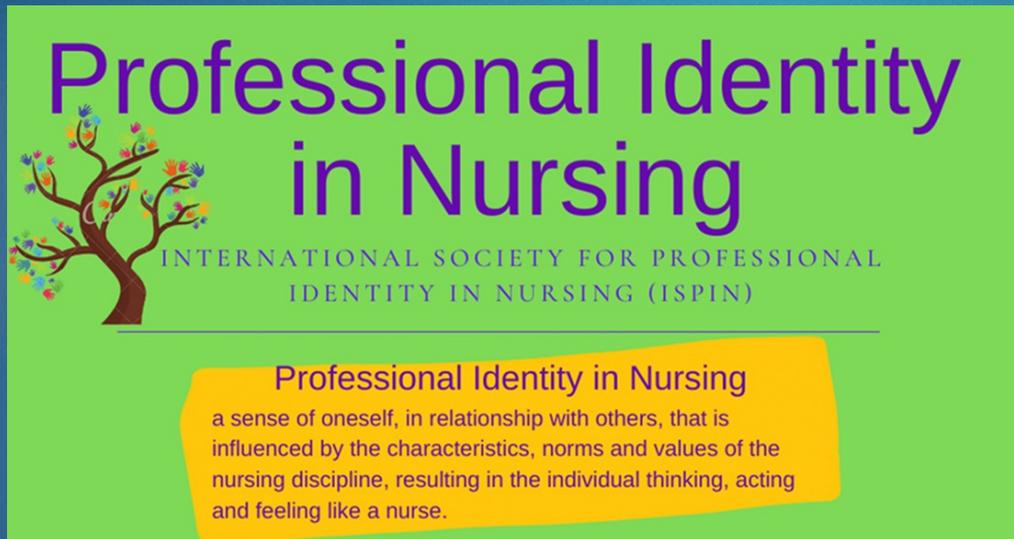


# Quality and Safety Begin with a Strong Professional Nursing Identity



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**&**

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# Objectives

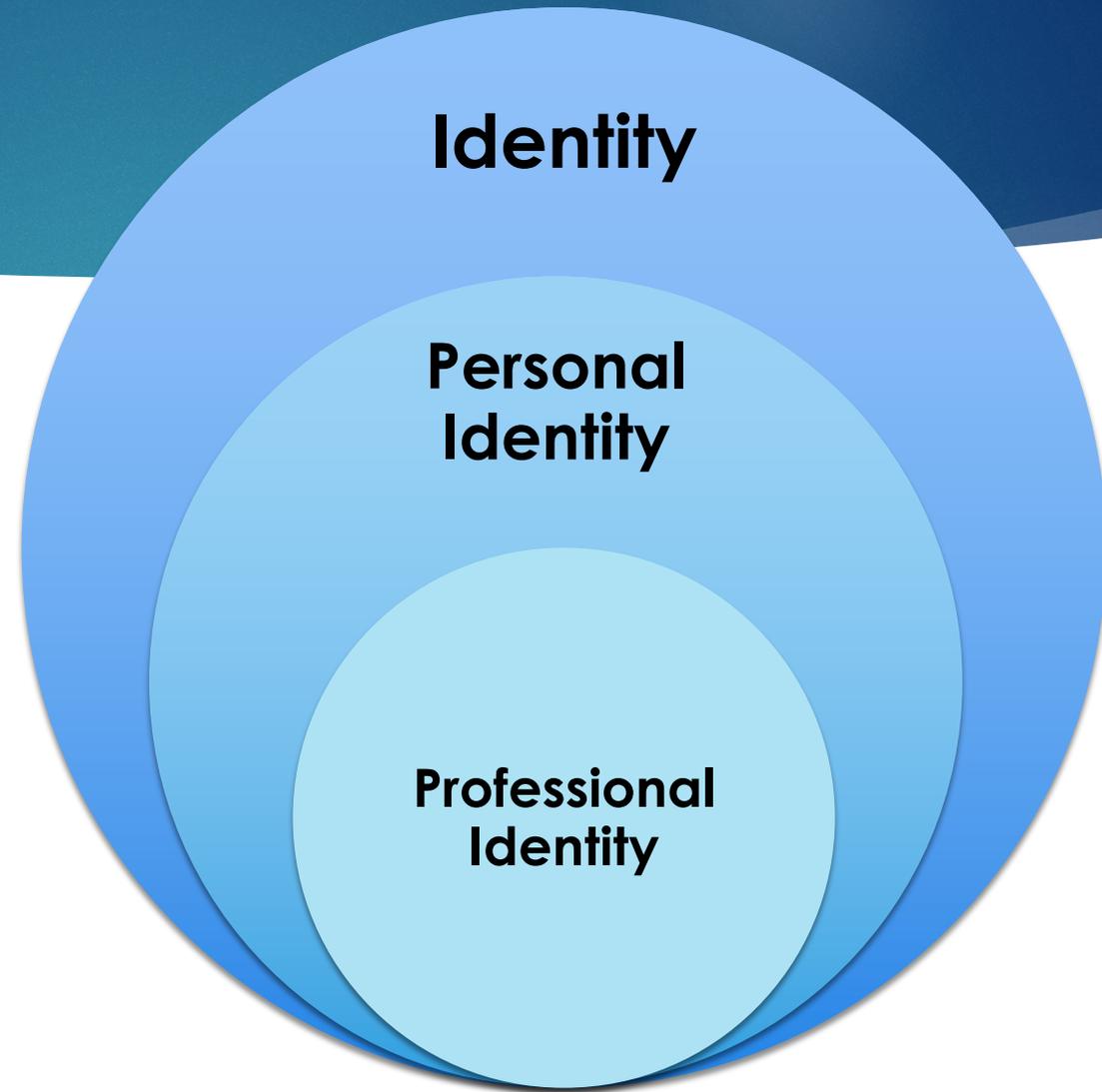
Participants will be able to:

- ▶ Understand the purpose and mission of the International Society of Professional Identity in Nursing
- ▶ Identify current evidence-based definitions and domains of Professional Identity in Nursing.
- ▶ Describe the relationship between Professional Identity in Nursing, patient safety, and nurse-well-being.
- ▶ Discuss the implications for creating environments that support a strong Professional Identity in Nursing.

# Professionalism and Professional Identity

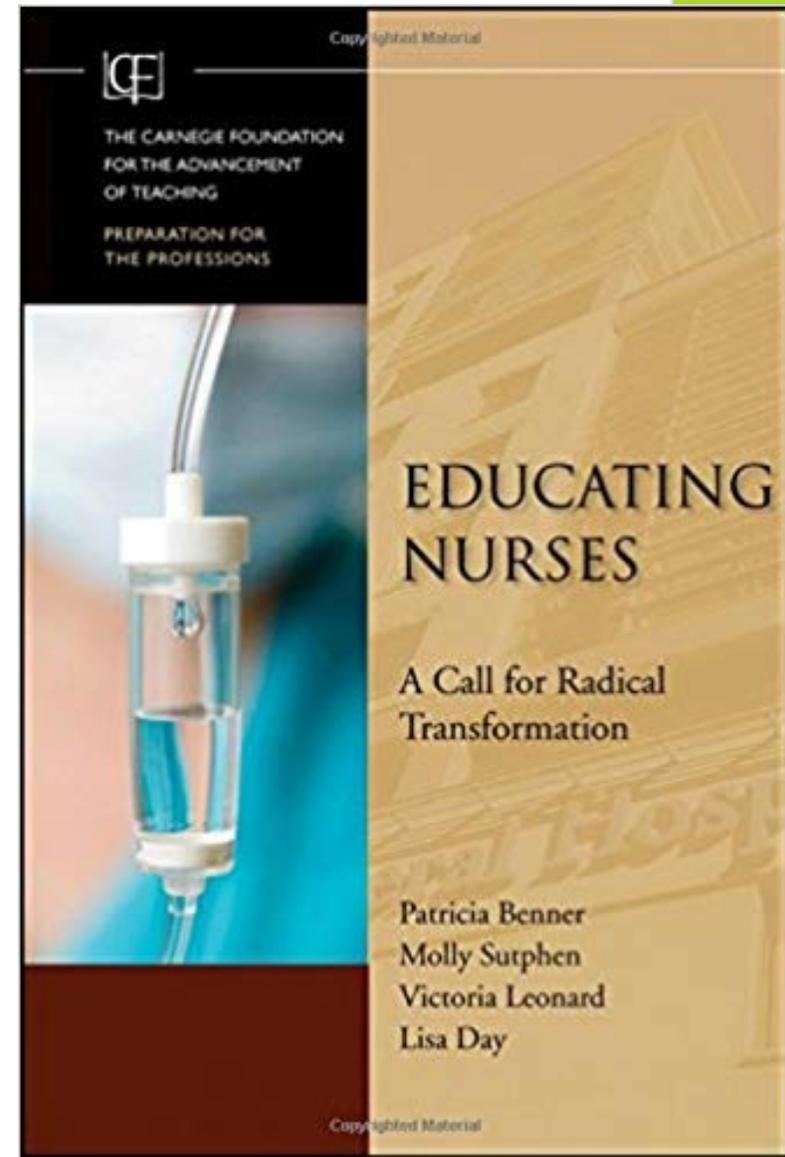


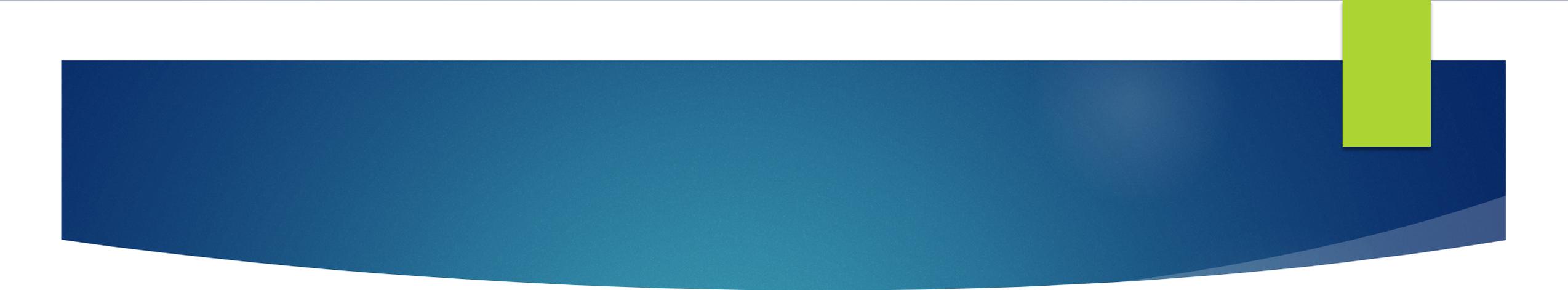
# Identity: Personal vs Professional



“...[W]e suggest that teachers change their assumptions about teaching and their approach to fostering student learning in four ways: (Benner, et al., 2010, p. 82)

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





# Professional Identity in Nursing Defined:

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“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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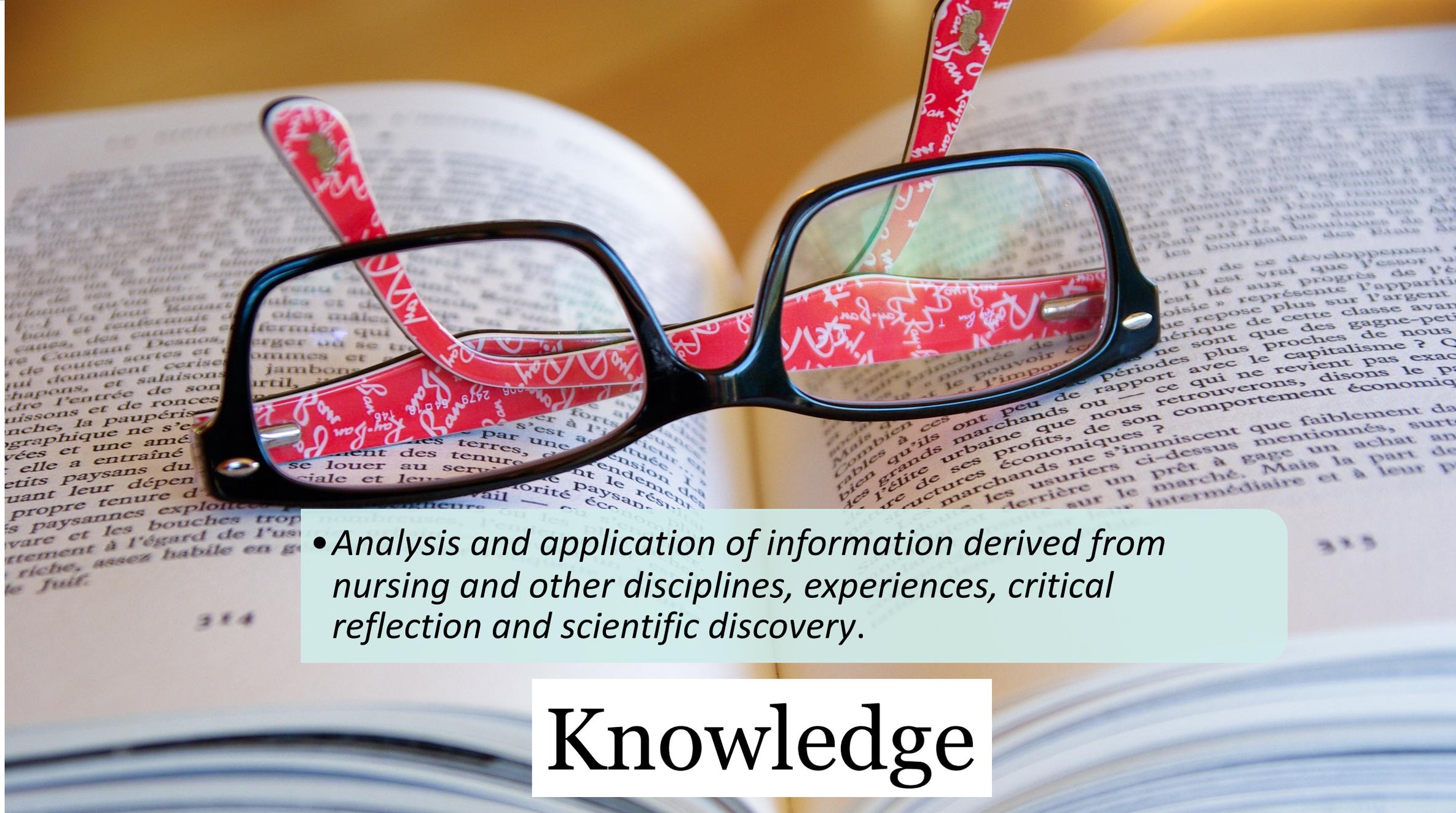
# The Four Domains of Professional Identity in Nursing





# Values and Ethics

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



- Analysis and application of information derived from nursing and other disciplines, experiences, critical reflection and scientific discovery.

# Knowledge

# Nurse as Leader



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



# Professional Comportment

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

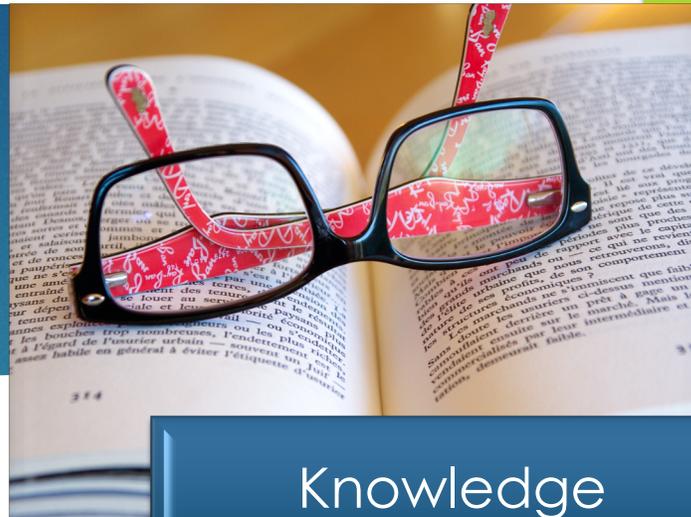


The **beginning of wisdom** is the ability to call things by their right names.

*CONFUCIUS*



Values and Ethics



Knowledge



Nurse as Leader



Professional  
Comportment

Think Tank 2



Think Tank I

Symposium  
2021

Virtual  
Forum  
2020

# >1100 Nurse Educators Responded:

Landis, et al., 2021

## Values and Ethics

**Integrity**  
**Caring**  
**Empathy**

## Knowledge

**Ethical Awareness**  
**Clinical Judgment**  
**Evaluation of Evidence**  
**Recognizing Cues and Patterns**

## Nurse as Leader

**Advocate**  
**Committed to Excellence**  
**Negotiate Conflict**  
**Trustworthy**  
**Effective Communicator**

## Professional Competency

**Respectful**  
**Patient-Centered**  
**Self-Aware**  
**Collaborative**  
**Confidence**  
**Engaged**  
**Motivated**  
**Resilient**

## AACN Essentials: Core Competencies for Professional Nursing Practice



### Domain 9 Professionalism

Competency 9.5  
Demonstrate one's professional identity of nursing.

Competency 9.6  
Integrate diversity, equity and inclusion in one's professional identity of nursing

Impacting  
the  
Discipline

# 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%

## 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%

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

# Qualitative questions

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

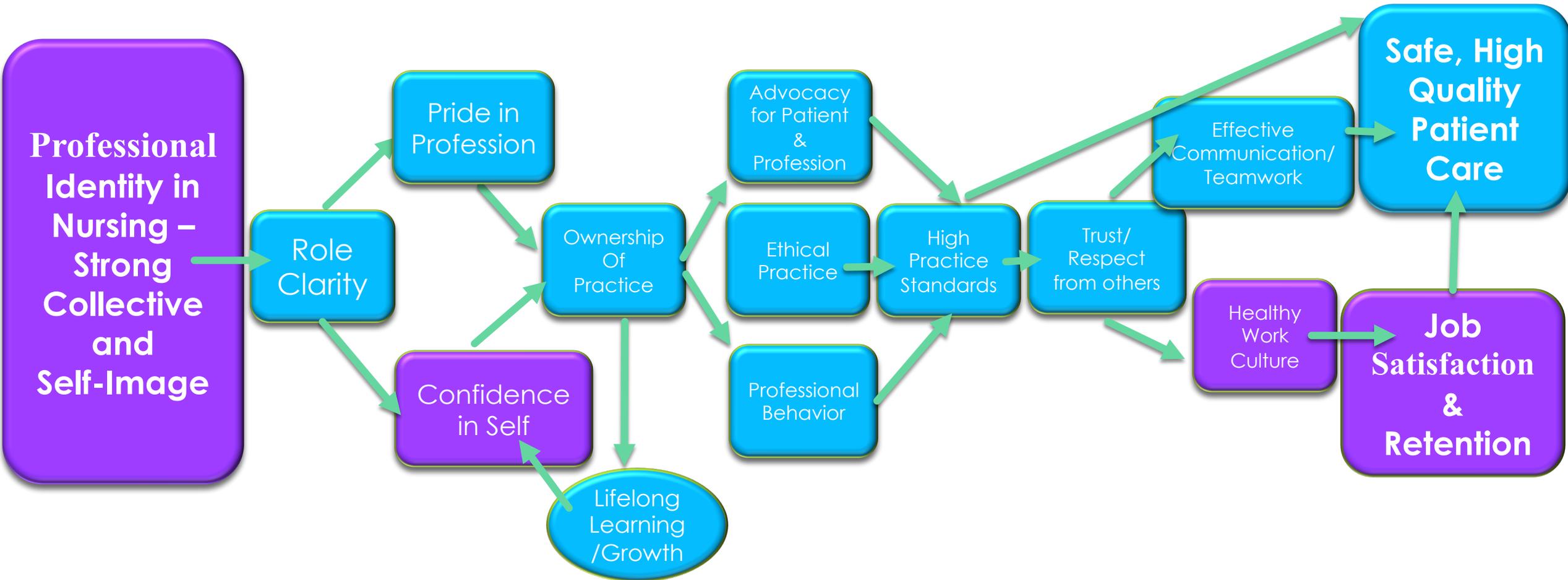
How do you think failure to form a strong professional identity impacts practice?

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

# 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.”

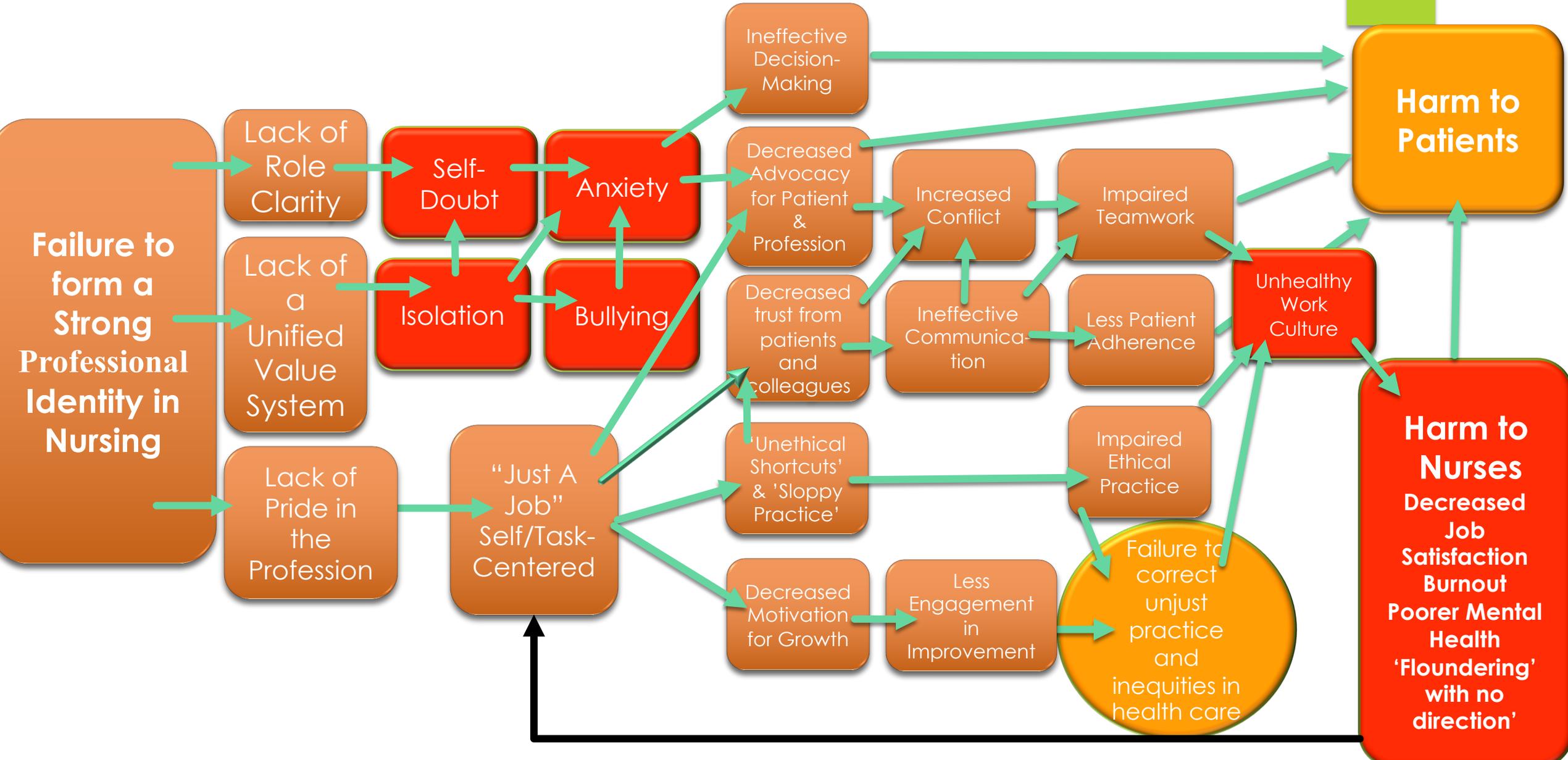
# How do you think having a strong professional nursing identity impacts practice?



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

- ▶ “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.”

# 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.

- ▶ “I worked for a hospital system that highly valued nursing education and encouraged the nursing staff to advance their career by furthering their education. We felt empowered to be the best nurses we could be.”
- ▶ “My hospital is going through its 4th Magnet designation. The administration is committed to a strong nursing identity and provide significant differentials for certification and for clinical ladder. In addition, they have a new nurse mentoring program, and they are sponsoring a nursing research instruction program known as boot camp.”

**DESCRIBE THE PROCESS AT YOUR CLINICAL AGENCY FOR ENSURING THAT NURSES HAVE A STRONG PROFESSIONAL IDENTITY.**



## Implications of this Study

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If we don't define who we are, others will, to the detriment of patients and nurses.

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Professional Identity in Nursing is essential to quality patient care.

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People and organizations that value Professional Identity in Nursing have better retention and job satisfaction.

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Nurses working outside of clinical nursing settings and in advanced practice roles do not feel supported in expressing their professional identity.

# Limitations

- ▶ One geographic location in the US
- ▶ Mid-COVID surveys
- ▶ Unidirectional Qualitative Data



# Next Steps

## Foundational structures of Nursing:

- Future of Nursing
- AACN Essential
- Tri-Council
- Entry and Advanced level Curricula Toolkit

## Healthy Work Environments

## Nurse as Leader Initiatives

## More data to go...

# Ideas from the group

- ▶ Thoughts or questions about the study
- ▶ What are you seeing in practice related to professional identity?
- ▶ Are we missing anything?
- ▶ What ideas do you have for ensuring strong professional identity formation in students and practicing nurses?
- ▶ Thoughts about the Domains: Knowledge, Values/Ethics, Nurse as Leader, Professional Comportment
- ▶ Methods of dissemination- ideas?

# Thank you!

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<https://www.kumc.edu/school-of-nursing/outreach/consulting/professional-identity.html>



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- ▶ Landis, T., Godfrey, N., Barbosa-Leiker, C., Clark, C. Brewington, J., Joseph, M. L., Luparell, S., Phillips, B. C., Priddy, K. D., & Weybrew, K. A. (2021) National study of nursing faculty and administrators' perceptions of professional identity in nursing. *Nurse Educator*, 47(1) 13-18. doi:10.1097/NNE.0000000000001063