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# Professional Identity in Nursing: Background & Introduction

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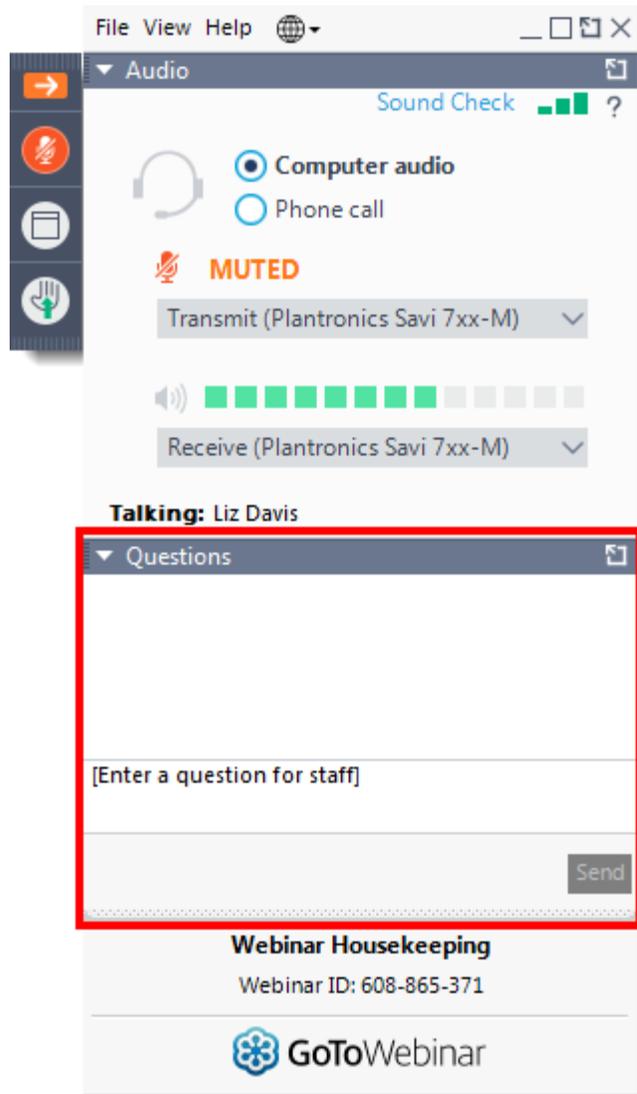
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# Learning Objectives

After participating in this session, the learner will be able to:

1. Discuss the definition and domains of Professional Identity in Nursing.
2. Explain the benefits of illuminating and fostering Professional Identity in Nursing.
3. Summarize key findings from the existing body of scientific knowledge on Professional Identity in Nursing.

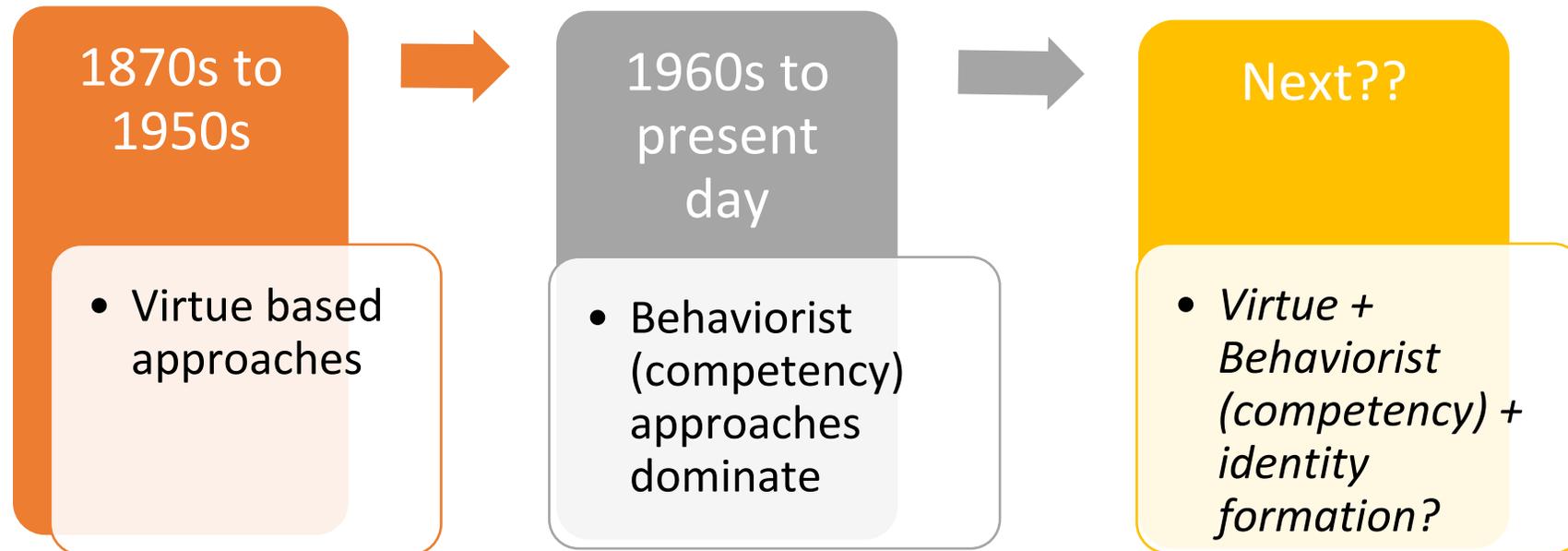
**What does it mean to be a  
professional nurse?**

# The Flexner Report - 1910

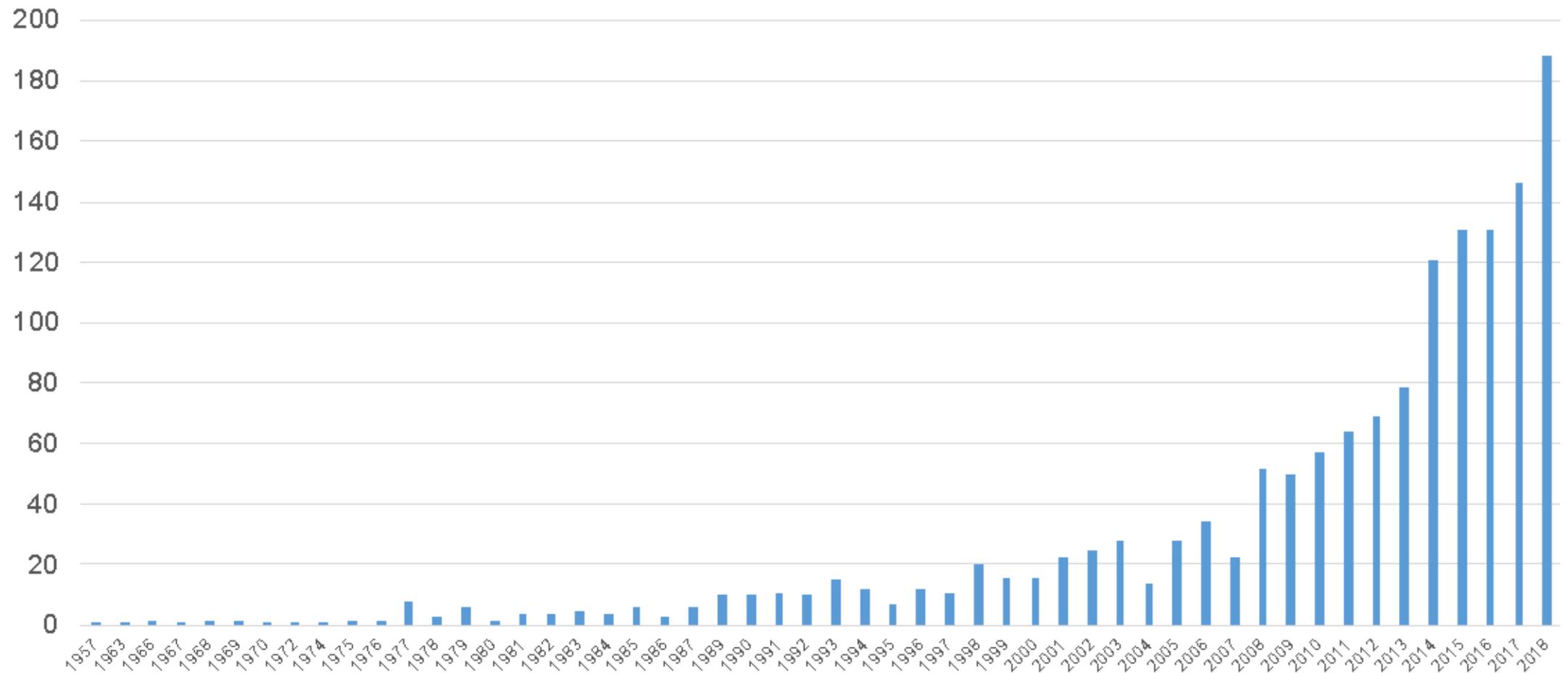
The Flexner Report called for standardization of medical education and integration of hospital-based clinical experience.

- 60% of medical programs closed
- Entry and post-graduate medical standards were established

# Nursing's Trajectory



# Professional Identity Publications Pub Med 1957-2018



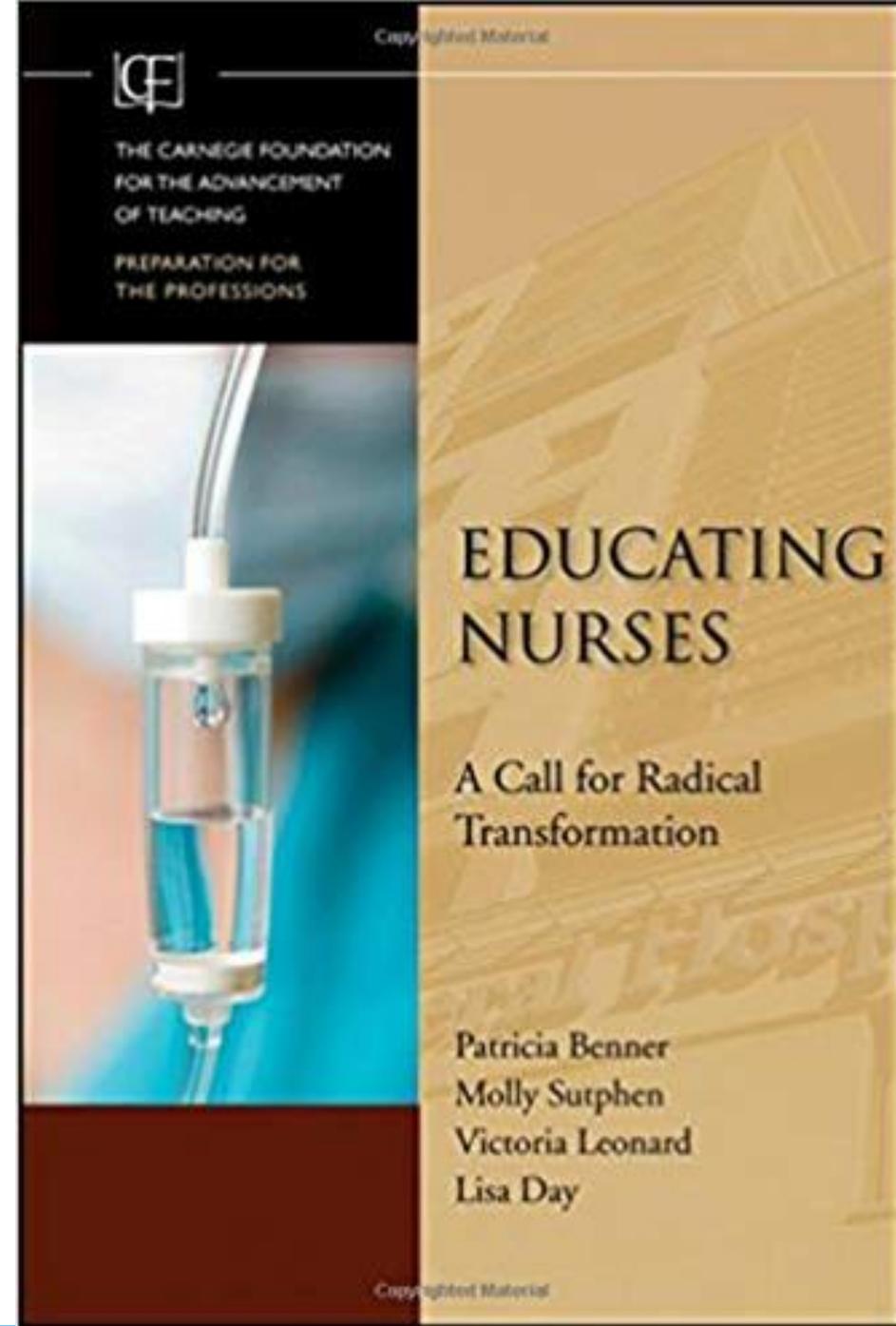
# The Institute of Medicine Report on the Future of Nursing - 2011

- Nurses should practice to the full extent of their education and training.
- Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States (IOM, 2011, p. 4).

# Educating Nurses: A Call for Radical Transformation

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

(Benner, Sutphen, Leonard, & Day., 2010, p. 86)



# Professional Identity in Nursing Think Tank 1

September 2018



# Think Tank #1

## Major Outcomes

- Participants affirmed the definition of Professional Identity in Nursing
- Identified and defined the four domains
- Determined key elements and competencies for each domain
- Created the Tree of Impact



# Definition

Professional Identity in Nursing is defined as “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.”

(Merton, 1957; Cruess et al., 2006; Godfrey & Young, 2020)



Image Source: DepositPhotos

# Professional Identity in Nursing Think Tank # 2

September 2019

## Major Outcomes

- Developed WHY statement for Professional Identity in Nursing
- Refined and defined the four domains
- Identified key elements of each of the four domains
- Drafted the initial conceptual model
- Developed exemplars for each domain
- Identified need for dissemination plan

# Domains of Professional Identity in Nursing



# Domain Definitions

## Values & Ethics

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

## Knowledge

- Analysis and application of information derived from experiences, critical reflection and scientific evidence.

## Leadership

- Inspiring self and others to transform a shared vision into reality.

## Professional Compartment

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

# ISPIN Mission and Vision

Mission: To illuminate and foster Professional Identity in Nursing around the world.

Vision: Every nurse in the world will fully embody their professional identity to maximize the well-being of the people they serve.



Image Source: DepositPhotos

# Impact of Formation of Professional Identity in Nursing

- 50% of practice breakdowns that result in peer review are related to failures in clinical reasoning and in professional responsibility/advocacy (Texas BON, 2016).
- Nurses who fail to commit to professional identity may never develop into expert nurses (Benner, Tanner, & Chesla, 2009).



# Impact of Formation of Professional Identity in Nursing

- Identity and psychological wellbeing are linked (Thoits, 2015; Walds et al., 2015).
- Individuals who define their professional priorities more broadly and realistically seem much better placed to draw satisfaction from their roles (Armitage-Chan & May, 2018).
- Understanding the drivers of developing a sound, positive professional identity can enable teachers and leaders to have a positive effect on the individual nurse and the profession as a whole (Johnson, Cowin, Wilson, & Young, 2012).



# Implications for Nursing Education

“An adaptive developmental process that happens simultaneously at two levels: (1) at the level of the individual, which involves the psychological development of the person and (2) at the collective level, which involves the socialization of the person into appropriate roles and forms of participation in the community’s work.”

(Jarvis-Selinger, Pratt, & Regehr, 2012, p. 1185-1186)

# Implications for Nursing Education

- Identity formation tends to be learner-focused and developmental in nature (Irby & Hamstra, 2016).
- Greater focus on developing the individual's understanding of self and their own identity formation may be helpful in professional identity formation (Benner, Sutphen, Leonard, & Day, 2010).



# Implications for Nursing Education

- LVN/LPN
- ADN
- BSN
- Transition to Practice
- Graduate Education
- Transition to Advanced Practice/Leadership

# Professional Identity in Nursing: Practice

## WHY?

Formation of Professional Identity allows us as nurses to operationalize a clear understanding of our professional identity so that our **unique contributions** to **improve health** can be recognized.

# Practice: Implications of Professional Identity

## DEFINITION

“a sense of oneself...resulting in an individual **thinking, acting, and feeling** like a nurse.”

## VALUES AND ETHICS

comprise a “set of core values and principles that guide conduct.”

## PROFESSIONAL COMPORTMENT

“a nurse’s professional behavior demonstrated through presence, words and actions”

# Benefits to Patients and Health

## KNOWLEDGE

“application of information derived from experiences, critical reflection and scientific evidence.”

## LEADERSHIP

“inspiring...to transform a shared vision into reality”

## INFORMING PRACTICE

- Evidence-based Practice
- Nurse as Advocate
- Community, National and Global Health

# Improved Engagement and Job Satisfaction

- Professional identity and self-concept appear to be linked

(Tinkler,Smith, Yiannakou, & Robinson, 2018)

- Identity and psychological well-being are linked

(Thoits, 2015; Walds et al., 2015)

- Individuals who define their professional priorities more broadly and realistically seem much better placed to draw satisfaction from their role

(Armitage-Chan & May, 2018)

# Benefits to Healthcare Organizations

- Improved Nurse Engagement
- Improved Nurse Retention
- Improved Patient Outcomes

# Promoting Professional Identity in Practice

— **Educate** practicing nurses and administrators on the definition, domains and benefits

— **Develop** Professional Identity Statement for organization

— **Align** definition and domains with organization's nursing vision, values and professional practice model

— **Utilize** exemplars and debriefs of actual practice situations

— **Create** brand consistency

# Brand Image

## Factors contributing to inconsistent image

- Variety of education/ credentials
- Portrayals in the media and online
- Lack of professionalism

*(Godsey, Houghton & Hayes, 2020)*

## Need to communicate unique value of Nursing

- Decisions makers
- Leaders in healthcare
- Public

*(Finkelman & Kenner, 2013)*

# Creating Brand Image

- **Differentiate** the value of Nursing

- **Communicate** core values of Nursing

- **Include** education, leadership, autonomy, influence in addition to attitudes of caring

*(Godsey, Houghton, & Hayes, 2020)*

# Value Proposition

— **Establish** unique value of nursing

— **Identify** key differentiators

— **Align** with organization's mission, nursing vision and value,  
professional practice model

— **Informed** by professional identity definitions and domains

# Implications for Regulation & Policy

- **Framework for state boards/accrediting bodies** to inform regulation/standards
  - Intentional inclusion of Professional Identity formation in State Board regulation / standards / language and intent
  - Terminology and definition for expectations of profession
  - Reframe how we remediate/discipline nurses (gives us a lens to examine the issue and the nurse's practice...deviation from standard
  - Professional comportment
  - *"You're putting into words what we've known in our hearts"*
- **Shared language** for policy documents
  - Consistent communication & opportunity for improved relationship building with diverse community & stakeholders

# Implications for Regulation & Policy

**Strong sense of Professional Identity will enable nurses to use knowledge and provide leadership to:**

- influence legislators to make well-informed decisions on healthcare policy
- serve on advisory and executive boards
- prepare future nurses to transform the healthcare system

# Global Implications

- ***Every nurse*** in the ***world*** will fully embody their professional identity to maximize the wellbeing of the people they serve.
  - Context
  - Culture
  - Resources



# Propelling the Science

- Scoping Review - Dr. Nelda Godfrey and Beth Young, Kansas University Medical Center
- Professional Identity in Nursing International Survey - Dr. Beth Phillips, Duke University
- National study of faculty and administrators' perceptions of professional identity in nursing using the Professional Identity in Nursing Survey (PINS) - Dr. Cindy Clark, ATI and Dr. Tulla Landis, Washington State University
- Kansas Demonstration Project - Kristi Frisbee, Pittsburg State University and Dr. Nelda Godfrey, Kansas University Medical Center
- Conceptual Model Work Group - Dr. Cole Edmonson, AMN Healthcare and Dr. Lindell Joseph, University of Iowa, AONL

More information available at: <http://nursing.kumc.edu/innovative-partnerships-and-practice/professional-identity-in-nursing.html>

The screenshot shows the top navigation bar of the KU Medical Center website. The header includes the KU Medical Center logo, navigation links for Academics, Research, Patient Care, and Outreach, and a search bar. Below the header, the page title is 'School of Nursing' with a breadcrumb trail: 'School of Nursing > Innovative Partnerships and Practice > Professional Identity in Nursing'. A left sidebar contains a 'School Home' button and a list of dropdown menus: 'About the School', 'Salina Campus', 'Academics', 'Research', 'Innovative Partnerships and Practice', 'Advanced Learning Perspectives', and 'Faculty & Staff'. The main content area features a purple banner with the title 'Professional Identity in Nursing' and a green tree icon. Below the banner, the text 'Naming | Forming | Fostering' is displayed. A blue 'back to top' button is located at the bottom right of the banner.

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**School Home**

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- Salina Campus
- Academics
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- Innovative Partnerships and Practice**
- Advanced Learning Perspectives
- Faculty & Staff

### Professional Identity in Nursing

# Professional Identity in Nursing



Naming | Forming | Fostering

To Join in our Work Contact Lauren  
Roberts at

[lroberts6@kumc.edu](mailto:lroberts6@kumc.edu)



# Questions and Discussion



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# Thank you for attending!

- We will send you an email in approximately 1 week that will include a link to the webinar recording and the process for completing the evaluation to obtain your CNE certificate.
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