Professional Identity in Nursing
Virtual Forum 2020

State of the Science
Theory

Research

Philosophy
Theory
Three Major Learning Theories

Behaviorism
- Stimulus/Response
- Verbal Behavior
- Social Development
- Teacher-centered

Cognitivism
- Learned in stages thru social interaction
- Based on Assessment
- Taught at your level
- Teacher as Subject Matter Expert

Constructivism
- Stages of Development
- Learn by Doing
- Teacher as Guide
- Student-centered

https://hamizahmohdisa.blogspot.com/
Main Ethical Traditions

- Deontology (intent)
- Virtue (doing the good)
- Consequentialism (outcome)
Personal vs Professional Identity

Identity

Personal Identity

Professional Identity
Theory

Professional Role Identity Theory

Framework for Nurse Professionals (FrNP)

Main Ethical Traditions

Professional Transformation Theory

Personal vs Professional identity
Medicine’s Trajectory

1900s to 1950s
• Virtue based approaches

1960s to 2000
• Behaviorist (competency) approaches dominated

2000 -- present
• Virtue + Behaviorist (competency) + emerging identities
Nursing’s Trajectory

1870s to 1950s
• Virtue based approaches

1960s to present day
• Behaviorist (competency) approaches dominate

Next??
• Virtue + Behaviorist (competency) + identity formation?
Research
• Preparation for scoping review

• 1997-2020—

• Research studies on professional identity, professional identity formation, and professional identity development in the fields of nursing, medicine, pharmacy and veterinary medicine—

2378
To Date: Commonalities
Philosophy
“...[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.**
(Cruess, & Cruess, 2009)

Healer
- Caring/compassion
- Insight
- Openness
- Respect for the healing function
- Respect patient dignity/autonomy
- Presence/Accompany

Professional
- Competence
- Commitment
- Confidentiality
- Altruism
- Trustworthy
- Integrity/Honesty
- Codes of ethics
- Morality/Ethical behavior
- Responsibility to profession
- Autonomy
- Self-regulation
- Associations
- Institutions
- Responsibility to society
- Team work
New Knowledge
Professionalism

Professional Identity in Nursing

• Values and Ethics
• Knowledge
• Leadership
• Professional Comportment
From Dr. Ada Sue Hinshaw:

• Many avenues for generating nursing knowledge provide multiple opportunities for the future.

• A strong beginning foundation has been built, and the areas of further study are exciting and far reaching toward enhancing the profession’s ability to affect the experience of health and illness of individuals, families, and communities.
Isabel Hampton Robb

Published in 1900
• Again, it was a long time before the young house physician could bring himself to understand that the trained nurse was there as his assistant and not as his servant.

• In private families, outside the sickroom, it was hard to know what to do with her. She was neither for the kitchen or for the drawing room—neither fish, flesh nor fowl—and she was often placed in positions that required from her not only tact but a large amount of forbearance.

• But time has helped to settle the question and the trained nurse’s position is now largely what she herself makes it.

• *Isabel Hampton Robb (1900). Nursing Ethics: for Hospital and Private Use. p. 32.*
What is next?
Professional Identity in Nursing: 
Background & Introduction: What is it, State of the Science
15 September, 8:00 p.m. EDT

Professional identity in nursing is 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.” This session will discuss the development of an action plan for naming and shaping professional identity formation in nursing practice, education, and policy that includes competencies, essential elements, and exemplars to foster professional identity formation in nursing based on the best available evidence.

Co-presented with the International Society for Professional Identity in Nursing

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