

## Interprofessional Identity Formation (IPIF) Program 2022-2023

### Professional Identity Formation (PIF)

- Is a process
  - PIF is the process by which students come to *think, act, and feel* like someone within their respective profession.
  - PIF is the act of *deciding* – again, and again, and again – *who* you want to be and *how* you want to show up as a health profession student and health professional. Your professional identity is the sum of your conduct and behavior, values and beliefs, and mindset and motivation relative to the study and practice of your health profession.
- Is a relatively new and unfamiliar discipline in most educational programs.
  - In most educational programs, the thinking part is front and center (reading, writing, analyzing, assessing), the acting part is facilitated with various activities to practice your profession (simulations, internships, role playing), yet the feeling part is often neglected.
- Is relevant to you right now because identity formation (the *process*) is happening right now.
  - Since you arrived on campus, you've received signals and cues about what is and isn't important and valuable in professional study and practice.
  - Unconscious adoption of new beliefs, ideas, and opinions, especially those that are incongruent with your existing value system(s), leads to the ills described to us by the literature on health profession student and health profession well-being (loss of orientation and meaning; disillusionment, detachment, depression; etc.)
- Is related to but distinct from professionalism. Whereas ethical standards, social roles, values, responsibilities, and fundamental purposes are articulated by the profession, professional identity is constructed at the individual level.
  - Professionalism: The *floor* for your behavior, as codified by professional rules, honor codes, ethics opinions, and long-standing cultural norms.
  - Professional identity: The *ceiling* for your behavior, as informed by professional rules, honor codes, ethics opinions, and longstanding cultural norms, yet *ultimately constructed by you*, at the individual level.
- Serves not only as an introduction to the norms, rules, and professed values of the profession, but also as a vehicle for you to *consciously and continuously decide* who and how you're going to be relative to your professional study and practice.

### Interprofessional Identity Formation (IPIF)

- If PIF is the process by which students come to *think, act, and feel* like someone within their respective profession, then IPIF is the process by which students come to *think, act, and feel* like someone within interprofessional educational, learning, practice, and care settings.
- In short, who you are is influenced by those with whom you interact. So your professional identity is determined in part by the various interprofessional teams in which you take part.
- This adaptive developmental process occurs simultaneously along two dimensions: (1) the individual level, which involves psychological development (PIF) and (2) the collective level, which involves socialization of the student into appropriate roles and forms of participation (IPIF).

## **The Interprofessional Identity Formation Program (IPIF Program)**

- Will support health profession students to *think, act, and feel* like professionals within their fields (PIF) and as members of interprofessional teams (IPIF).
- Is a year-long experiential learning pilot (Academic year 2022-2023)
- Involves a **four-step reflective curriculum**
  - **Step 1: Priming** - involves an interprofessional action-learning experience that exposes students to unpredictable situations e.g. disorienting dilemmas.
  - **Step 2: Noticing** - will involve mindful journaling to invoke present emotional-state awareness to foster a non-judgement perspective toward reactions to stimuli.
  - **Step 3: Processing** - is three-pronged involving:
    - (1) Student self-assessments and structured dialogue prompts for use in faculty-student advising and practitioner-student mentoring within current professional programs (PIF). This leverages the safe, supportive settings already familiar to students.
    - (2) A series of topical interprofessional panels where practitioners share their evolving professional identity journeys (IPIF).
    - (3) A community-driven platform for students to share experiences and thoughts with one another across professional programs (IPIF). This cultivates a sense of belonging to a greater community than one's own profession.
  - **Step 4: Choosing** - involves returning to the interprofessional action-learning experience format from the first step. This similar but different learning experience will be designed to develop adaptive expertise in the students. A facilitated debrief will help students critically reflect on how they have developed their PIF and IPIF throughout the academic year.
- Leverages existing uni-professional structures and creates new interprofessional experiential learning activities to support students' evolving PIF and IPIF.
- Encourages participants to enhance their understanding of the following IPEC Interprofessional Competencies:

### **Roles & Responsibilities**

Participants will gain clarification about their own role (as well as others) in the interprofessional team through interprofessional socialization.

### **Values & Ethics**

Participants will have the opportunity to reflect on their constantly evolving perspective regarding professional and personal identity, including how they balance shared values of interprofessional teams and their respective profession with their individual values. Participants will appreciate the dynamic management of the *Being and Belonging* polarity.

## **Contact Information**

If you would like to learn more, please contact Gerry Ibay, the Principal Investigator, at [Edwin-Ibay@ouhsc.edu](mailto:Edwin-Ibay@ouhsc.edu) or (405) 271-2114 Ext. 46724.