



Finding Your Voice

Developing a professional identity, and
communicating effectively with your
leaders and TMs



Goals:

- Define your identities
- Define your next steps
- Define your communication strategy

What is a Professional Identity?

“aspect of your overall identity that forms as you absorb, interpret, and adopt your professional community’s values, behaviors, norms, beliefs, and skills.”

Part of Overall Identity

- Remember your Culture!
- *Beliefs, social norms, attitudes, values, goals and practices*

Part of Community

- ASPIRE Values
- Patient Experience Driven
- Culture of Safety
- NAV/Yearly Validations

End Result

- List off or concept map your **Personal Identity** and **Community Identity**
- Highlight the things that you see that overlap- include thinking about the community you serve and are part of as a UVACH TM.

ISPIN (International Society for Professional Identity in Nursing), using a contemporary, iterative process with nurses based on national and international perspectives, evidence-based practice, and research developed four domains—values and ethics, knowledge, nurse as leader, and professional comportment—to further define professional identity in nursing

Finding Overlap

- How do you define the *Nurse* you want to be?
- Nursing professional identity:
- Using the Four Domains: Add additional “color” to your concept map- Create additional columns/bubbles and add in the characteristics that you see as part of the daily identities of yourself and nurses in your team

Finding Opportunities When Unsure

- **Values and Ethics:** Known Reference
 - ASPIRE, Mission, Vision and Values
- **Knowledge:** Lifelong Learning
 - Mentorship
 - Ovid Library
- **Nurse as Leader:** Uphold desirable leadership characteristics, which include advocacy, good listening and communication, teamwork, collaboration, and conflict management, as well as being approachable, caring, knowledgeable, and a mentor.
- **Professional Comportment**

Step One: Define Your Overlap and Define Your Goals

- You now have a solid foundation of what creates your personal and professional identity currently
 - What makes you “think, act and feel” like a nurse

Now go back and pick and choose one or two characteristics that did not overlap but you want to!

Make a plan with your mentor to embody these and develop them!



Step Two: Realize You are a Nursing Leader



- Nursing leadership is not based on the following:
 - Experience
 - Attitude
 - Longevity
- It is based on:
 - Patient Advocacy
 - Team Advocacy
 - Bravery

Step Three: Encourage Growth- Create a New Type of Employment

DIY Career and Workspace

- From the Macy Foundation “The definition of professional identity in nursing, including the phrase “think, act, and feel like a nurse,” and the four domains of professional identity in nursing—*values and ethics, knowledge, nurse as leader, and professional comportment*—resonate profoundly with student nurses nationwide. The National Student Nurses Association (60,000 students strong!) has adopted the definitions and domains, and intentionally includes professional identity as their framework for programming, honor society recognition, and leadership activities. ”

We are a collaborative and empowered organization:

That means you have the power to develop your career to be more than a paycheck

Definitions from Oxford Languages:

Collaborative: 1. produced or conducted by two or more parties working together. 2. work jointly or with others

Empowered: 1. give (someone) the authority or power to do something
2. make (someone) stronger and more confident, especially in controlling their life and claiming their rights.

Step Three: Encourage Growth- Create a New Type of Employment



Engage your TEAM

- “Nursing identity flourishes through engagement and reflection in multiple experiences that is defined by differing perspectives and voices. “
- Generational Needs:
- [Work Values of Generation Z Nurses](#)
- [Nurses’ Generational Differences of Burnout and Turnover Risk | OJIN: The Online Journal of Issues in Nursing](#)

Step Three: Encourage Growth- Create a New Type of Employment

Retention

- Mentorship
- Opportunities

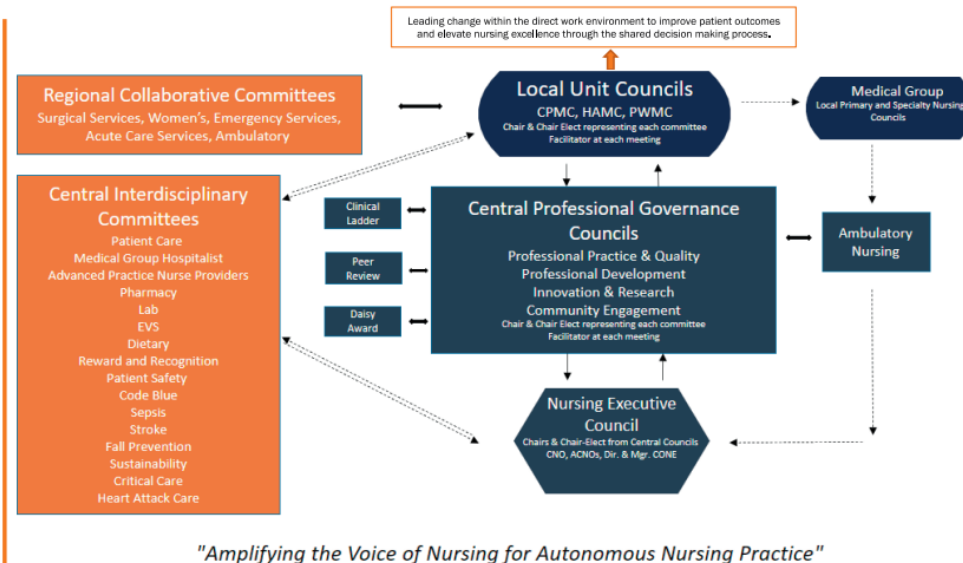
UVA Health UVA Community Health Nursing Professional Governance Organization

Why NPGO?

- Be empowered and accountable to make recommendations and decisions related to your clinical practice and patient care outcomes
- Influence and mold your professional nursing practice at UVA Community Health
- Empower the voice of nursing through shared decision making

NPGO Strategic Goal Alignment

- Engage nursing workforce in partnership with all points of patient care services in cultivating the best place to work environment.
- Enhance clinical care through outcome-based nursing professional governance in collaboration with ancillary services.
- Optimize nursing research and innovation to support outperformance in nursing clinical outcomes.



Practice & Quality Council	Community & Engagement Council	Professional Development Council	Innovation & Research Council	Nursing Executive Council
Work towards achievable measurable outcomes in the following areas: <ul style="list-style-type: none"> • Safety & Quality • Clinical Practice Policy Review • Equipment & Supply Evaluation • EMR Requests • Hospital Acquired Conditions • Patient Flow 	Work to improve outcomes in: <ul style="list-style-type: none"> • Human experience (patients and team members) • Clinical Practice Outreach • Diversity, Equity, Inclusion (DEI) • Workplace Safety • Recognition and Awards 	Growth and Development of: <ul style="list-style-type: none"> • Preceptor Programs • RN Residency Programs • Education/Training • Clinical Competencies • Professional Development • Recruitment/Retention • Clinical Ladder 	Works to improve measurable outcomes through: <ul style="list-style-type: none"> • Nursing research • Process Improvement • Evidenced Based Practice • Nursing Grand Rounds • Journal Club • Nursing Symposiums 	Professional shared decision making body for all Professional Governance activities, Coordinates and organizes the development of: <ul style="list-style-type: none"> • Best practice standards • Effective communication • Engagement • Accountability
Nursing Peer Review Committee	DAISY Committee	Clinical Ladder Committee	Interdisciplinary Committee	Regional Collaborative Committee
Upholds standards of nursing practice through non-punitive peer evaluation to improve safety and quality of nursing care.	Facilitates the award and celebration of RN recognition of exemplary patient care.	Professional advancement opportunity for clinical nurses to grow their behavior based clinical practice.	Multi-disciplinary committees that impact nursing practice	Nursing service line focused committees that collaborate to enhance nursing practice across all three medical centers.

Get Involved!

- Visit the NPGO Intranet Site
- Attend your local/unit council meetings
- Contact your leader
- Email: uvachcone@uvahealth.org

Leadership Opportunities

- Chair and chair-elect positions for:
 - Local/unit councils
 - Central councils
- Nursing Executive Council membership

Benefits

- Leadership education and training
- Professional growth
- Paid work time

Meeting Day and Times

- **Central Councils**
 - Third Wednesday of the month
- **Central Committees**
 - Visit NPGO Intranet Website
- **Local/Unit Councils:**
 - Contact Local Leadership Team

You Know Who and What You Value?

HOW DO YOU COMMUNICATE

- Feedback is a gift! Helps us learn and be better
 - You don't know what you can't fix.
- Key Principles:
 - State Intention: Allows for all concerns to be addressed up front.
 - Fearless Advocacy: You ultimately are here to care for the patient, advocate for better feedback to them
 - Anxiety is Pain- Communication.
 - Kindness without Compassion is Cruelty.



What is MY ROLE?



Known Communication Tools:

- AIDET
 - Pop Quiz: What does this stand for?
- CUSS:
 - Pop Quiz: What does this stand for?
- SBAR
 - Pop Quiz: What does this stand for?

- How do you talk to your doctors?
 - EPIC Chat, Phone Calls, Face to Face

What do you do when it doesn't work??

Escalation Tips

- Grab a Buddy!- Charge, ANM, Leadership
- Know it isn't you- THIS IS NOT A FIGHT!
- Use your resources- Intranet, IFUs, Risk
- You will not be in trouble...



Known Communication Tools:

There are three responses that someone can have when feeling attacked- this can be patients, team members or family.

Understand that you can help dictate which path the responder can take:

- Fight
- Flight
- Flee



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[Professional Identity: What It Is and Why It Matters | Exceptional Futures](#)

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[PDFDefining your professional identity one sheet 2017-18.pdf](#)

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[Understanding and barriers to formation Professional Identity among current and recent graduates of nurses and](#)

[midwifery in two universities in a low resource setting: A qualitative study – PMC](#)

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[Domain 9: Professionalism](#)

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[The Macy Foundation - To Think, Act, and Feel Like a Nurse—Why Professional Identity Formation Matters](#)

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[Fostering professional identity in nursing](#)

