

Professionalism and Professional Identity in Nursing



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 - [Introduction to Professional Nursing Practice \(KSMA\)](#)
 - “Translate page” using browser translation tool, if you wish
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Course Goals



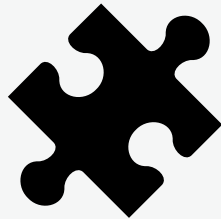
OBJECTIVE 1

Describe the attributes of a nurse. (The characteristics or personality traits of a nurse.)



OBJECTIVE 2

Implement wellness strategies that sustain a nurse's well-being in professional practice.



OBJECTIVE 3

Analyze the roles of professional identity and professionalism in professional nursing practice.

Today's Objectives



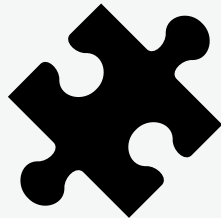
OBJECTIVE 1

Define **professionalism** in nursing and in the context of your classroom and clinical setting.



OBJECTIVE 2

Explain **professional identity** formation and list academic and workplace factors that influence it.



OBJECTIVE 3

List three strategies you can employ to develop a strong professional identity yourself.



Professionalism

“The conduct, aims, or qualities that characterize or mark a profession or a professional person” (Merriam-Webster)



Nursing professionalism according to the literature

“Providing individuals care based on the principles of professionalism, caring, and altruism” ([Cao et al., 2023](#))

“How one thinks, acts, and feels like a nurse” ([Landis et al., 2024](#))



Professionalism

Think-Pair-Share (5 minutes)

- Think (1 min): Write 3 words that describe a professional nurse
- Pair (2 min): Explain to a peer why you chose the words you did
- Share (2 min): Discuss with the class

The Essentials

“Formation and cultivation of a professional identity”

Accountability

Perspective

Collaboration

Comportment

Reflection of nursing’s characteristics and values



American Association
of Colleges of Nursing



THE ESSENTIALS

Overview

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Webinars & Programs

Discussion

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Domain 9: Professionalism

Descriptor: Formation and cultivation of a sustainable professional identity, including accountability, perspective, collaborative disposition, and comportment, that reflects nursing’s characteristics and values.

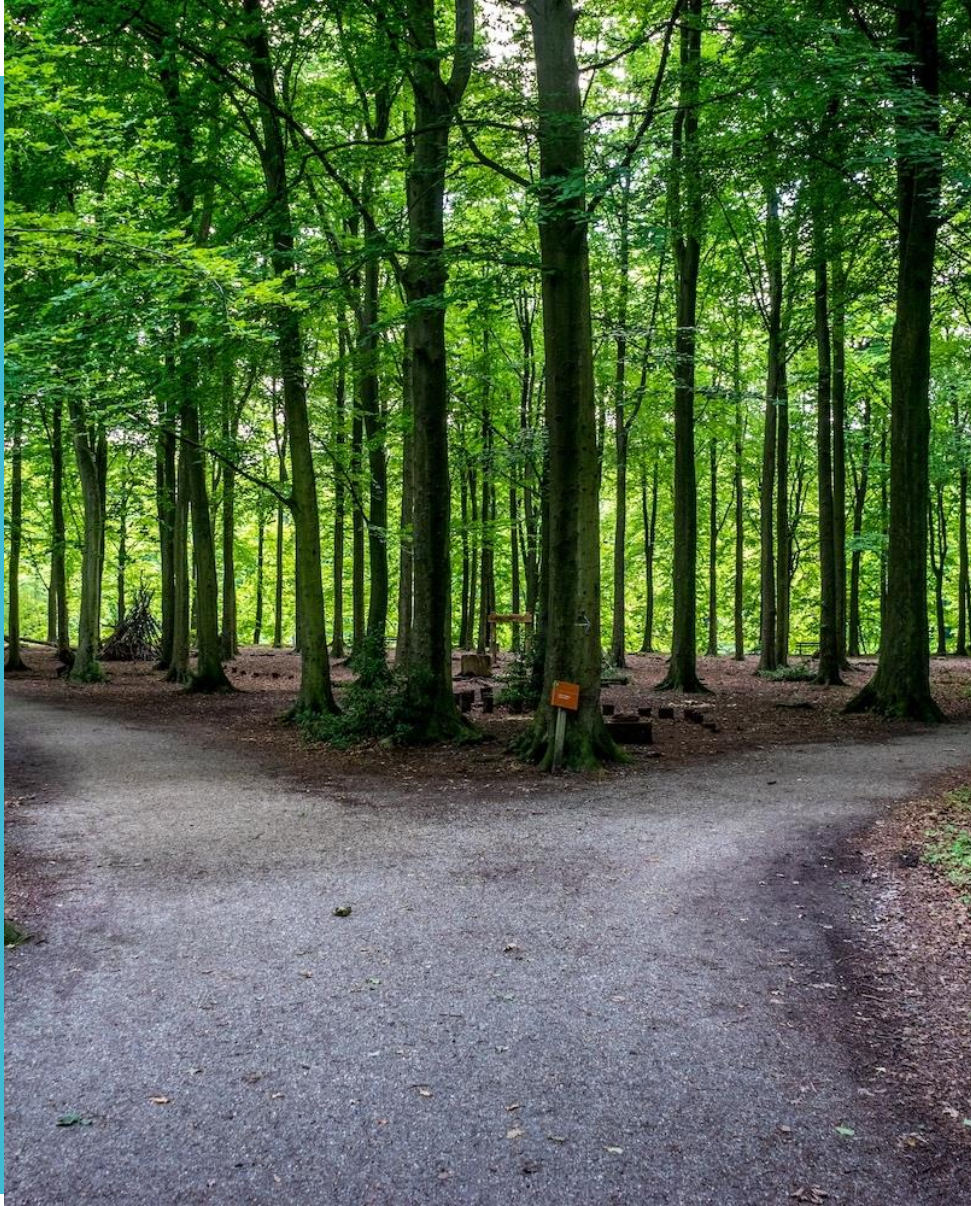
AACN Essentials, Domain 9: Professionalism. <https://www.aacnnursing.org/essentials/tool-kit/domains-concepts/professionalism>



Professional identity

“A sense of oneself, and in relationships 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” (Godfrey & Young 2020)

Godfrey, N., & Young, E. (2020). Professional identity. In Giddens J. F. (Ed.), Concepts for nursing practice (3rd ed.). Elsevier Publishing.



But what are those observable,
measurable characteristics of
professionalism?

This is where we tend to disagree.



Do you think there is a lack of professionalism in the workplace among nurses?



What about among students? Do nursing students generally behave professionally?

Discussion



Professional identity

The most important element of professional identity is . . .

Professional comportment

A nurse's professional behavior demonstrated through words, actions, presence, and deeds

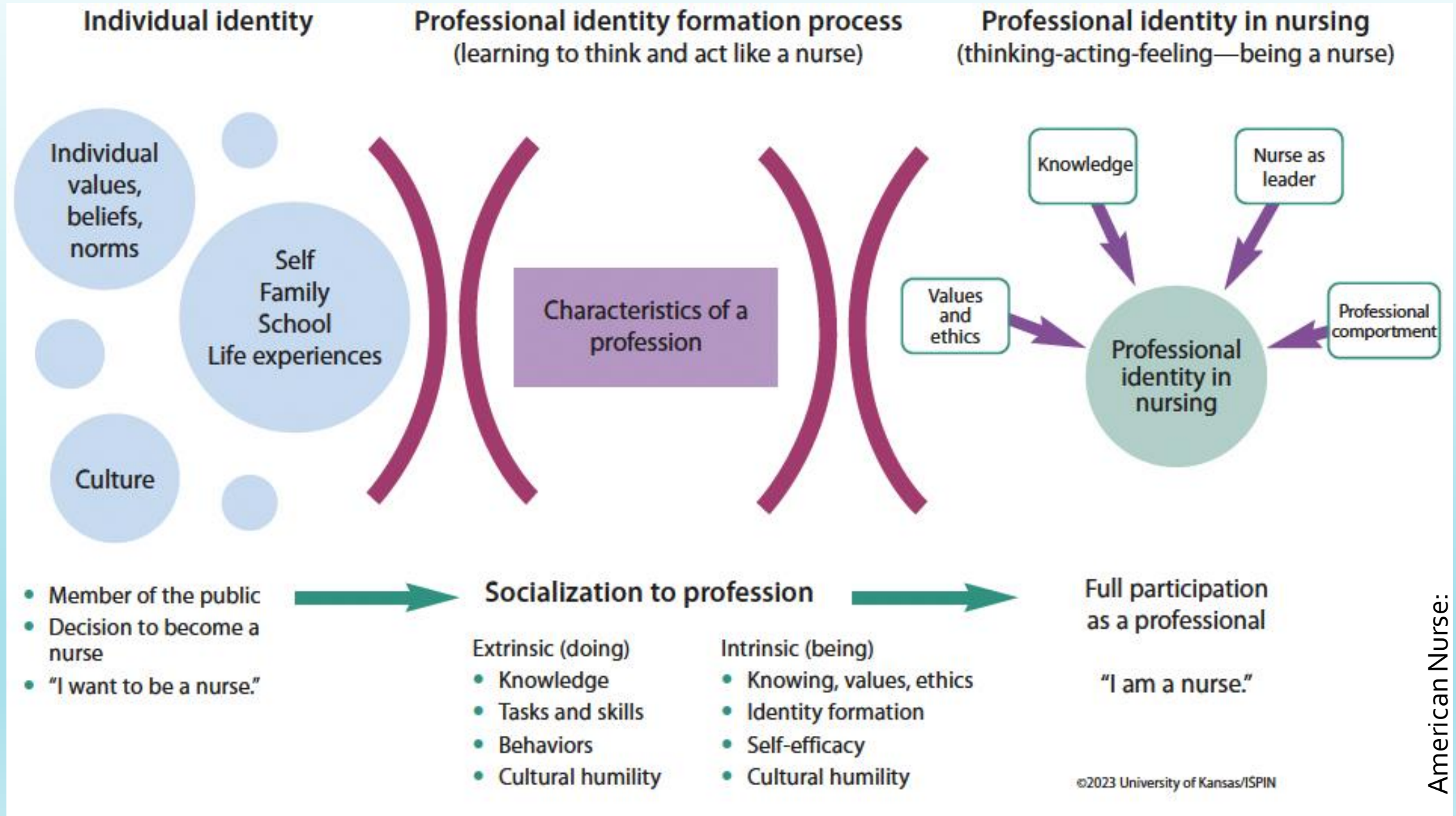


Key behaviors of **comportment** in nursing

- respectful
- patient-centered
- self-aware
- collaborative
- confident
- self-regulated
- motivated
- resilient

These are observable behaviors exhibited by nurses and nursing students who have well-developed professional comportment.

Transformation to Professional Nurse



What can
students do in
the classroom
to develop
their
professional
identities?



Case Scenario

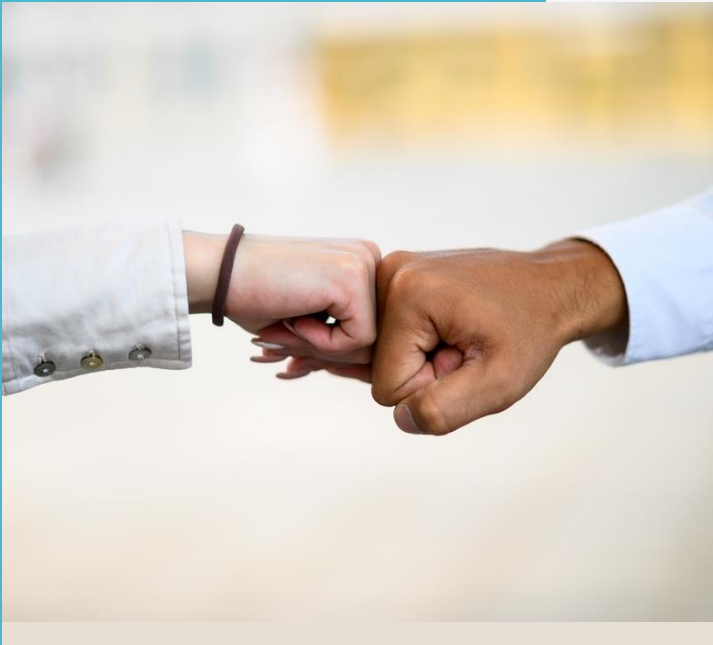


Asel is a second-year nursing student who has been consistently arriving 10-15 minutes late to clinical rotations over the past month. When she arrives, she appears well-groomed and prepared with her supplies, but she has missed morning report three times. Her clinical instructor has spoken with her informally, and Asel apologizes each time, saying she has "transportation issues." However, the instructor notices Asel posts Instagram stories showing her at a café near the hospital around the time clinical begins. Other students are starting to comment on the unfairness of the situation.

Key behaviors of professionalism

- respectful
- collaborative
- motivated
- patient-centered
- confident
- resilient
- self-regulated
- self-aware

“Hey, Joni . . .” or Good afternoon, Dr. Tornwall . . .





Impact of Media



Impact of Social Media

Nursing student Marat posted on his public Facebook page: "I had the worst day ever in clinical! I had a really difficult patient who complained about EVERYTHING. Some people are so ungrateful! At least my classmates and I can laugh about it now. 😂 Only 6 more weeks until this rotation is over! #nursing student life # can't wait"

The post included a group selfie of Marat and three classmates in their clinical uniforms taken in the hospital elevator, though no patients or specific unit information was visible.

Impact of Social Media

Wellness Break



Core components of professional identity in addition to **competent**

Values and ethics

Knowledge

Leadership



Professional Identity in Nursing

A sense of oneself, and in relationships 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

Four Domains of Professional Identity

Comportment

Knowledge

Values and Ethics

Leadership

- Landis, T., Barbosa-Leiker, C., Clark, C., & Godfrey, N. (2024). Professional Identity in Nursing Scale 2.0: A national study of nurses' professional identity and psychometric properties. *Journal of Professional Nursing*, 50, 61-65. <https://doi.org/10.1016/j.profnurs.2023.11.004>
- Landis, T., Godfrey, N., Barbosa-Leiker, C., Clark, C., Brewington, J. G., Joseph, M. L., Luparell, S., Phillips, B. C., Priddy, K. D., & Weybrew, K. A. (2022). National study of nursing faculty and administrators' perceptions of professional identity in nursing. *Nurse Educator*, 47(1), 13–18. <https://doi.org/10.1097/NNE.0000000000001063>

Professional Comportment

A nurse's professional
behavior
demonstrated through
words, actions,
presence, and deeds

- **Patient-Centered Care and Respect:** I place the patient at the center of care and treat all individuals with respect.
- **Collaboration and Teamwork:** I work effectively with others as part of the healthcare team.
- **Self-Care and Resilience:** I take care of my own physical and emotional well-being and adapt positively to challenges.

Values and Ethics

A set of core values and principles that govern conduct

- **Caring and Empathy:** I demonstrate caring attitudes and empathetic understanding toward patients and their families.
- **Integrity and Trustworthiness:** I act with honesty and integrity, and others can trust me to do what is right.
- **Respect for Diversity and Justice:** I show respect for all people regardless of their background and support fairness in patient care.

Knowledge

Awareness, analysis, and application of information derived from empirical sciences, experiences, critical reflection, and scientific discovery

- **Clinical Judgment:** I can assess patient situations and make sound decisions about their care.
- **Recognition of Patient Cues:** I notice important signs and patterns in patient conditions that guide my nursing actions.
- **Ethical Awareness and Evidence-Based Practice:** I understand ethical principles in nursing and use current evidence to guide my practice.

Leadership (Nurse as Leader)

The ability of nurses at all levels to motivate self and others to transform vision into reality

- **Patient Advocacy:** I speak up for patients' needs and rights, even when it is difficult.
- **Effective Communication:** I communicate clearly and effectively with patients, families, and healthcare team members.
- **Commitment to Excellence:** I strive to provide the highest quality of nursing care and continuously improve my practice.



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Attributes of a Nurse

Complete the self-assessment: Professional Identity in Nursing

Your responses are anonymous

We will discuss aggregate responses after submission.

The background of the slide features a light gray illustration of several birds in flight, scattered across the upper and middle portions of the frame. On the left side, there is a solid teal-colored rectangular area that serves as a backdrop for the title text.

Pride, Purpose, and Professional Identity

- To stay engaged in your profession, you need:
 - a sense of **pride** in the profession
 - a defined **purpose** in your nursing role
 - an awareness of your own **professional identity**

Reflection on Professionalism

Respond to the following prompts:

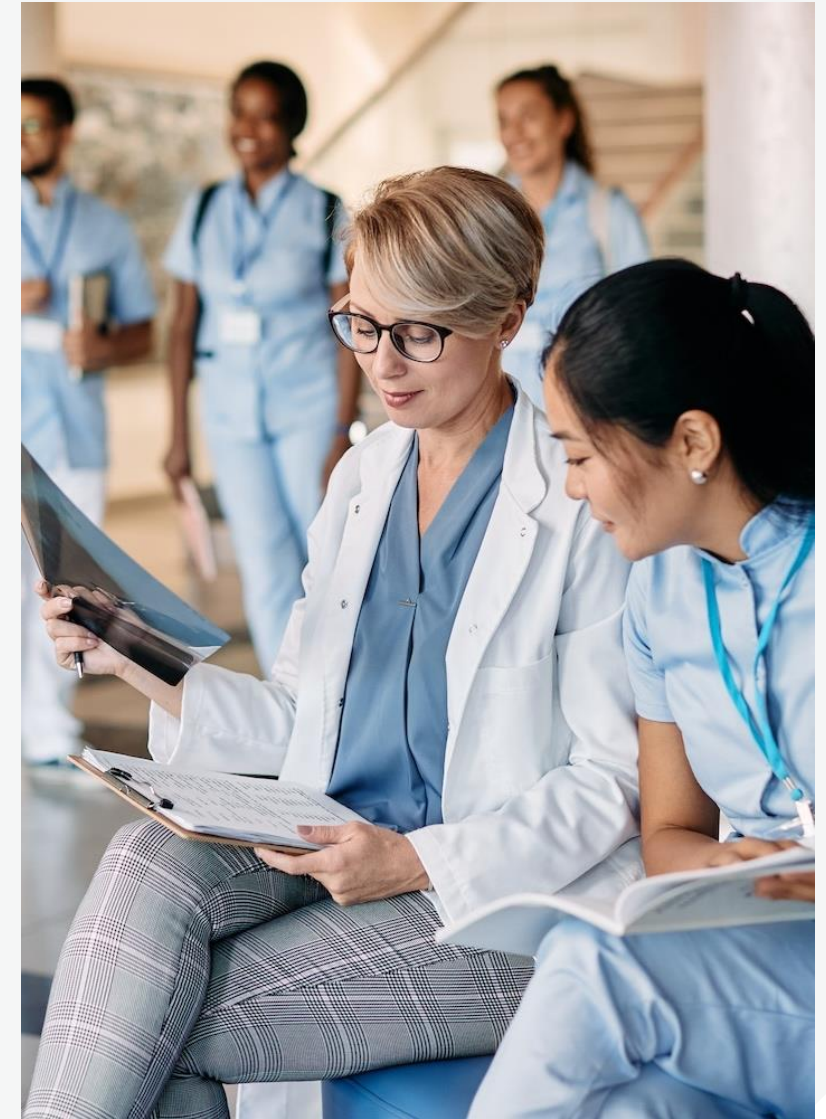
- "One emotion I need to be aware of in clinical settings is..."
- "I can develop my sense of belonging by..."
- One strategy I will use to develop a stronger professional identity this semester is..."



Keep these reflections until the end of these five weeks. We'll review near the end of the semester.

What can students do in the classroom?

- Acknowledge your emotions and attitudes
- Debrief and reflect intentionally
- Seek interprofessional learning opportunities
- Develop relationships that give you a sense of belonging
- Make professionalism part of your learning goals



Nurse Leader's Role in Fostering Professionalism

Role Modeling

- Dress
- Professional individuality
- Professional development
- Present (rounding)
- Active listening
- Closed loop communication

Collegial, Supportive Feedback

- Acknowledge positive and negative
- Teach these skills
- Promote peer review

Organizational Policy

- Dress code
- Time/Attendance
- Corrective Action



Categorize your “three attributes of a nurse”

Retrieve your sticky notes and place them under one of the four domains of professional identity in nursing:

Comportment

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

Knowledge

- Awareness, analysis, and application of information derived from empirical sciences, experiences, critical reflection, and scientific discovery

Values and Ethics

- A set of core values and principles that govern conduct

Leadership

- The ability of nurses at all levels to motivate self and others to transform vision into reality