



Dipartimento di Medicina, Chirurgia e Odontoiatria
"Scuola Medica Salernitana"



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Professional identity and healthcare

Training seminar series



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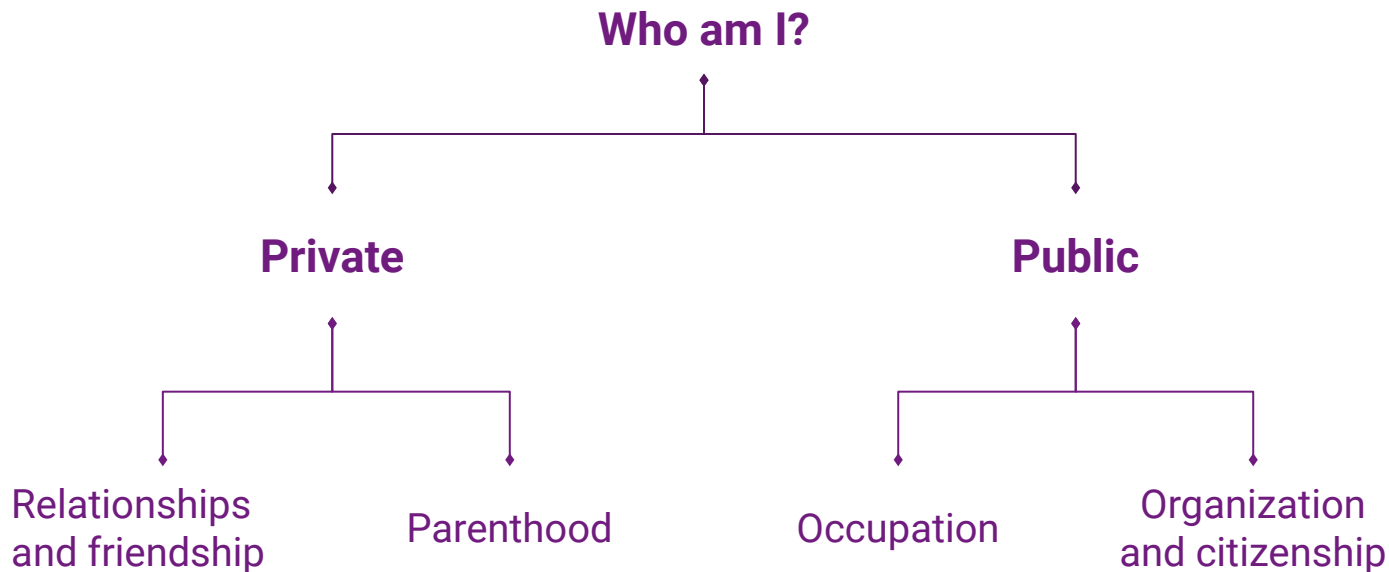
The psychology of identity

In psychological science, individual identity is widely conceptualized as one's own sense of sameness and integration (**who we are**).

Individual's identity involves potential conflict between multiple domains and social roles towards either developmental change or decay.

- **Cognition and reflection:** internalized process.
- **Identity-status and self-representations** (“I am a social worker”).
- **Cultural context** (e.g., family first, work first, everything matters).

Domains and social context



Identity formation

- From adolescence towards adulthood.
- Real-time (second to weeks) and developmental time (months to years/decades) refer to the short-term mechanisms and long-term processes respectively.
- **Real-time identity** is the one that happens through social interactions moment-by-moment. This is the expression of identity which may be preliminary to the reflection of identity (cf. identity-status).

Expression or reflection?

The case of professional identity

Birth of a child	Work on your own
Get promoted at work	Meeting the deadline
Teamworking	Completing a project
Redundancy	Retirement
Dealing with conflict in the workplace	Unemployment

Would you think of any other examples that would shape your own professional identity?

Write a list of 10 actions, experiences or self-representations. Are those the expression or reflection of professional identity (or both)?

Professional identity: the story of Jess Thom



Group activity

Join one group of 3-4 group members. Each group should be composed of participants from at least two different countries. Three group roles are available.

1. **Team Worker:** makes sure the work is done.
2. **Specialist:** provides expert advice on a topic.
3. **Coordinator:** guides and assign tasks to others.

Choose your own role and write a story inspired by the story of Jess Thom. How would you help shaping the professional identity of a person with Tourette syndrome?

Identity and healthcare

ENVIRONMENT

Meaningful social interactions

Learning from work experiences

Mentorship

Effective Communication

VALUES

Truthfulness and respect

Caring and feeling responsible for others

Power

Congruence of work and life

AGENCY

Working as a social worker

Working with clients

Gender roles (self-representation)

Continuous professional development

Promoting professional identity

- **Professional identity cannot be taught** and it should not be viewed as separate from other identities.
- Focus more on **real-time opportunities** and less on roles or domains of the occupation.
- Offer employees with or without disability the best possible **mentorship, support and choice**. Adapt organizational protocols and procedures if needed.
- Ensure your organization may offer the same opportunities to everyone and help co-build a genuine **sense of belonging**.

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