

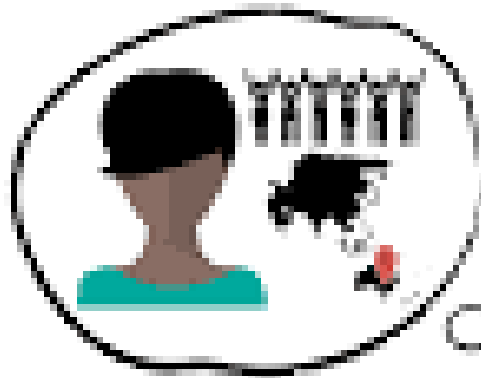
Professional Identity Formation

Miss Sara Ayub
Clinical Psychologist

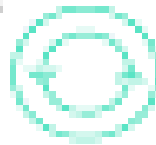


Friday, March 10, 2023

Identity Sources



Identity Resources




Sharing & Interacting

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DEFINITION

- Professional identity formation (PIF) has been recognized as an integral part of professional development in medical education.
- PIF is dynamic: it occurs longitudinally and requires immersion in the socialization process.

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- Professional identity formation takes place through a process of socialization.
 - This process can be made more effective by:
 - Understanding the nature of identity formation
 - Being specific about the professional identity to be created
 - Understanding socialization

Different from professionalism

- **Professionalism**: “a set of values, behaviors and relationships that underpin the trust the public has in doctors”.
- **Professional Identity**: “ not just how others perceive you, but how you perceive yourself” ,

DEFINING KEY CONCEPTS...



IDENTITY

- *“A set of characteristics or a description that distinguishes a person or things from others.”*

(Oxford English Dictionary)


MEDICAL PROFESSIONAL IDENTITY

- *A representation of self, achieved in stages over time during which the characteristics, values, and norms of the medical profession are internalized, resulting in an individual thinking, acting and feeling like a physician.*

THE BENEFITS OF A FOCUS ON IDENTITY

- Identity helps us to:
 - Explain ourselves
 - Present ourselves
 - Conduct ourselves
 - Identify the scope and nature of our work
 - Define what's important
 - Organize our time

Cantillon, 2019

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- Professional identity formation is superimposed on the normal process of identity formation.
 - The process starts at birth & continues throughout life, stabilizing in early adult life.
 - Identity is complex
 - Individuals have several identities – personal and professional
 - Identities can change
 - **Identities represent who we are at any one point in time.**

SOCIALIZATION

- The process by which a person learns to function within a particular society or group by internalizing its values and norms (Oxford English Dictionary)
- The process by which people selectively acquire the values and attitudes, the interests and knowledge current in the groups of which they are – or seek to – become a member (Merton et al., 1957)

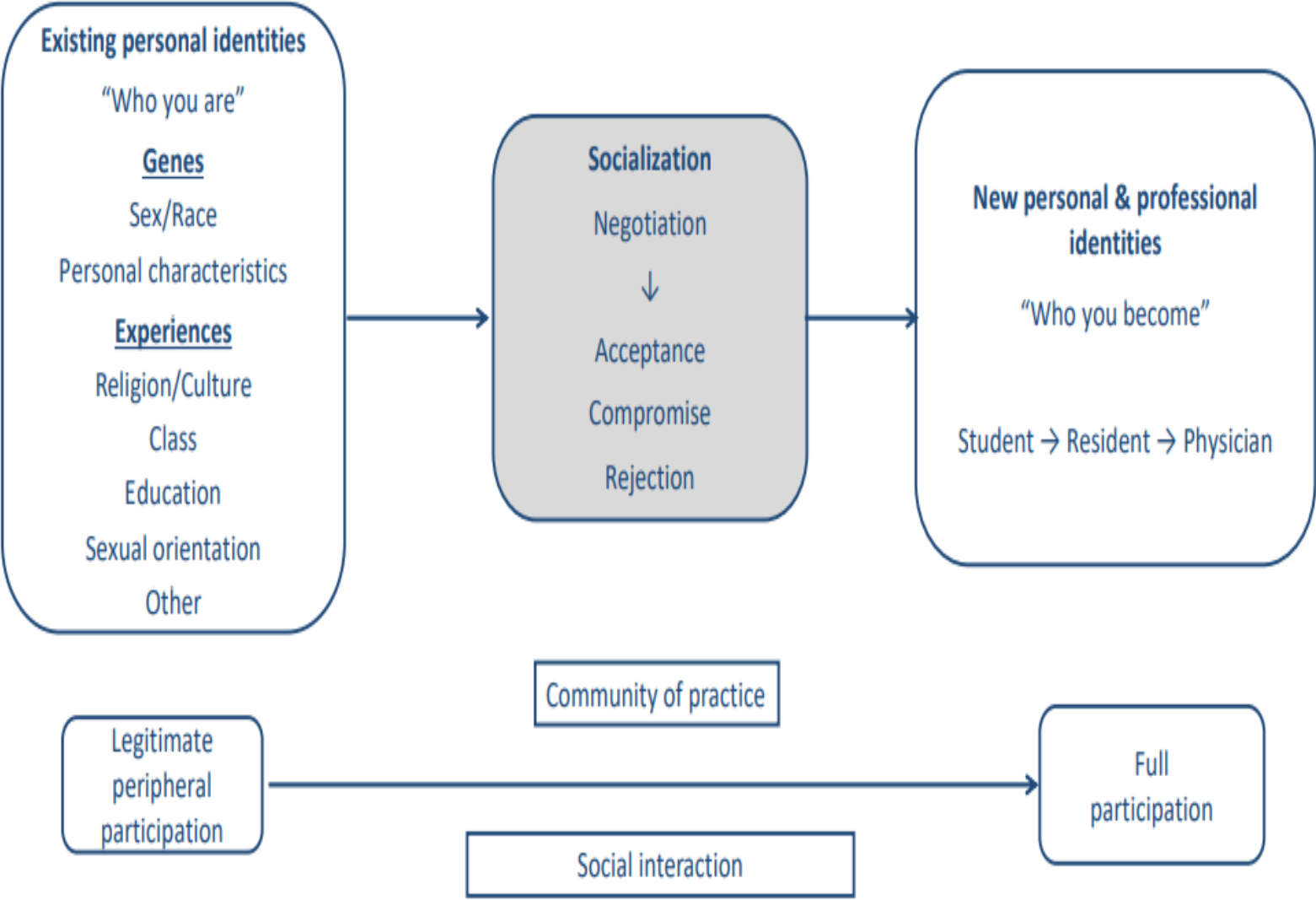
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- “involves training for self-image and identity....melding knowledge and skills with an altered sense of self” .

(Haffery, 2009)

- **WHERE DOES SOCIALIZATION TAKE PLACE?**

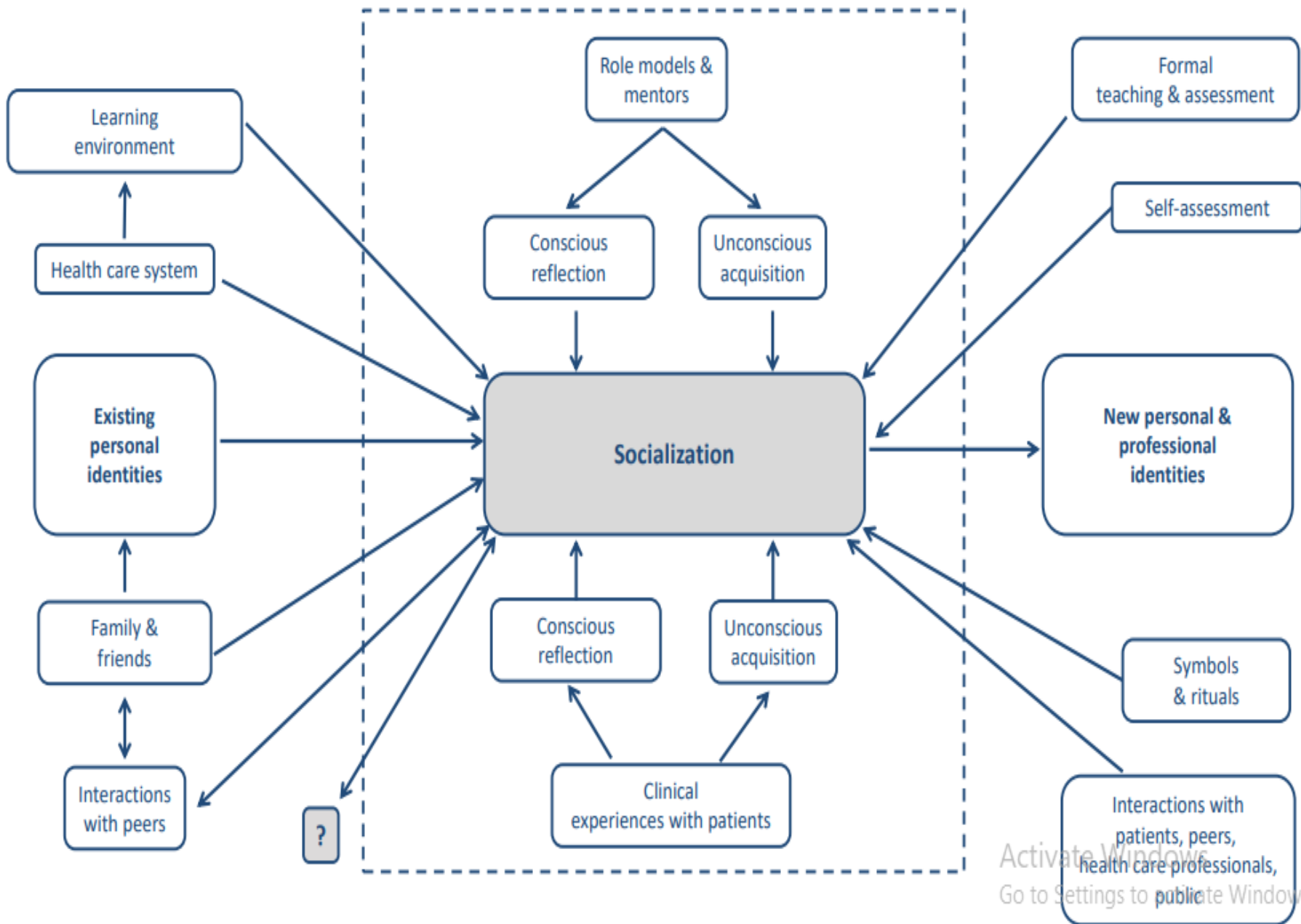
- **IN SOCIAL GROUPS CALLED COMMUNITIES OF PRACTICE**


THE PROCESS OF BECOMING A PHYSICIAN





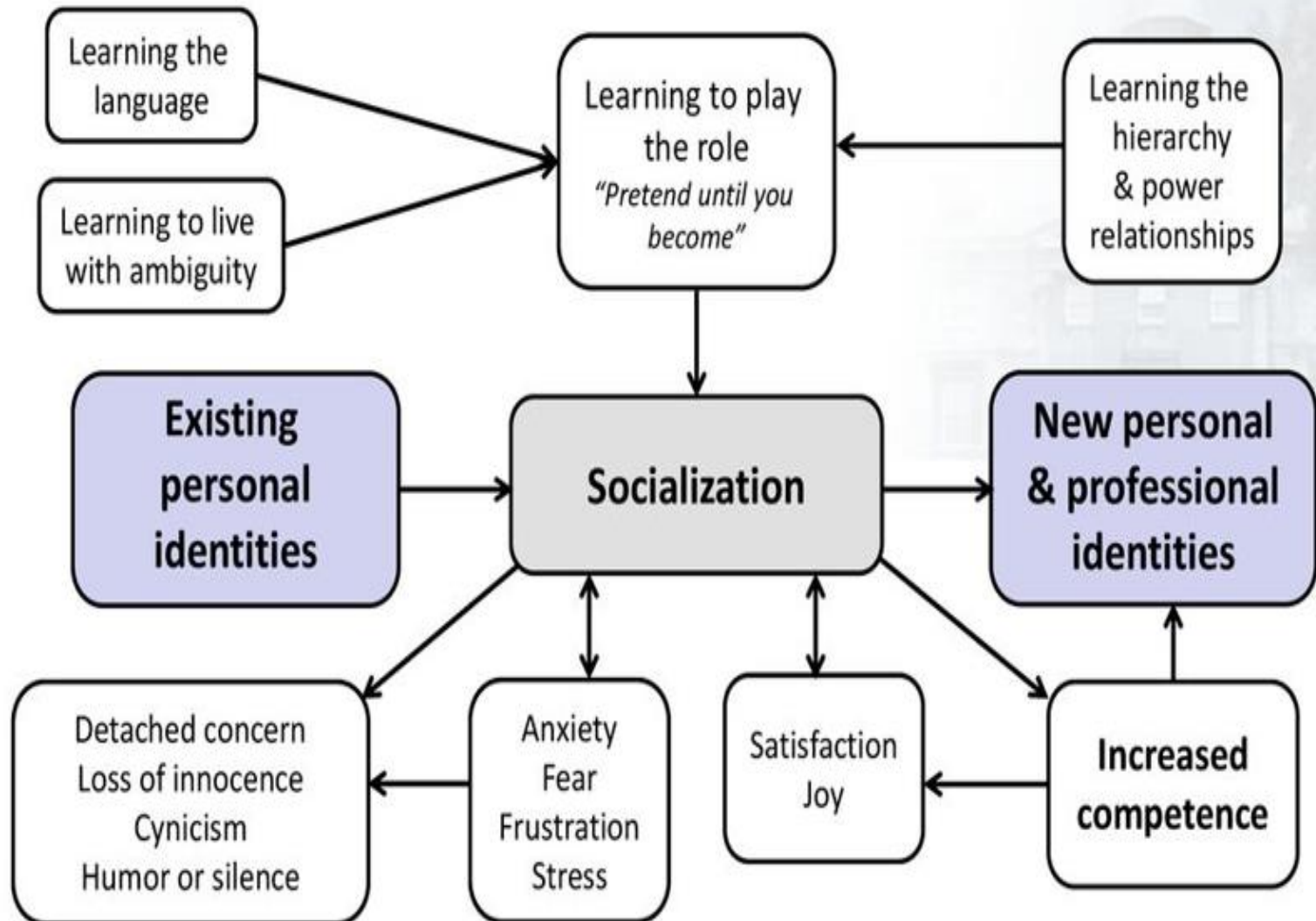
**WHAT FACTORS
INFLUENCE
PROFESSIONAL
IDENTITY
FORMATION?**



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- *Professional identity arises “from a long term combination of experience & reflection on experience.”*

Hilton & Slotnick, 2005

LEARNER ROLES AND POTENTIAL RESPONSES



SUPPORTING PROFESSIONAL IDENTITY FORMATION

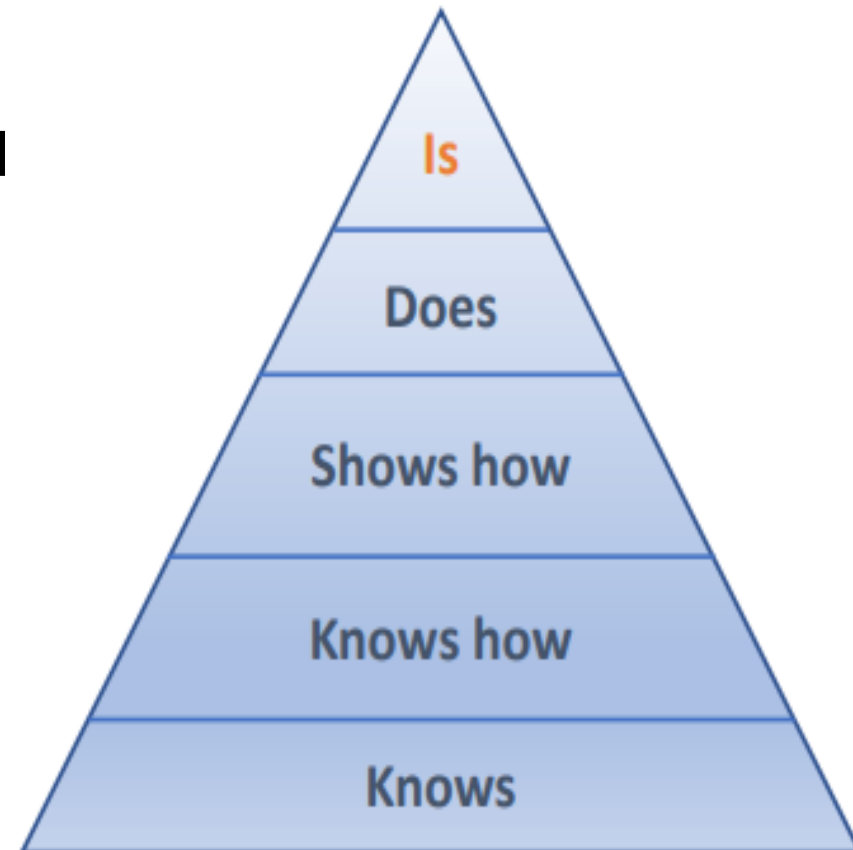
- Create a safe and welcoming environment
- Identify clear learning outcomes related to identity formation
- **Be explicit about the values and behaviors underpinning professional identity.**
- Enable authentic experiential learning
- Facilitate meaningful relationships
- Promote guided reflection
- Provide ongoing – and constructive – feedback

- Decrease the emphasis on lapses
- Focus on supporting positive development
- Include – and empower – learners in the process
- Focus on transitions
- Invest in faculty development

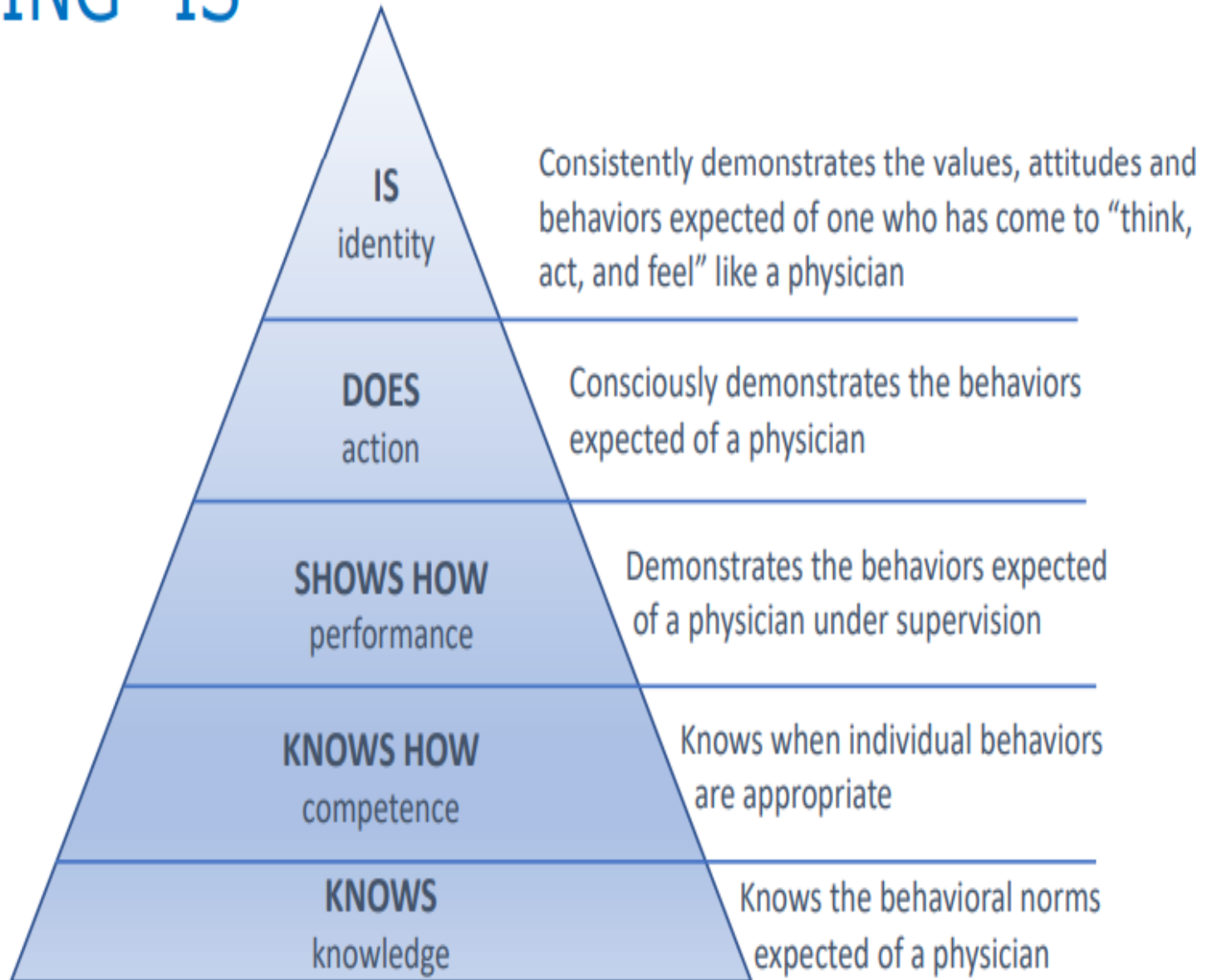


LINKING TEACHING TO ASSESSMENT

- Miller's pyramid has greatly influenced the assessment literature and has helped us to conceptualize our thinking – and our approaches – multiple levels...



ADDING "IS"





THANK
YOU