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

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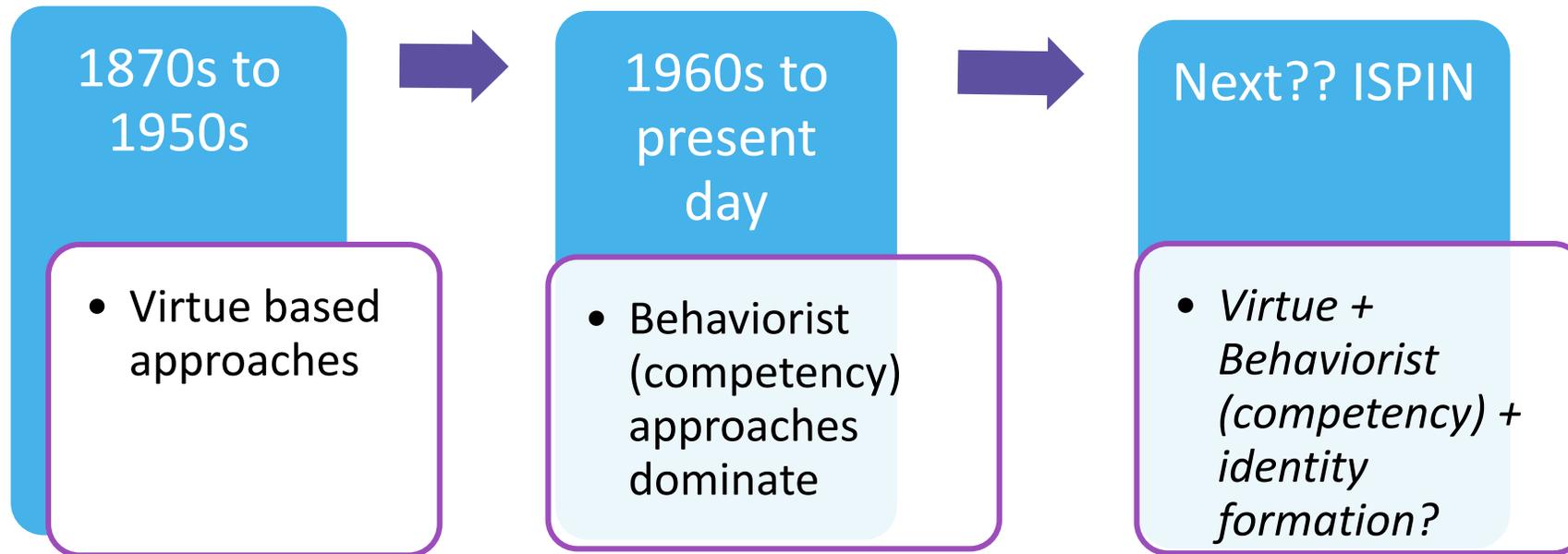
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Learning Objectives

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.

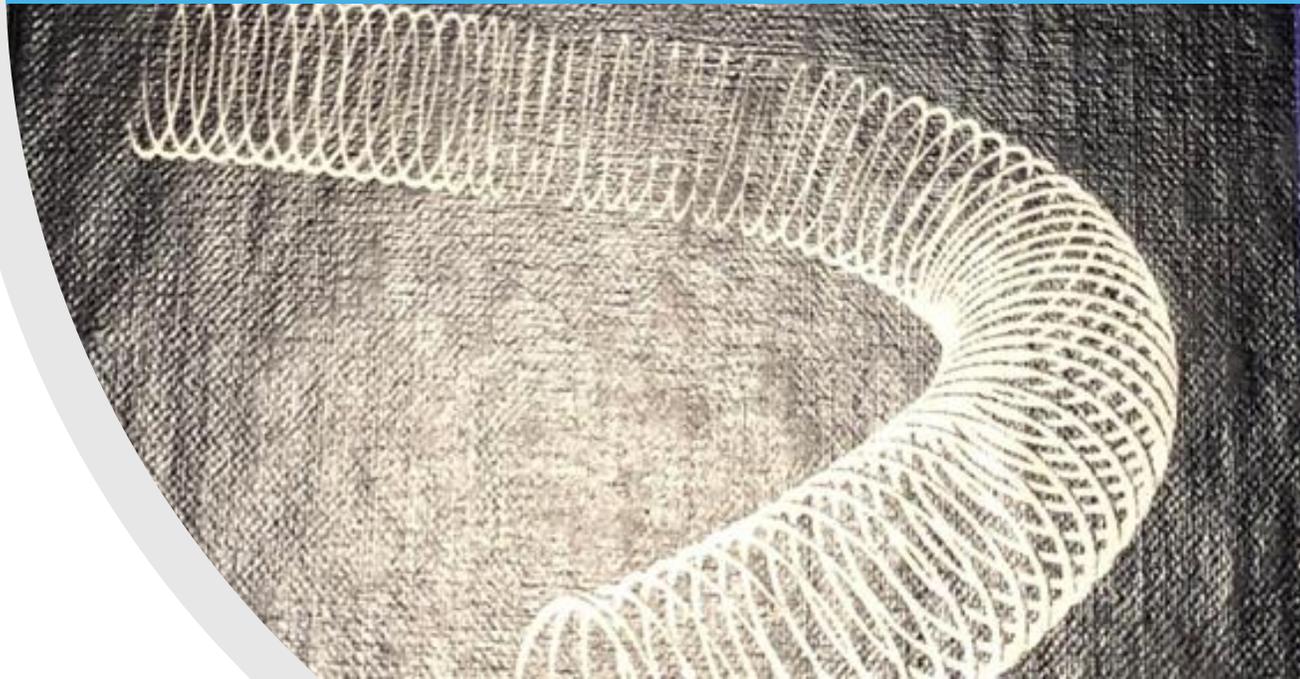
Nursing Education Trajectory

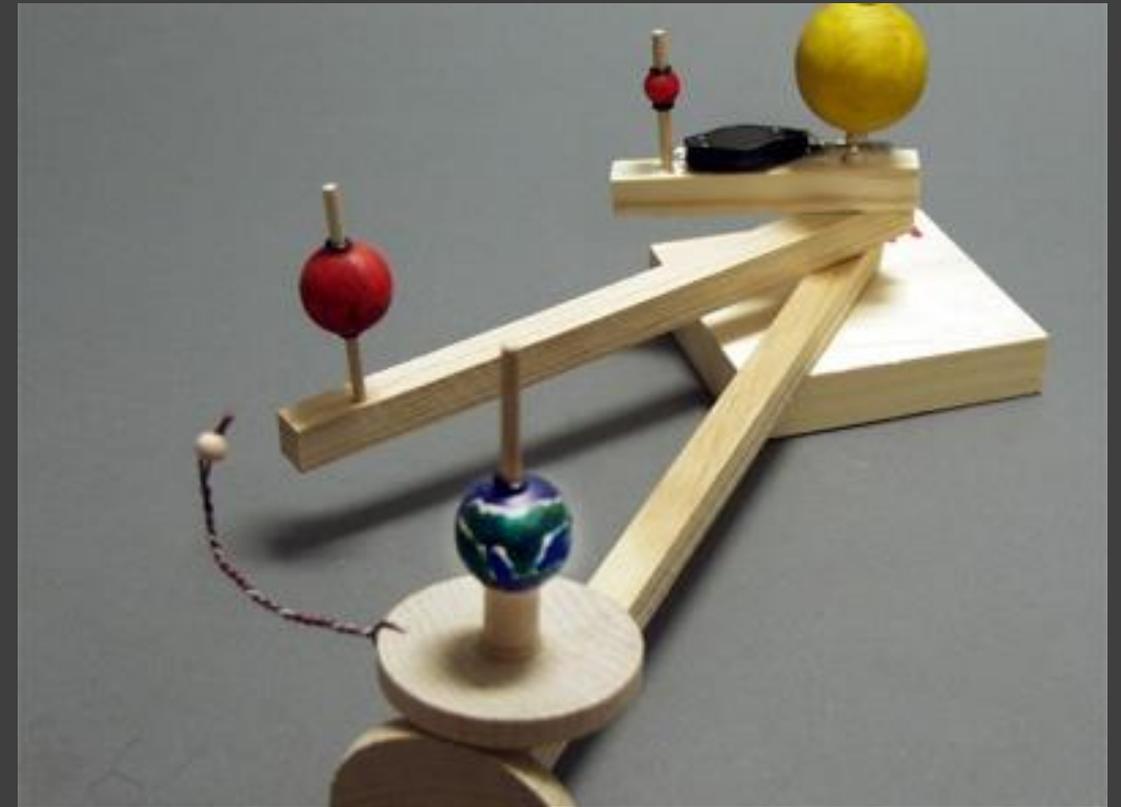


THEORETICAL BASIS OF NURSING

To describe a phenomenon central to nursing's concern.
To make predictions.

Rogers, M. (1972). The theoretical basis of nursing. F.A. Davis Company





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

Step 1



Describe Phenomenon

Step 2



Systematize the Observations

Step 3



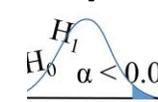
Develop the Operational Definition

Step 4



Construct a Model

Step 5



Develop Hypotheses

Norris Process for Model Development

Rodgers, B., & Knaf, K. (2000). *Concept development in nursing: Foundations, techniques, and applications* (2nd ed.). W. B. Saunders Company



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

Themes/Concepts	Definitions
Antecedents	The environmental context that exist for formation
Formation as Nurse	Initial development in nursing
Attributes	Characteristics of a new nurse to enable one's Professional Identity
Roles	Use of PI regardless of the role the nurse occupies
Consequences	Results of one's use of professional identity
Settings	The use of nursing knowledge in all work settings
Impact on Health	Maximize with both direct and indirect roles
Lifelong Learning	To engage in continual learning throughout one's career



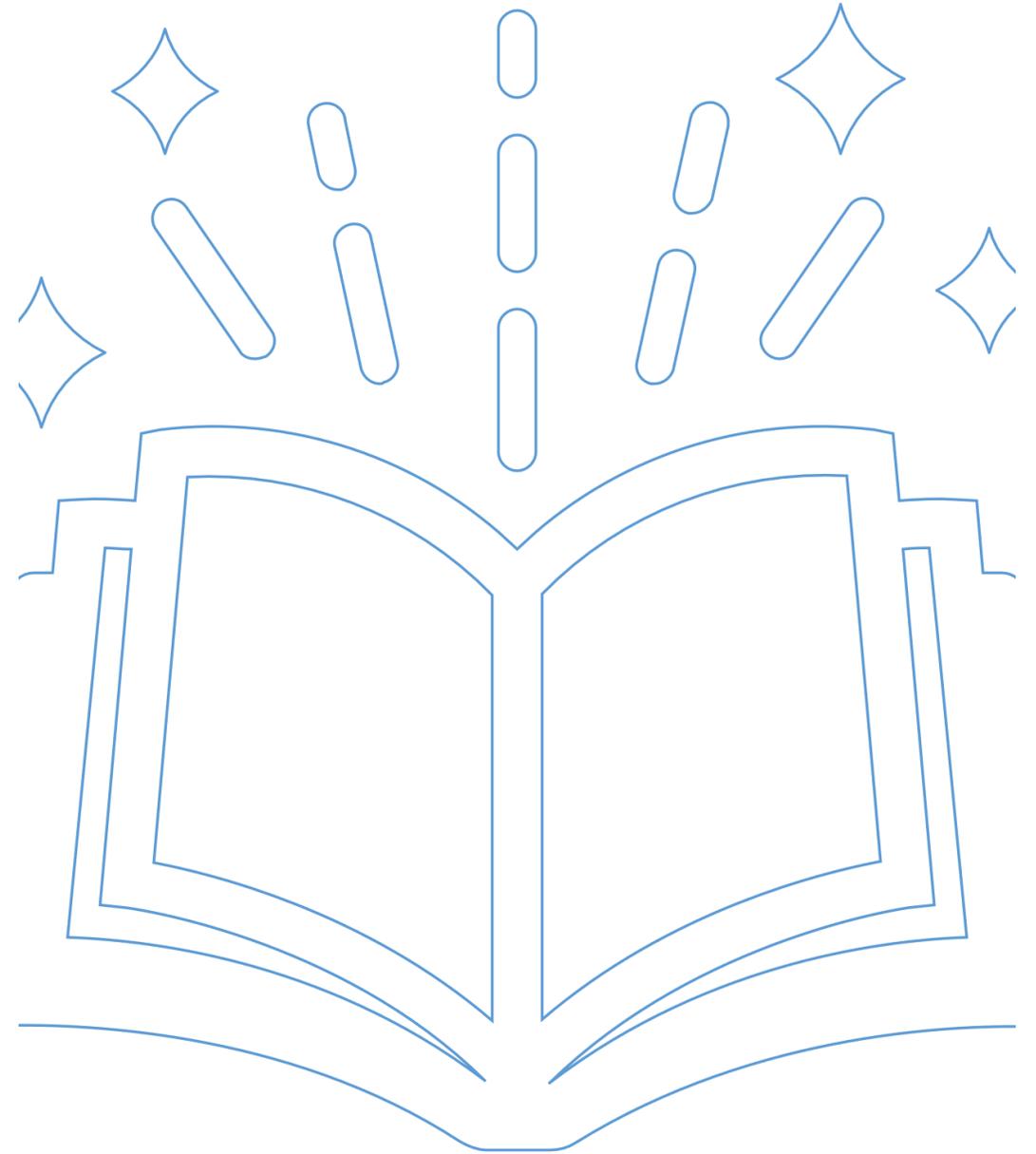
Super Categories/Codes

Antecedents	Formation as Nurse	Attributes	All Roles
Culture and Climate of Innovativeness	Clinical Judgement	Accountability	Education
Inclusion	Civility / Respect	Capacity to Care	Empathy
Openness	Collaboration	Dynamic	Leadership
Psychological Safety	Compassion	Empathy	Lifelong Learning
Safety	Evidence-Based Practice	Honesty	Sense of Community
	Inquiring Mindset	Integrity	
	Professional Pride and Confidence	Maturity	
	Respect	Relatability	
	Roles	Resilience	
		Self-awareness	

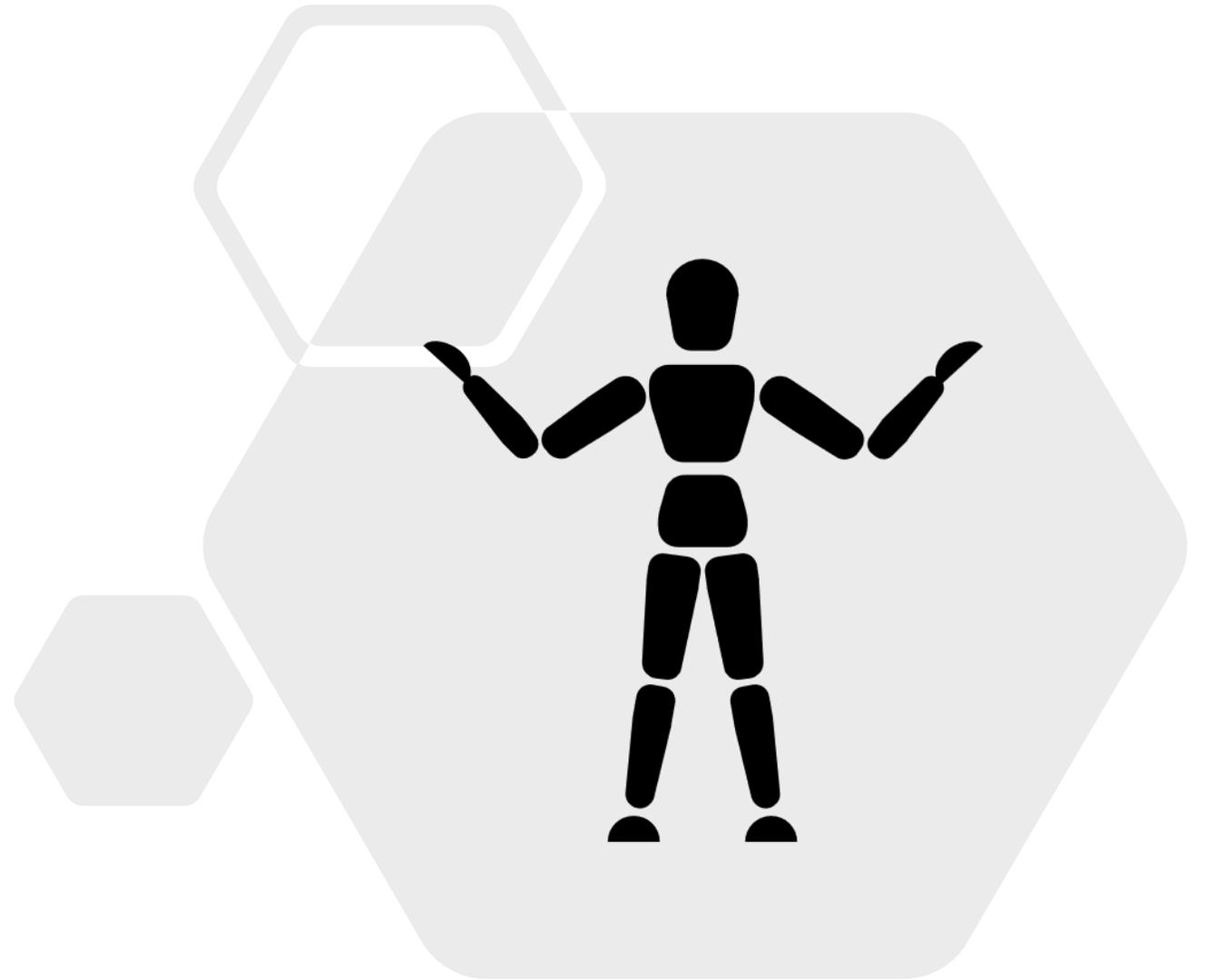


Step 3: Operational Definition

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



Conceptual Model of Professional Identity in Nursing



GLOBAL

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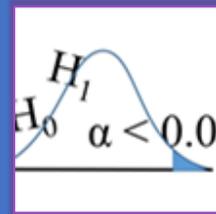
Eight Concepts

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 United States versus those trained Internationally.

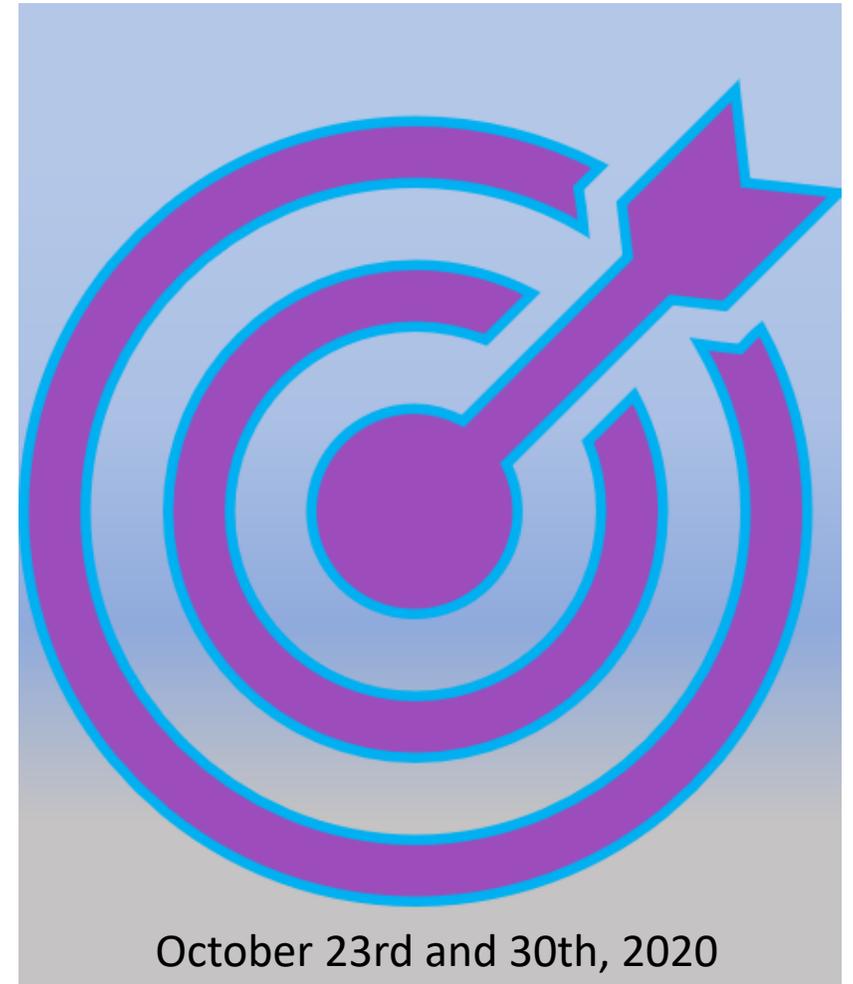


Nest Step: Focus Groups

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

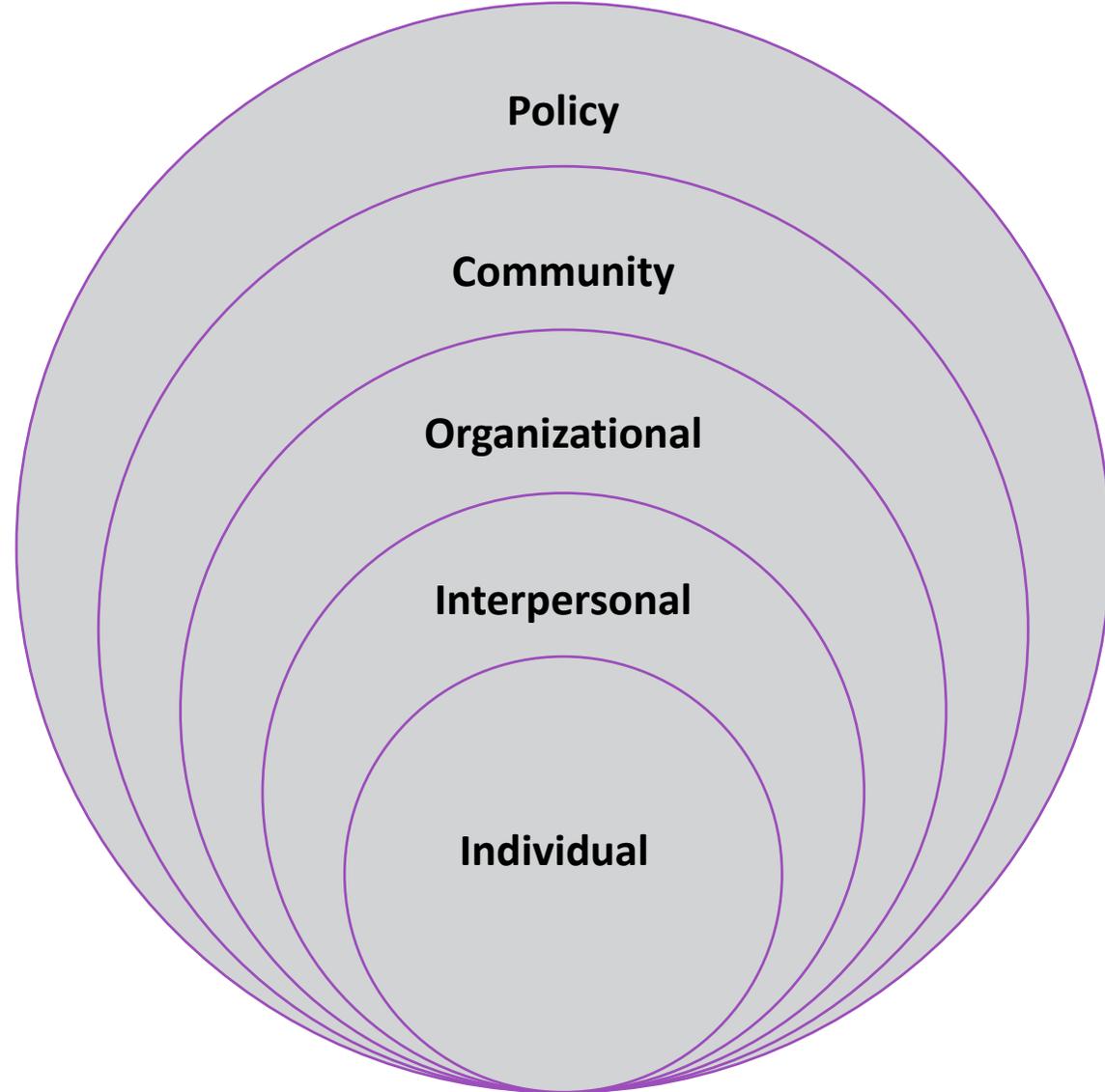
Aims:

- 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.



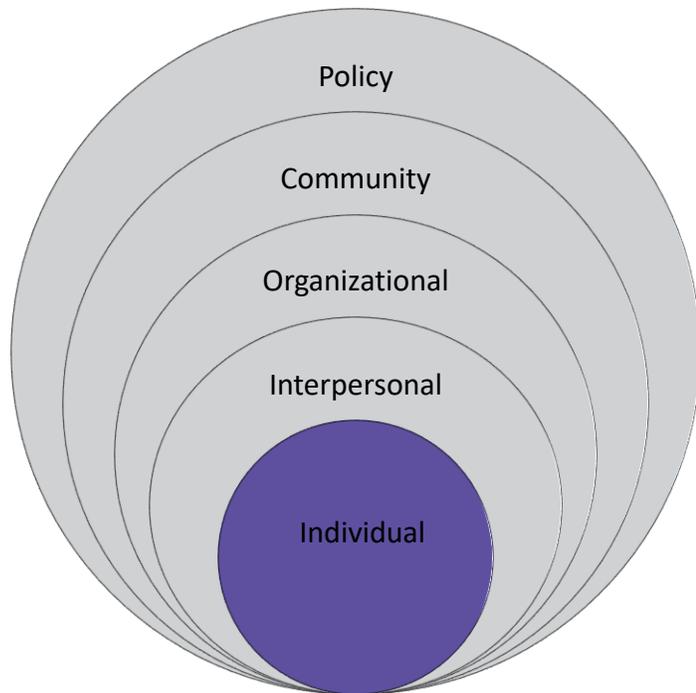
Social Ecological Model

(Urie Bronfenbrenner)



Implications

- Being, acting, and feeling like a nurse
- Self-leadership

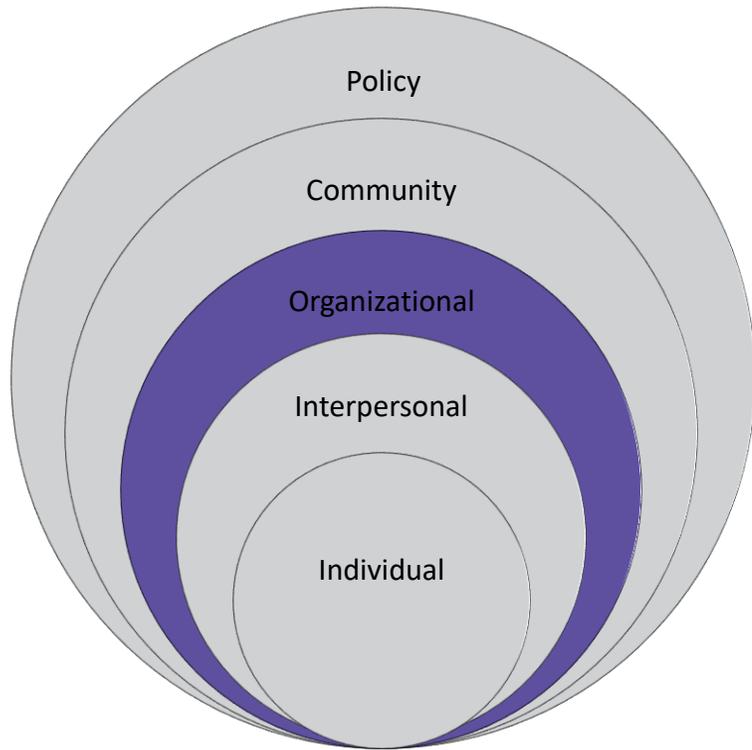


- Social networks and friends
- Modeling the professional identity domains: values and ethics, knowledge, leadership, and professional comportment



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



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Thank you for attending!

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