Professional Identity in Nursing: Conceptual Model, Development of New Knowledge

M. Lindell Joseph, PhD, RN, FAAN
University of Iowa College of Nursing & American Organization For Nursing Leadership, Iowa City

Cole Edmonson, DNP, RN, NEA-BC, FACHE, FAONL, FNAP, FAAN
AMN Healthcare, Dallas
Learning Objectives

1. Demonstrate nursing’s educational trajectory and scientific quest.
2. Describe the methodology for evolution of model.
3. Discuss implications of model based on a socio ecological model.
Nursing Education Trajectory

1870s to 1950s
- Virtue based approaches

1960s to present day
- Behaviorist (competency) approaches dominate

Next?? ISPIN
- Virtue + Behaviorist (competency) + identity formation?
To describe a phenomenon central to nursing’s concern.
To make predictions.
Conceptual Model for Professional Identity in Nursing

“...the modeling of a system of concepts means nothing less than the creation of a new language, a new mode of thinking.” –F. Waismann

Think Tank 2019 Task : Speed Modeling
New Mode of Thinking: Evolution of Model

Norris Process for Model Development

Step 1: Describe Phenomenon

- A sense of oneself in relation to a profession and to one’s membership of it.
- Created through one's beliefs and attitudes, values, motives and experiences through which individuals define themselves, in their current or anticipated professional life.
- Formation tends to be learner-focused and developmental in nature.
- Individuals who define their professional priorities more broadly and realistically seem much better placed to draw satisfaction from their role.
- Understanding the drivers of developing a sound, positive professional identity can enable educators and leaders to have a positive effect on the individual nurse and the profession as a whole.
Step 2: Systematize the Observation

- Tree of Impact
- Qualitative Analysis
  - Content Analysis
  - Two Coders
    - Identified Super Categories/Codes
    - Concordance
# Themes/Concepts

<table>
<thead>
<tr>
<th>Themes/Concepts</th>
<th>Definitions</th>
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<tbody>
<tr>
<td>Antecedents</td>
<td>The environmental context that exist for formation</td>
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<tr>
<td>Formation as Nurse</td>
<td>Initial development in nursing</td>
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<td>Attributes</td>
<td>Characteristics of a new nurse to enable one’s Professional Identity</td>
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<td>Roles</td>
<td>Use of PI regardless of the role the nurse occupies</td>
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<td>Consequences</td>
<td>Results of one’s use of professional identity</td>
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<tr>
<td>Settings</td>
<td>The use of nursing knowledge in all work settings</td>
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<tr>
<td>Impact on Health</td>
<td>Maximize with both direct and indirect roles</td>
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<td>Lifelong Learning</td>
<td>To engage in continual learning throughout one’s career</td>
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<td>Super Categories/Codes</td>
<td>Antecedents</td>
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<td>Culture and Climate of Innovativeness</td>
<td>Clinical Judgement</td>
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<td>Inclusion</td>
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<td>Inquiring Mindset</td>
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<td>Professional Pride and Confidence</td>
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<td>Respect</td>
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<td>Roles</td>
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<td>Consequences</td>
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<tr>
<td>Ethical Compartment</td>
<td>Civility/Respect</td>
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<td>Longevity in Profession</td>
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<td>Safe and Quality Care</td>
<td>Healthy Workplace</td>
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<td>Resilience</td>
<td>Nurturing</td>
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Step 3: Operational Definition

Professional identity in nursing is utilizing values and ethics, knowledge, leadership, and professional comportment to maximize health and well being, either in a direct care nursing or non-direct care nursing roles.
Step 4: Construct a Model
Eight Concepts

Four Domains

Global Environment
Step 5: Develop Hypotheses

1. There is a relationship between professional identity and formation as nurse.
2. There is a relationship between professional identity and lifelong learning.
3. There is a relationship between professional identity and a positive work environment.
4. There is a relationship between professional identity in nursing and leadership style.
5. There is no difference between professional identity of nurses trained in the Unites States versus those trained Internationally.
Nest Step: Focus Groups

To advance the knowledge of professional identity in nursing by verifying the Model with nurses trained in the United States versus nurses trained Internationally

Aims:
- Determine whether the model can be described experientially for all nurses globally.
- Generate anecdotes that are representative of the model.
- Identify which concepts resonate or do not resonate with nurses
- Explore stewardship and influence in nursing.

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Social Ecological Model
(Urie Bronfenbrenner)
Implications

- Being, acting, and feeling like a nurse
- Self-leadership
- Social networks and friends
- Modeling the professional identity domains: values and ethics, knowledge, leadership, and professional comportment
Implications
- Creating positive work environments
- Brand image of nursing
- Lifelong learning

- Relationships between institutions
- ISPIN Collaborations
  - Academia
  - Practice
  - Regulations
  - Various role
Implications

- International Society for Professional Identity in Nursing
- Value of Nursing Quantified
- Regulations
- Local and state laws
References


Thank you for attending!

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