Welcome!

In this quarterly newsletter, you’ll read about the Professional Identity in Nursing initiative: how it started, progress since the first Think Tank in 2018, and how you could be part of this important change in language for the discipline of nursing.

**What is it?** Professional Identity in Nursing is an initiative to:

A. Scientifically develop new language about professional identity in nursing

B. Widely share this deeper understanding of professional identity in nursing so that students, nurses, health care colleagues, and society in general better understand what it means to think, act, and feel like a professional nurse.

**Beginnings**
In 2018 a group of international nursing and health care leaders from regulation, practice and
education assembled for a 1.5 day Think Tank on Professional Identity in Nursing. More than half of the 2018 participants returned in September 2019 for the next phase of work on definitions, domains, key elements, competencies and exemplars about this recognized but poorly understood construct.

A second outcome of the 2019 Think Tank was the charge from the participants to actively disseminate these findings within education, practice and regulation, and within society as a whole.

**2018 Think Tank Outcomes**  
Participants affirmed the definition, determined the need for four domains, named and defined those domains and determined key elements and competencies for each.

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**Definition:** Professional Identity in Nursing:  
- “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.”
2019 Think Tank Outcomes
Work at the 2019 Think Tank yielded the WHY statement for Professional Identity in Nursing, refinement of definitions and key elements of each of the four domains, exemplars, and draft work on the conceptual model.

To operationalize a clear understanding of nurses’ professional identity so that their unique contributions to improve health are recognized.
Domains and Definitions of Professional Identity in Nursing

Values & Ethics  
- A set of core values and principles that guide conduct.

Knowledge  
- Analysis and application of information derived from experiences, critical reflection and scientific evidence.

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

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

Scientific Work to Date

- Professional identity in nursing defined re: research literature
- Domains, definitions and key elements determined by Think Tanks
- WHY statement developed by Think Tank and work groups
- Domain definitions and key elements determined by Think Tanks and work groups
Communicating Think Tank Findings

Blogs

  https://ajnoffthecharts.com/being-a-nurse-or-when-did-you-grok-nursing/

- Kennedy, M. S. To Be a Nurse. The American Journal of Nursing: November 2018 -
  &article=00001&type=Fulltext
Presentations


Publications

Publications (upcoming)


Research (in process)

- Godfrey, N. & Poague, C. (2019) Professional Identity in Nursing: Transitioning from Direct Patient Care to Leadership. STUDY00144512, University of Kansas Medical Center
Next Steps in Communicating the Work

- We will be working with a social media specialist in 2020 to further dissemination of the Think Tank work.

- There will be a Professional Identity in Nursing Forum (combination Think Tank and conference) September 15-16, 2020 in Kansas City.

- Three work groups are active now: Dissemination, Demonstration Project, and Competencies.

- A Research interest group will activate in 2020. If you are interested in participating in any of these areas, please contact Nelda Godfrey at ngodfrey@kumc.edu.

Structural Changes

Dear colleagues, the steering group met following the Think Tank and determined that we needed a more global approach to our work. To that end, we now have a new name: The International Society for Professional Identity in Nursing. Further, the steering group has been renamed to become the Professional Identity in Nursing Advisory Council, with members listed below.
Professional Identity in Nursing Advisory Council Members

Amy Hite
Beth Philips
Caryl Goodyear
Cole Edmonson
Janice Brewington
Judy Hodgson
Kary Weybrew
Kristen Priddy
Kristi Frisbee
Lindell Joseph
Sheryl Sommer
Susan Luparell
Tree of Impact

Professional Identity Formation in Nursing

Social Support • Psychological Safety • Inclusive, Open, Patient Environment • Innovativeness/A Culture of Civility

- Collaboration
- EBP
- Professional Pride and Confidence
- Sense of Community
- Growth Mindset
- Action
- Humility
- Accepting of Diversity

- Compassion
- Longevity in Profession
- Desire for Excellence
- Engagement
- Inquiring Mindset
- Moral Courage
- Patient-Centered

- Culturally Competent Care
- Leadership and Presence
- Informed Judgement
- Ethical Comportment
- Self Care

- Innovation
- Safe Quality Care
- Respect for Diversity and Roles
- Reflection

- Nurturers
- Education and Practice Together

- Ways of Knowing
- Integrity
- Accountability
- Knowledge

- Experience
- Self Awareness
- Honesty
- Empathy

- Capacity to Care
- Life Long Learner
- Maturity

- Resilience
- Dynamic
- Relatability
- Emotional Intelligence

Andriani Creative • 2018
Just a snapshot

Lastly, this is just a snapshot of the work to date. More work groups will come on board after Jan 1, 2020. Any input or suggestions you have would be welcomed by your colleagues who are shepherding this initiative. Let us hear from you! For more information, please contact for Nelda Godfrey, ngodfrey@kumc.edu.