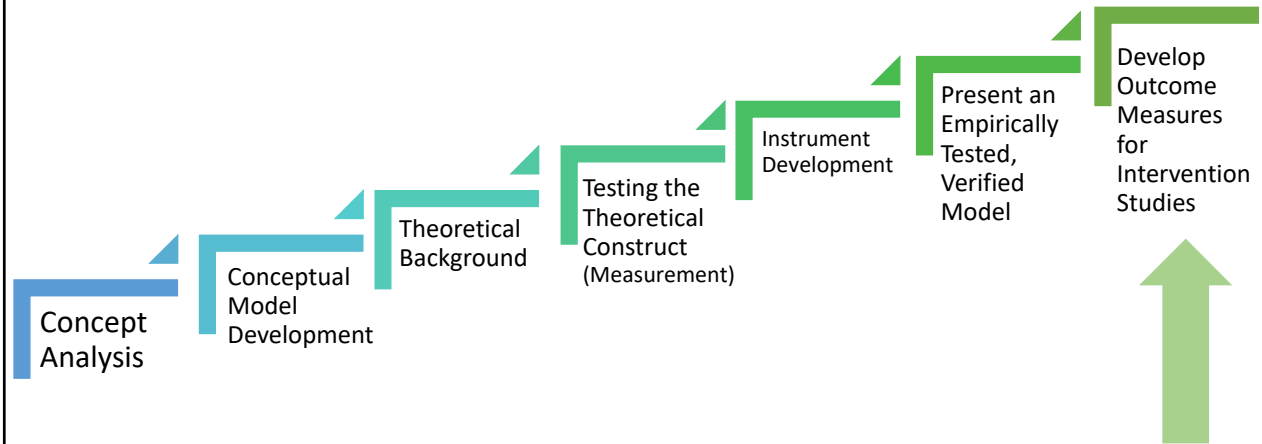
Bringing People
Together through
ISPIN Committees

Guiding
Professional
Identity in Nursing
Measurement

Working
Synergistically with
Nursing
Organizations

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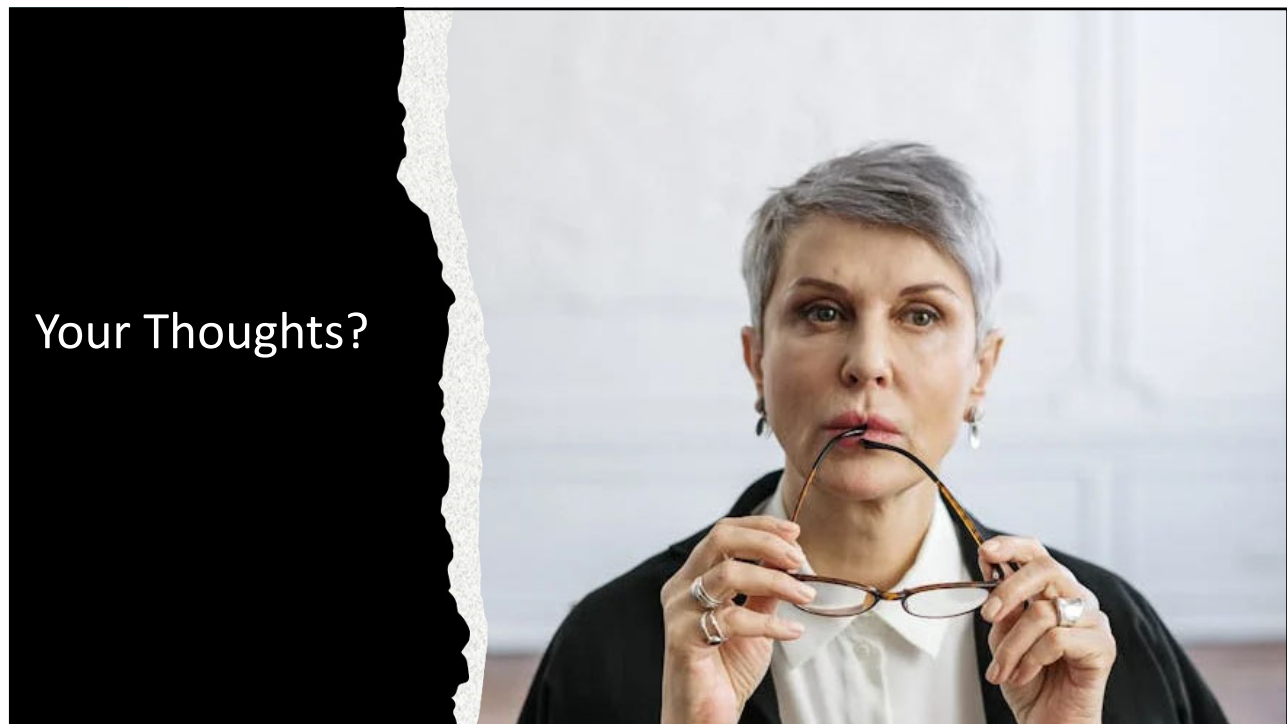
Scientific Work: Professional Identity in Nursing



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