



01/19/21

# Professional Identity in Nursing: Next Steps

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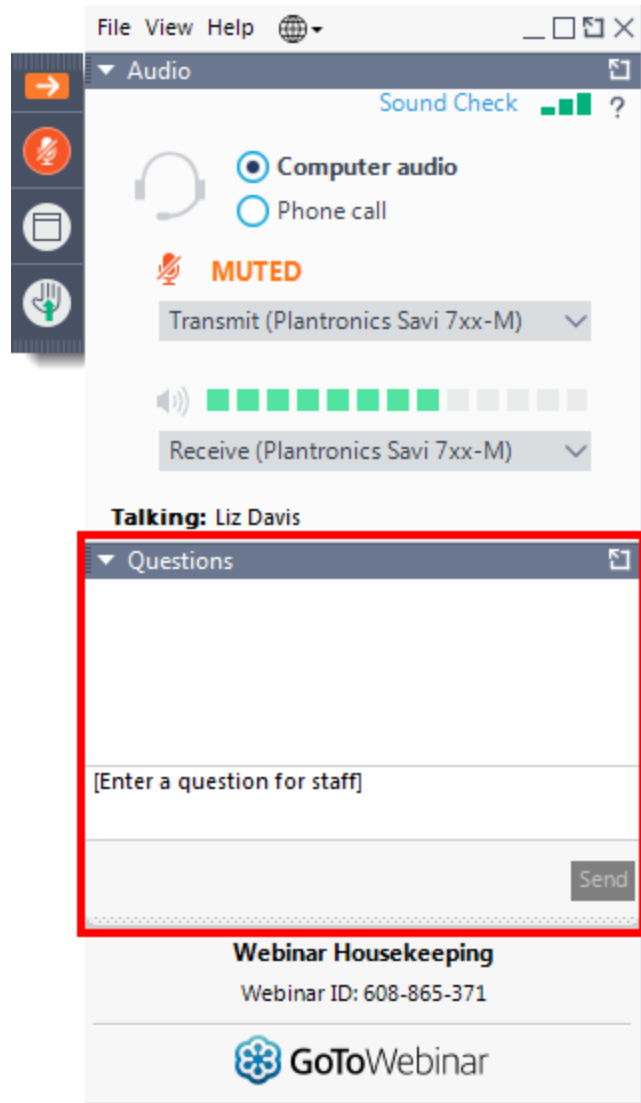


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# Learning Objectives

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

1. Review the work done to date and the growing global interest in professional identity in nursing
2. Describe the strategic plan and next steps for professional identity in nursing
3. Explore the vision of the future of nursing professional identity via four pillars of education, practice, policy development and regulation.

# Agenda

- Brief review of the work done to date and developing body of knowledge
- International Society for Professional Identity in Nursing's strategic plan and its impact on future work
- Global growth and impact
- What is possible?
- How to get involved

## Poll Question #1:

This is the 5<sup>th</sup> webinar on Professional Identity in Nursing by the ISPIN. Which of the previous webinars have you attended? Select all that apply

- A. Background and introduction
- B. Nursing students and their professional identity in nursing formation: How can we foster it?
- C. Conceptual model, development of new knowledge
- D. Bridging the gap between nursing's professional identity and the profession's brand image
- E. I have not attended any of the previous webinars

# Background



# The work to date

- Three think tanks on professional identity in nursing:
  - 2018: Tree of Impact and domains of PIN
  - 2019: Final domains of PIN and Conceptual Model
  - 2020: Dissemination and Next Steps

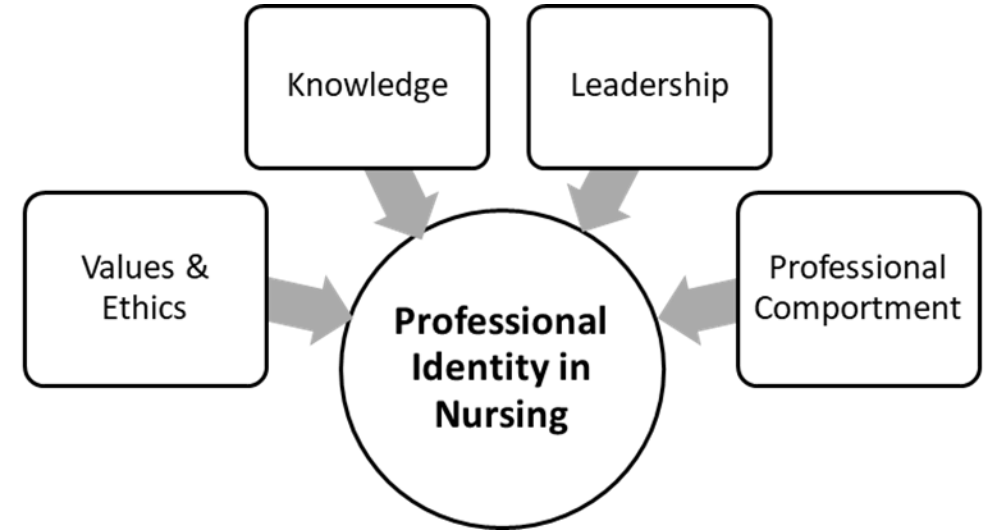
# 2018: The Tree of Impact

- Exploring themes for professional identity conceptualization
- Consensus-based thematic analysis of the concepts
- Domains of PIN were also explored at first think tank



# 2019: Domains of PIN

- Deliberate gathering of diverse thought leaders from practice, education, regulation and industry
- Construct domains of PIN were reviewed, debated, refined, and finalized



<b>Values and Ethics</b>	<ul style="list-style-type: none"><li>• A set of core values and principles that guide conduct.</li></ul>
<b>Knowledge</b>	<ul style="list-style-type: none"><li>• Analysis and application of information derived from nursing and other disciplines, experiences, critical reflection and scientific discovery.</li></ul>
<b>Leadership</b>	<ul style="list-style-type: none"><li>• Inspiring self and others to transform a shared vision into reality.</li></ul>
<b>Professional Compartment</b>	<ul style="list-style-type: none"><li>• A nurse's professional behavior demonstrated through words, actions and presence.</li></ul>

## Poll Question #2:

**Which domain of professional identity in nursing do you feel is the most important to the development of PIN?**

- A. Values & Ethics
- B. Knowledge
- C. Leadership
- D. Professional Comportment

# 2019: Conceptual Model

- First ever conceptual model of professional identity in nursing was developed



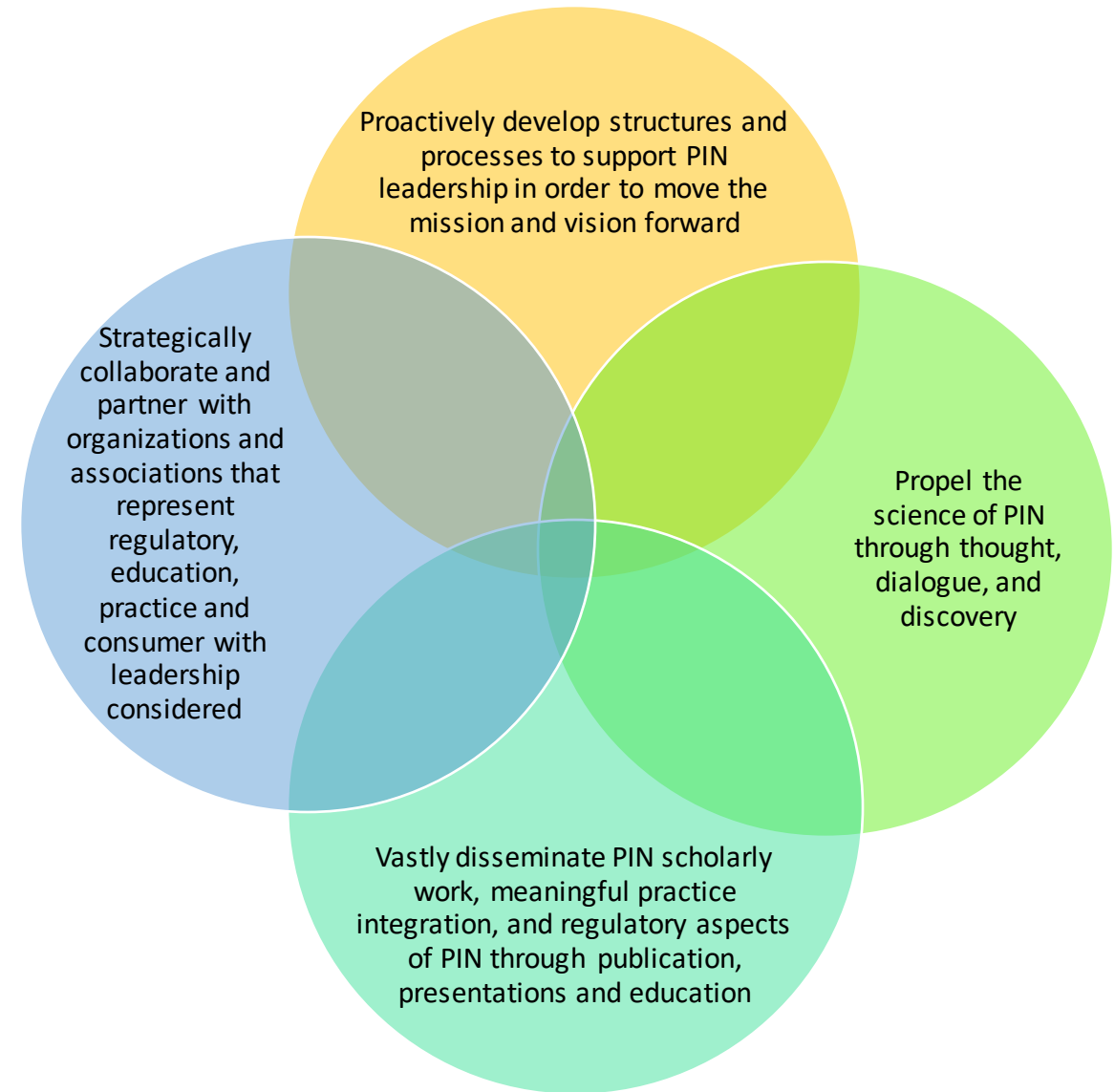
# 2019-2020: Strategic Plan

## - Vision

- Operationalize a clear understanding of nurses' professional identity so that their unique contributions to improve health are recognized.

## - Mission

- To enhance the effectiveness of nursing practice, education and regulation through understanding and fostering professional identity formation.



# 2020: Operationalizing the strategic plan and conceptual model



# PIN Activities in 2019-2020





# Global Growth and Impact



# Global Reach

- Webinars have been attended by participants from at least 40 countries
- Research initiatives in numerous countries
- Committee member on Propelling the Science from South Africa
- Intentional use of global resources in our work



### Poll Question #3:

**How much has your professional identity as a nurse influenced your ability to manage through the challenges associated with the COVID-19 pandemic?**

- A. None
- B. A little
- C. A moderate amount
- D. A large amount

# Global Impact: Professional Identity in the COVID-19 practice environment

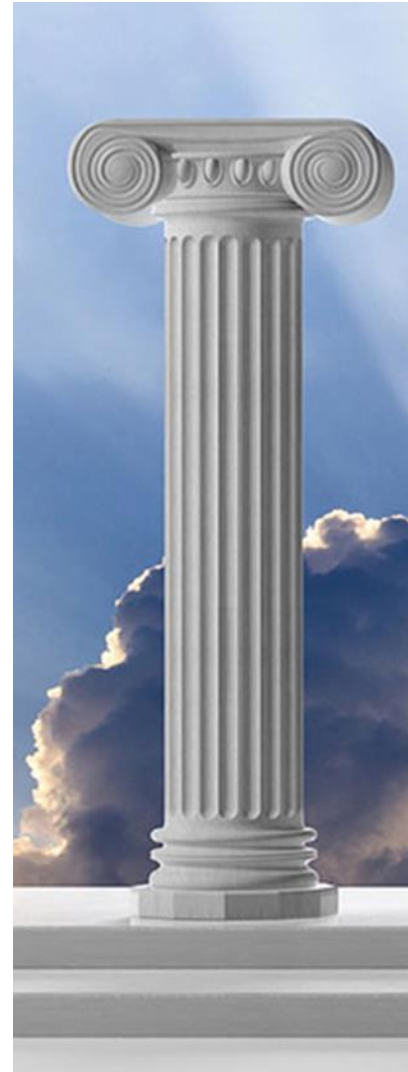
- Values and Ethics
  - Pre-COVID Code of Ethics
- Knowledge
  - Pre-COVID standards of education/training, care and transition to practice
- Leadership
  - Pre-COVID patient care delivery model
- Professional Comportment
  - Pre-COVID vision of resilience

# What is Possible?



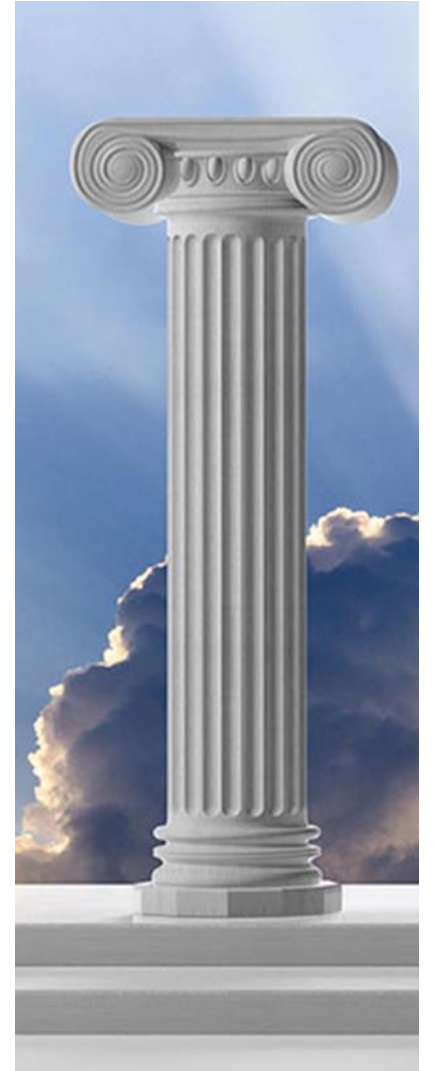
# Regulatory Pillar – Future Strategies

- **Impact of PIN on National Licensure**- mobility and risk mitigation
- **Standard Credentials**- portability across States and healthcare systems
- **International Visas** – diversity and equity across the U.S and internationally
- **Telehealth and Tele-Supervision**- flexibility across the continuum of care
- **Accreditation & Certification survey standards and measures** – quality and high reliability



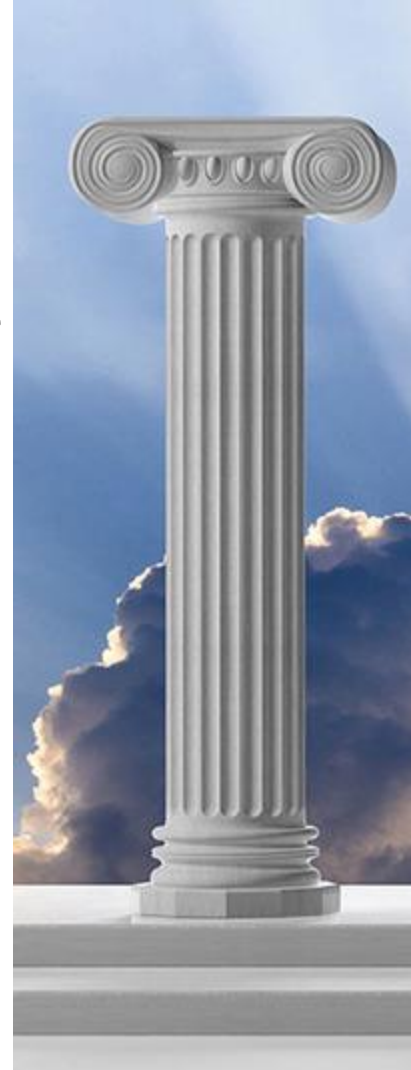
# Policy Pillar – Future Strategies

- **Scope of practice** – Influence of PIN on scoping language
- **Legislation around workplace issues** i.e. restorative breaks, workplace hours, staffing ratios
- **Payment implications** – Impact of PIN on payment for service
- **Hospital Consumer Assessment of Healthcare Provider (HCAHPS) and other payment scores** – Impact of PIN on quality of care



# Education Pillar – Future Strategies

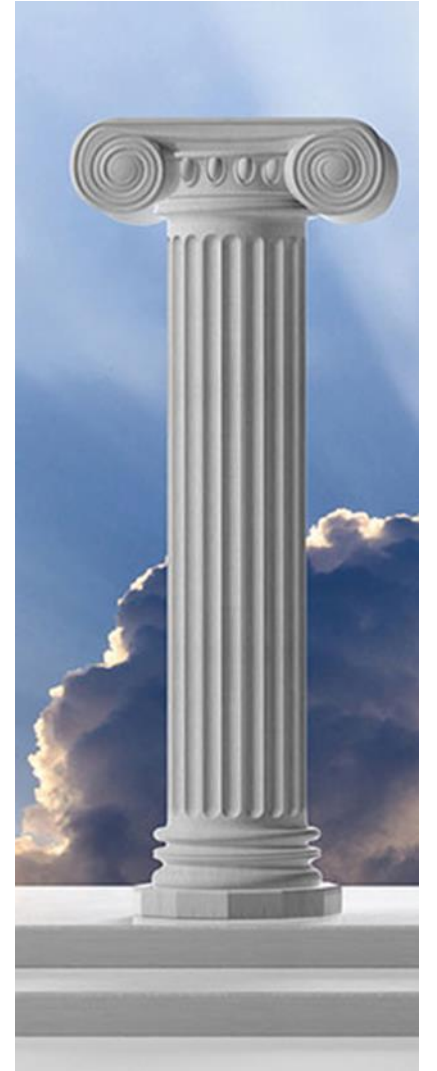
- Curriculum development- All levels- undergraduate and advanced practice
- Educational tools and strategies
- Faculty and clinical instructor development
- Continuing education programs
- Textbooks, modules, media
- Educational research studies, DNP projects and PhD dissertations





# Practice Pillar – Future Strategies

- **Tool development** – specific instrument to measure PIN
- **Transition to practice** – focus on tools to assist with the continued formation of PIN
- **Healthy work environment** – given the role of leadership in PIN development and PIN's link with psychological well-being, explore work environment factors impacting PIN
- **Image vs identity** – continue to explore the links and gaps between brand image and PIN



## Poll question #4:

- What aspect of the International Society of Professional Identity in Nursing are you interested in getting involved in? (Select all that Apply)
  - A. Research Studies (State of the Science)
  - B. Dissemination
  - C. Healthy Work Environment
  - D. Policy and Regulation

# How to get involved

Terri Hinkley: [terri.hinkley@amsn.org](mailto:terri.hinkley@amsn.org)

KaryAnne Weybrew: [kweybrew@americancareercollege.edu](mailto:kweybrew@americancareercollege.edu)

Sigma Repository: Professional Identity in Nursing  
<https://sigma.nursingrepository.org/handle/10755/21081>

International Society for Professional Identity in Nursing:  
<http://nursing.kumc.edu/innovative-partnerships-and-practice/professional-identity-in-nursing.html>

# Questions & Comments



# 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 CPD certificate.
- Questions? Email us at: [education@sigmanursing.org](mailto:education@sigmanursing.org)
- Sign up for future webinars or view previously recorded webinars at: <https://www.sigmanursing.org/learn-grow/education/sigma-webinars>

## Professional Identity in Nursing--Dissemination to Date—12-18-20

### Presentations:

- Young, E. & Phillips, P. (2019). Incorporating Professional Identity Formation in Nursing Education. Kansas Nurse Educators Conference, Wichita, KS, May 2019. (peer reviewed)
- Weybrew, K. (2019). Professional Identity in Nursing. Oregon Board of Nursing. June 2019. (invited)
- Weybrew, K. & Priddy, K. (2019). Professional Identity in Nursing: Forming and Fostering. Texas Board of Nursing. Austin, TX, September. (invited)
- Weybrew, K. & Priddy, K. (2019) Professional Nursing Identity. October 12, 2019. California Vocational Nursing Educators Conference, Ontario, CA. (invited)
- Priddy, K. (2019) Professional Identity in Nursing in the U.S. and the Developing World. August 17th, 2019. National Association of Nigerian Nurses in North America, Dallas Fort Worth Chapter, Dallas, TX. (invited)
- Luparell, S., Godfrey, N. & Clark, C. (2020). The Language We Need: Outcomes from an International Think Tank to Define and Operationalize Professional Identity in Nursing. 2020 National League for Nursing Educational Summit. September 2020. (peer reviewed)
- Luparell, S., Godfrey, N. & Clark, C. (2020) *The Language We Need: Outcomes from an International Think Tank to Define and Operationalize Professional Identity in Nursing*. 2020 National League for Nursing Educational Summit. September 2020
- [Hodgson, J. & Godfrey, N. \(2020\). Professional Identity in Nursing: An Introduction. Sunflower Health Network, Chief Nursing Officer meeting, June 26, 2020.](#)
- Hite, A. (2019). Professional Identity in Nursing: Naming, Forming, Fostering. Advanced Practice Nurses of the Ozarks Conference. 2019 APN's: Caring Cradle to Grave. Poster presentation. Branson, MO. November (peer reviewed)
- Hite, A. & Godfrey, N. (2020). Professional Identity in Nursing. Academy of Medical Surgical Nursing conference. October 2020 (invited)
- Hite, A., Godfrey, N. & Frisbee, K. (2021). *Shaping Professional Identity in Doctoral Education*. AACN Doctoral Education Conference, January 21, 2021.
- Hite, A. & Godfrey, N. (2019). Professional Identity in Nursing: Naming, Forming, Fostering. 12th Evidence Based Practice on the Frontline: Building a Culture of Quality, Safety, and Nursing Professionalism. Poster presentation. University of Missouri-Columbia, Columbia, MO. April (peer reviewed)
- Godfrey, N., Zorek, J., Price, S., Ballard, J. (2019). Exploring Interprofessional Identity Development: A Conversation Café. Organizing Interprofessional Clinical Learning Environments, National Center for Interprofessional Practice and Education—The NEXUS Summit. Minneapolis August (invited)
- Godfrey, N., Young, E. & Linares, B. Understanding Interprofessional Professional Identity: Commonalities and Connections among Nursing, Medicine, Veterinary Medicine and Pharmacy. NEXUS: National Center for Interprofessional Practice and Education Virtual Conference, October 2020. (peer reviewed)
- Godfrey, N. Professional Identity in Nursing. Virginia Commonwealth University College of Nursing Undergraduate Honors Program. Guest speaker. November 2020. (invited)

## **Presentations, continued....**

- Godfrey, N. Naming and Fostering Professional Identity in Nursing: An Evidence-Based Approach. (2019). Poster presentation. INARC conference, Association of Leadership Studies in Nursing, Los Angeles, CA November (peer reviewed)
- Godfrey, N. Global Ethics in Nursing and Challenges for Professional Ethics. At the Finnish Doctoral Education Network in Nursing Science conference, Nursing Science: Ethics in Health Care and Nursing. University of Turku, Finland. October 2020. (invited)
- Godfrey, N. (April 2019). *Professional Identity in Nursing: Strategies You Can Use*. Podium presentation. ATI Nurse Educator Conference, Savannah, GA (invited)
- Godfrey, N. (2020). *Professional Identity in Nursing: A Research Proposition*. Mosaic Health Care. St. Joseph, MO. January 2019.
- Godfrey, N. (2020). Professional Identity Formation: Beyond Competencies. AACN Fall Faculty Forum, December 2020. (invited)
- Godfrey, N. (2020). Helping Students Form a Professional Identity. National Student Nurses Association November Faculty Forum. November 30, 2020. (invited)
- Godfrey, N. (2020). Helping Students Form a Professional Identity. Organization of Associate Degree Nurses conference, November 2020. (invited)
- Godfrey, N. (2019). Professional Identity in Nursing: Leading for Broader Impact. Professional Nursing and Education Group conference (PNEG). Cleveland, OH, October (peer reviewed)
- Godfrey, N. & Dickow, M. (2019). Building a Sense of Professional Identity: Growing Nursing Leaders. Organization of Associate Degree Nursing conference (OADN), Lexington, KY, November (peer reviewed)

### **Upcoming:**

Owens, R. (2021). *Rural Nurse Practitioner Professional Identity Formation: A Qualitative Study* has been accepted as a poster discussion presentation for the 2021 MNRS Annual Research Conference to be held March 24-27, 2021.

### **Media Blogs:**

- Kennedy, M. S. Blog Post. American Journal of Nursing. <https://ajnofthecharts.com/being-a-nurse-or-when-did-you-grok-nursing/>
- Kennedy, M. S. To Be a Nurse. The American Journal of Nursing: November 2018 - Volume 118 - Issue 11 - p 7 doi: 10.1097/01.NAJ.0000547640.70037.f6. <https://journals.lww.com/ajnonline/pages/articleviewer.aspx?year=2018&issue=11000&article=00001&type=Fulltext>

## **Publications**

Brewington, Janice & Godfrey, Nelda. (2020). The Professional Identity in Nursing Initiative. *Nursing Education Perspectives*, 41, 201.

<https://doi.org/10.1097/01.NEP.0000000000000667>

Godfrey, N. & Crigger, N. (2017). Professional Identity. In Giddens, J. *Concepts of Nursing Practice*, 2<sup>nd</sup> edition. St.

Louis: Elsevier Publishing. 379-386.

[Godfrey, N. & Young, E. \(2021\). Professional Identity. In Giddens, J. \*Concepts of Nursing Practice\*, 3<sup>rd</sup> edition. St. Louis: Elsevier Publishing. 363-370.](#)

[Godfrey, N. \(2019\). Ethics, relatively speaking. From the Ethics Mailbox. \*American Nurse Today\*, 14 \(12\), 38.](#)

Godfrey, N. (2019). Professional identity, image and insights in career planning. In Payne, J.K. & Murphy-Ende, K., eds. *Current Trends in Oncology Nursing*, 2<sup>nd</sup> edition.

Pittsburgh: Oncology Nursing Society.

Godfrey, N. (2020). *How to Think/Act/Feel Like a Nurse: Forming Professional Identity in Nursing*. Deans' Notes. New York: National Student Nurses Association.

Goodolf, D.M. & Godfrey, N. (2020). A think tank in action: Building new knowledge about professional identity in

nursing, *Journal of Professional Nursing*, 2020, ISSN 8755-7223

<https://doi.org/10.1016/j.profnurs.2020.10.007>. <http://www.sciencedirect.com/science/article/pii/S8755722320302040>)

Hite, A. & Godfrey, N. (2019). Professional Identity in Nursing: Why does it matter? *Kansas Nurse*, 94, (3), 14-16.

Joseph, M.L., Phillips, B.C., Edmonson, C., Godfrey, N., Liebig, D., Luparell, S. & Weybrew, K. (2020). The nurse leader's role: A conduit for professional identity formation and sustainability. *Nurse Leader*, March 2020.

## **Podcasts and Webinars:**

Godfrey, N. & Weybrew, K. (2020). Nursing: Calling for a Shared Vision. Professional Identity in Nursing Sigmacast. June 15, 2020

[https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkc3Byb3V0LmNvbS85MDg5ODMucnNz/episode/QnV6enNwcm91dC00NDkzMDI3?hl=en&ved=2ahUKEwioLzB\\_e3rAhXFuVkkKHViPBLIQjrkEegQIDRAL&ep=6](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkc3Byb3V0LmNvbS85MDg5ODMucnNz/episode/QnV6enNwcm91dC00NDkzMDI3?hl=en&ved=2ahUKEwioLzB_e3rAhXFuVkkKHViPBLIQjrkEegQIDRAL&ep=6)

Godfrey, N. (2019). *Professional Identity*. Webinar, AMNHealthcare. October.

Phillips, B. (2020). Professional Identity in Nursing. *Nurse Educator Tips for Teaching*. <https://podcasts.apple.com/us/podcast/professional-identity-formation-in-nursing-students/id1467432231?i=1000473782654>

Priddy, K, Read, J. & Weybrew, K. (September 15, 2020). *Professional Identity in Nursing: Background and Introduction, What is it?* State of the Science, Sigma Theta Tau.

<https://www.facebook.com/SigmaNursing/photos/a.467510626644291/3337871812941477>

Joseph, M. L. & Edmonson, C. (October 2020). *Professional Identity in Nursing: Conceptual model, development of new knowledge*. Sigma Theta Tau

<http://hdl.handle.net/10755/21298>

Klaassen, J., Owens, R. & Priddy, K. (November 2020). *Nursing students and their professional identity in nursing formation: How can we foster it?* Sigma Theta Tau.

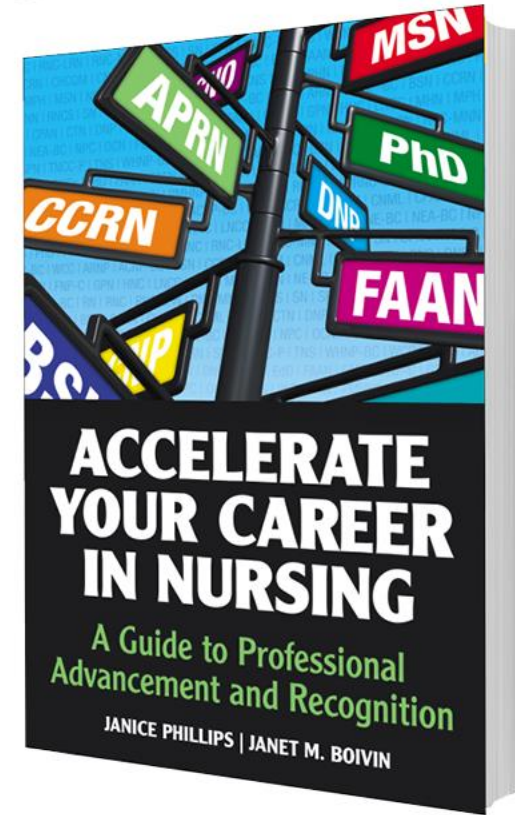
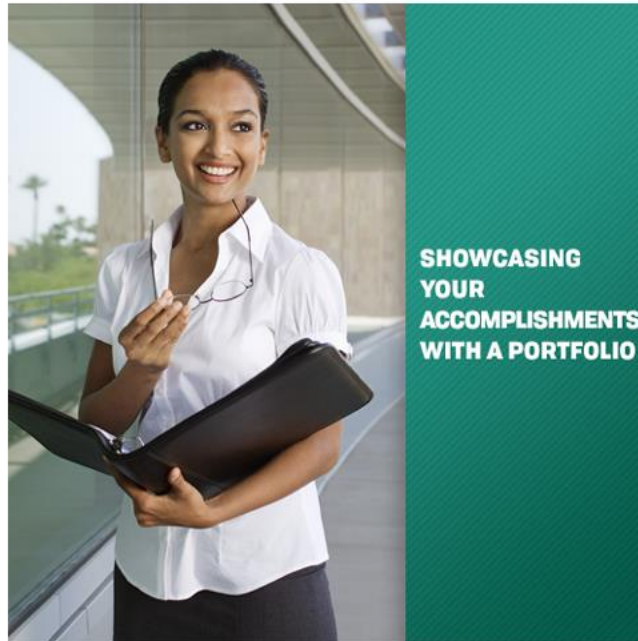
<http://hdl.handle.net/10755/21382>.

Godfrey, N., Brewington, J., Robinson, M., Godsey, J. & Hayes, T. (December 2020). *Bridging the Gap between Nursing's Professional Identity and the and the Profession's Brand Image*. Sigma Theta Tau. <http://hdl.handle.net/10755/21430>





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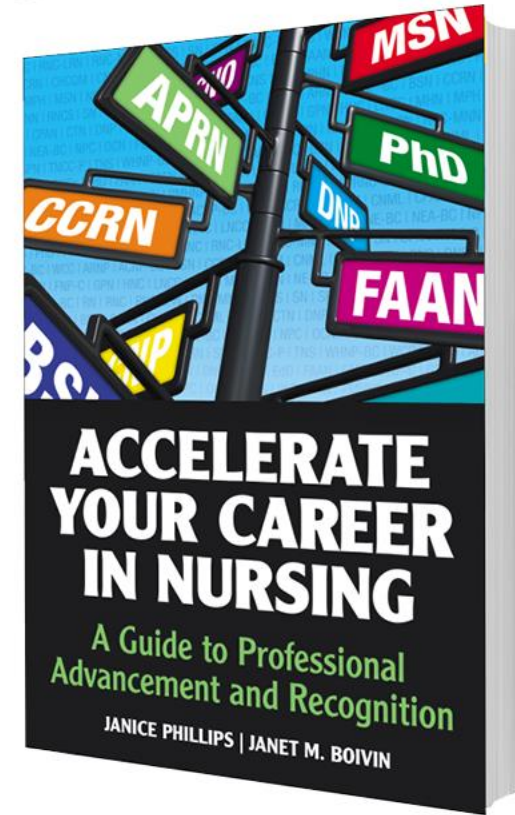


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