Developing Your Identity as an Educator

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*Presentation developed in conjunction with David Irby, PhD*
Overview

Describe the role and importance of an individual’s professional identities

Identify how these identities can be awakened, strengthened and supported

Develop personal plans to achieve alignment between competing elements
Who Am I? An Exercise

Please introduce yourself to three people you do not know
Who Am I? An Exercise

Please introduce yourself to three people you do not know

Write down what you said
Multiple Identities

- Personal Identities
- Professional Identities
- Organizational Identities

Identity Theory

• Describes how people view themselves and how they perceive others view them as
• Derived from perceived membership in organizations (i.e., social identity)
• Interacts with agency
• Embodies multiple identities

When I’m teaching in class, this is a separate thing, because I have to be in a lecture room with students. But when I’m doing clinical teaching, I’ll be in the ward, so I’ll be providing medical care.”

O'Sullivan et al. Identity Formation and Motivation of New Faculty Developers. Med Teach. 38;879-885, 2016
Merged Identity

“I think physician and medical educator are probably 50/50 – overlap, integrative, whatever we’re doing. And it’s hard to separate out the physician from the scientist”

I am an oncologist.

Hello. My name is [redacted] and a pleasure to meet you. I am a maternal fetal medicine specialist here at UCSF.
Single Role Identity

MD/Scientist

I am an oncologist.
Hello. My name is [redacted] and a pleasure to meet you. I am a maternal fetal medicine specialist here at UCSF.
I am a teacher at UCSF.

What I usually say:

I am a generalist in medicine/therapeutics at UCSF.
I am a person who values education and mentorship very seriously, whether it is in my professional life where I educate young physicians to be surgeons, or in my personal life where I actively mentor my three children through the various situations of their lives.
Construct a Venn diagram from your introduction
Professional Identity Development

- Is dynamic, constantly evolving
- Is derived from observation and reflection
- Interacts with
  - Organizations and context
  - Roles and their status/social privilege
  - Personal agency
  - Personal and professional knowledge, values

Identity Formation

Strategies for Exploring Identity

5 Minutes
Step 1: Complete front of worksheet: Place checkmarks on specific items.

10 Minutes
Step 2. Complete back of worksheet: Think about how you are engaged, empowered, supported as a medical educator. May need to re-do diagram.

15 Minutes
Step 3. Discuss in small groups. Devise a plan for you to achieve alignment between role and context. How will you use agency to achieve this?
Summarizing Educator Identity

Engage in educator roles
  Teaching, mentoring, curriculum development, learner assessment, educational leadership and scholarship

Empower and exercise agency
  Psychological empowerment and agency
  Relational empowerment and networks

Support from
  Academic environment
  Health care system context
Concluding Thought

A strong professional identity enables individuals to practice with confidence and with a professional demeanour, thereby giving others confidence in their abilities.

Monrouxe 2010

Thank you!
References

References

• Steinert. *Faculty Development in the Health Professions*, 2014.
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