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"Glad I Chose Nursing as a Career": Promoting the Nursing Profession

Image Source: Adelphi University

Deborah Ambrosio Mawhirter, EdD, RN

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ambrosio@adelphi.edu

Learning Objectives:

- Discuss the definition of professional identity in nursing and its importance to the profession

- Explore learning strategies to foster positive career perception and to foster the development of the novice nurse's professional identity

- Explain the benefits of infusing nursing curriculum with pedagogy to fostering Professional Nursing Identity

Purpose

To develop and evaluate positive career perception and foster the development of the novice nurse's professional identity.

Image Source: Adelphi University

- "Education is the kindling of a flame, not the filling of a vessel"

- "The mind is everything; what you think you become"

- Socrates

Image Source: Shutterstock

Introduction

- Image of Nursing: Historically Problematic
- Changes in Health Care System
- The link between curricula and professional identity formation is not well developed
- Roles evolved:
  - Profession with academic standards
  - All individuals can aspire to become nurses
  - Autonomous health care providers
  - Provide quality care and improve patient outcomes

Imperative that Nursing Education Fosters a Positive Perception

- Adib-Hajbaghery et al. (2021) suggests:

  The Professionalization of a field depends on several criteria:

  - education
  - adherence to standards
  - emphasis on values
  - autonomy
  - includes the public it services
  - commitment to quality services delivery to all people

Adib-Hajbaghery, M., Bolandian-Bafghi, S., & Zandi, M. (2021). Nurses' Perceptions of the Factors Contributing to the Development of the Love of the Profession: A Qualitative Content Analysis. *Nursing reports (Pavia, Italy)*, *11*(3), 702–713. https://doi.org/10.3390/nursrep11030066

Factors that Influence Professional Identity

- Self
- The role
- Context of nursing practice

Image Source: Shutterstock

– Philippa, R., Ann, H., Jacqueline, M., & Nicola, A. (2021). Professional identity in nursing: A mixed method research study. *Nurse education in practice, 52*, 103039. https://doi.org/10.1016/j.nepr.2021.103039

When Does Professional Identity Develop?

Image Source: D. Ambrosio

Start by finding their "why"?

- "Why did I come to the profession in the first place?"
- "What were the factors that led me to choose nursing as a career?"

Image Source: Adelphi University

Finding out their passion will link them to their why.

Goodyear, C.,(2021) Fostering nurses professional identity. Nursing Management: Vol52, (6) p.56. doi: 10.1097/01.NUMA.0000752808.43608.03

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Promoting Nursing

Definition of Nursing Professional Identity

Image Source: Adelphi University

- "Professional identity in nursing is defined as a sense of oneself, and in relationship with others, that's influenced by the characteristics, norms, and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse."

Godfrey N, Young E. Professional identity. In: Giddens JF, ed. *Concepts for Nursing Practice*. 3rd ed. New York, NY: Elsevier; 2020.

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The International Society for Professional Identity in Nursing developed **Four Domains** to Clarify Professional Identity

- Values and Ethics
- Knowledge
- Leadership
- Professional Comportment

Landis T, Godfrey N, Barbosa-Leiker C, et al. National study of nursing faculty and administrators' perceptions of professional identity in nursing. Nurse Educ. 2022;47(1):13-18. doi: 10.1097/NNE.0000000000001063

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Infuse the Curriculum with Learning Activates to Promote Nurse's Identity

Image Source: Shutterstock

Integrate into Nursing Education
Domain 9: Professionalism

- Competencies:

  - 9.5 Demonstrates the professional identity of nursing
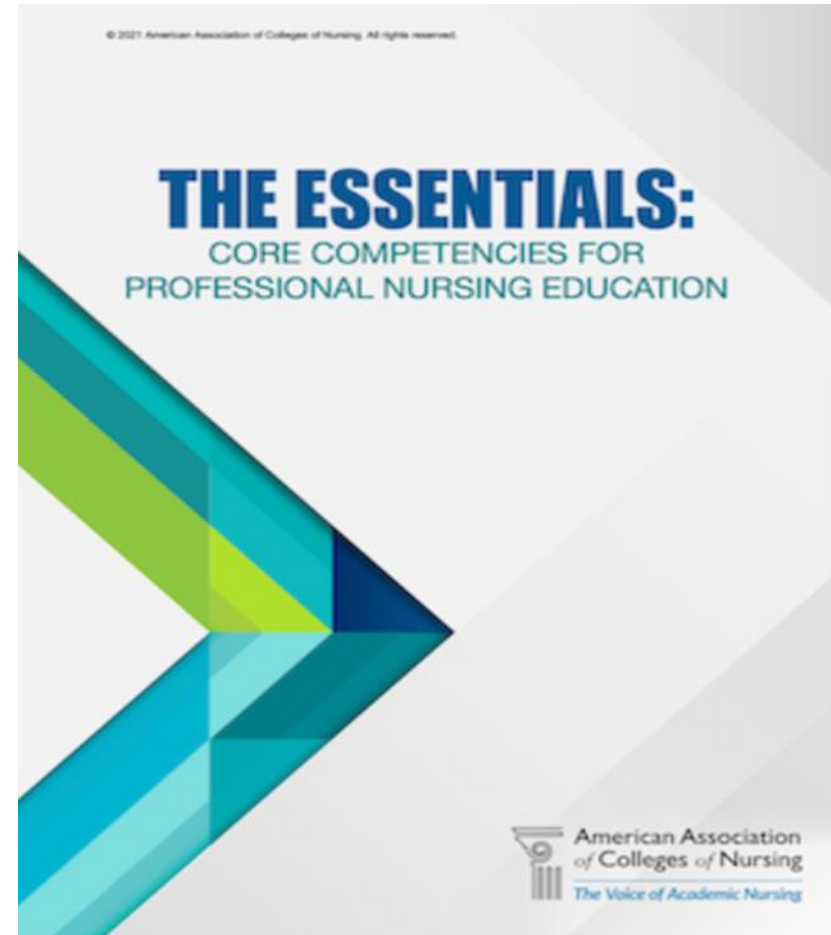 - 9.6 Integrates diversity, equity, and inclusion as core to one's professional identity

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THE ESSENTIALS:
CORE COMPETENCIES FOR
PROFESSIONAL NURSING EDUCATION

American Association
of Colleges of Nursing
The Voice of Academic Nursing

Image Source : Retrieved https://www.aacnnursing.org

10 Tips to Lead Like a Nurse

- Be prepared
- Be safe
- Set an example
- Collaborate
- Actively listen
- Seek mentors and be a mentor
- Solve problems
- Connect
- Share your voice
- Demonstrate respect and kindness

retrieved from : https://www.nursingcenter.com/ncblog/may-2020/nurses-%E2%80%93-leaders-at-the-bedside-and-beyond

- **What would you add to this list?**

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Pedagogies to Foster Nursing Identity

- **Active Learning Activities:**
  - Team projects on Nursing theory
  - Team projects on the Image of Nursing
  - Project on Cultural Humility
  - IPE escape room
- Gaming / Role of Nurse
- Team building exercises
- Self-care weekly modules / 5 pillars of health
- Developing ones own Profession Philosophy of Nursing

- **Simulations:**
  - Expect the Unexpected Simulations
    - High Risk, Low exposure situations
  - IPE Ethics Committee Simulation
- Professional Communicating exercises
  - Charades with feeling/non verbal communication
  - Role playing
  - Therapeutic Communication
- Narrative Reflection
  - Harvard Implicit Bias Test/Implicit Association Test (IAT)

Image source: D. Ambrosio

One Minute …Wellness Break… 4 deep breaths…

Image Source: D. Ambrosio

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Using Pop Culture as a Game to Introduce the Role of the Nurse

The Role of the Nurse Using the Characteristics of the Four Houses of Hogwarts

Image Source: D. Ambrosio

Fostering Professional Identity in Nursing

Owens, R., Godfrey, Fostering professional identity in nursing. How to wholly support nurse wellbeing. American Nurse Journal.17(9)p.12 wrote….

- "All nurses should learn about professional identity in nursing and then model and apply it to their practice settings."

- "Fostering professional identity in nursing can improve nurse well-being, work retention and job satisfaction, and promote safe quality patient care."

- "Through their mission, values, and programs, healthcare systems and practice settings should strive to provide a workplace culture and environment that supports professional identity in nursing."

Implications for Nurse Educators

Image Source: Shutterstock

- Set the tone for nurturing a culture to promote the professional identity & the profession
- Strengthen curriculums to foster the development of positive professional identity
- Role model and mentor
- Developing professional identity early in education fosters:
  - commitment to the profession
  - job satisfaction
  - retention
  - positive patient outcomes

Questions?

Image Source: Shutterstock

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Thank You !

- ambrosio@adelphi.edu

Image source: D. Ambrosio

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