



Developing Your Identity as an Educator

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Session Goals

1. To examine the role and importance of faculty members' professional identities
2. To discuss how these identities can be awakened, strengthened and supported





Who Am I? An Exercise

- Introduce yourself to three different people whom you do not know
- When done, write down on your worksheet verbatim what you told the last person

Identity: Who Am I?



Multiple Identities



- Roccas, S. & Brewer M. B. *Personality & Soc Psych Rev*, 6, 88 – 106, 2002.
- Monrouxe LV. Identity, identification and medical education: why should we care? *Med Educ*. 44(1):40-9, 2010.

Identity Theory

- Describes how people view themselves and how others perceive them as
 - Similar or identical to others
 - Different than others
- Derived from perceived membership in organizations (i.e., social identity)
- Interacts with agency and choice
- Embodies multiple identities
- Van Lankveld et al. Integrating the Teaching role into One's Identity...Adv in Health Sci Educ. 21(6):1-22, 2016.
- Lawler. *Identify: Sociological Perspectives*. Cambridge, Polity Press, 2008.
- Trede et al. Professional Identity Development: A Review of the Higher Education Literature. *Studies in Higher Educ.* 37(3):365-384, 2012.

Compartmentalized Identity



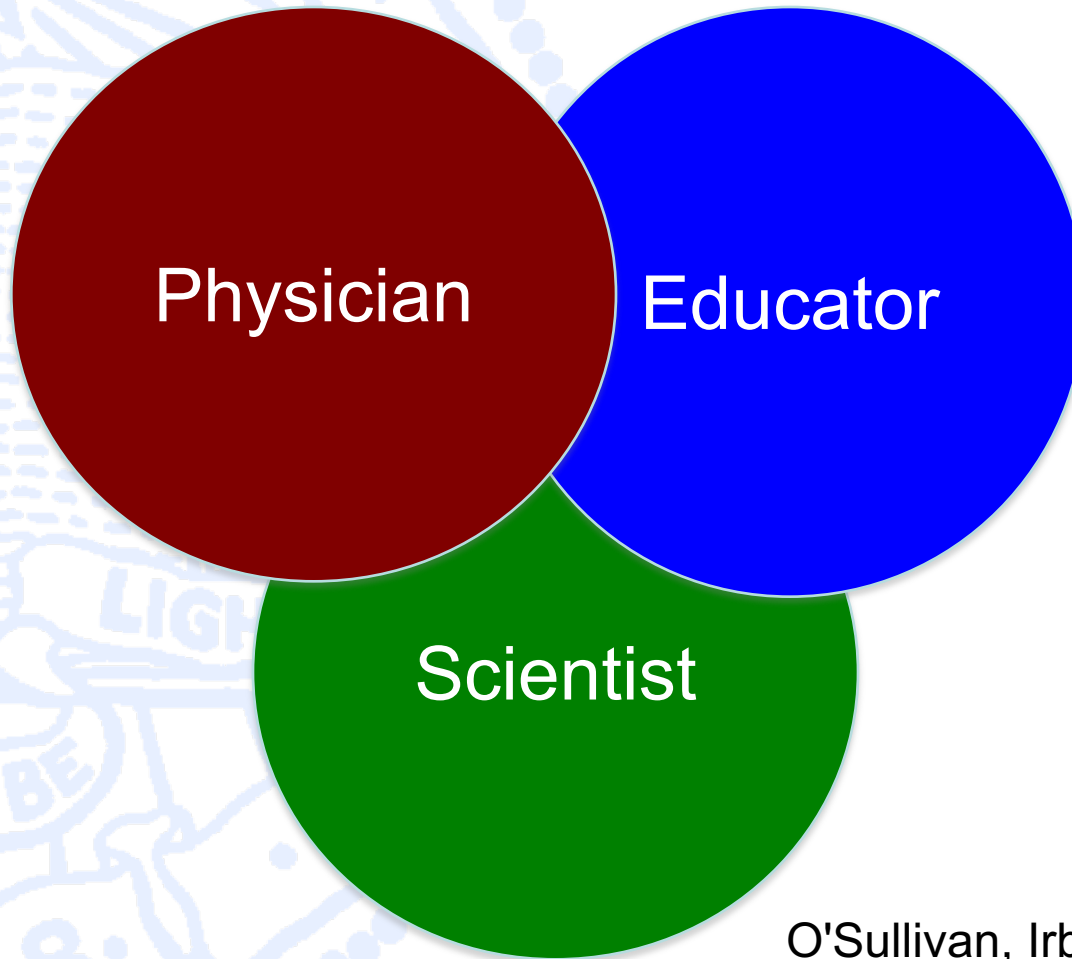
Educator



Physician
/Scientist

“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.”

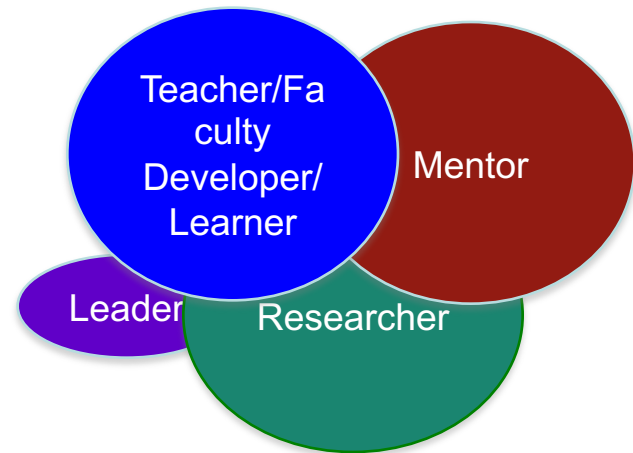
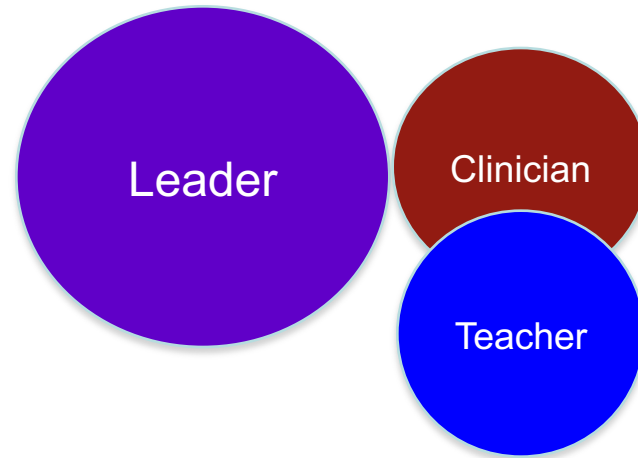
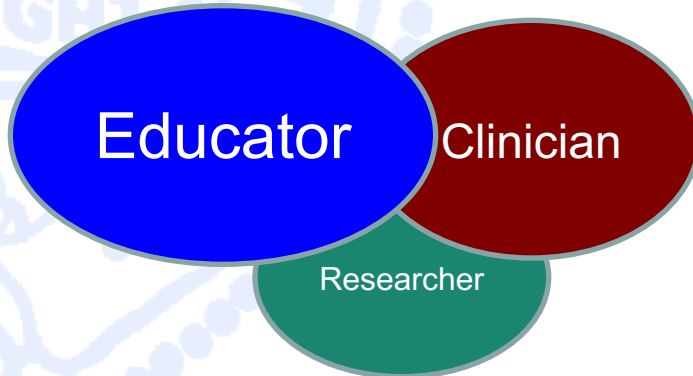
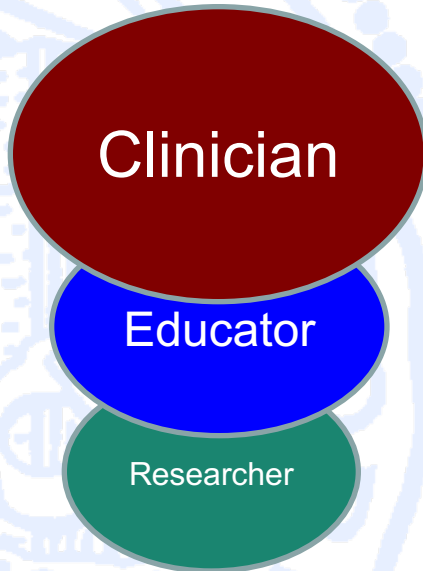
Merged Identity



“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”

O'Sullivan, Irby. Identity Formation of Occasional Faculty Developers in Medical Education. *Acad Med* 89, 1467-73, 2014.

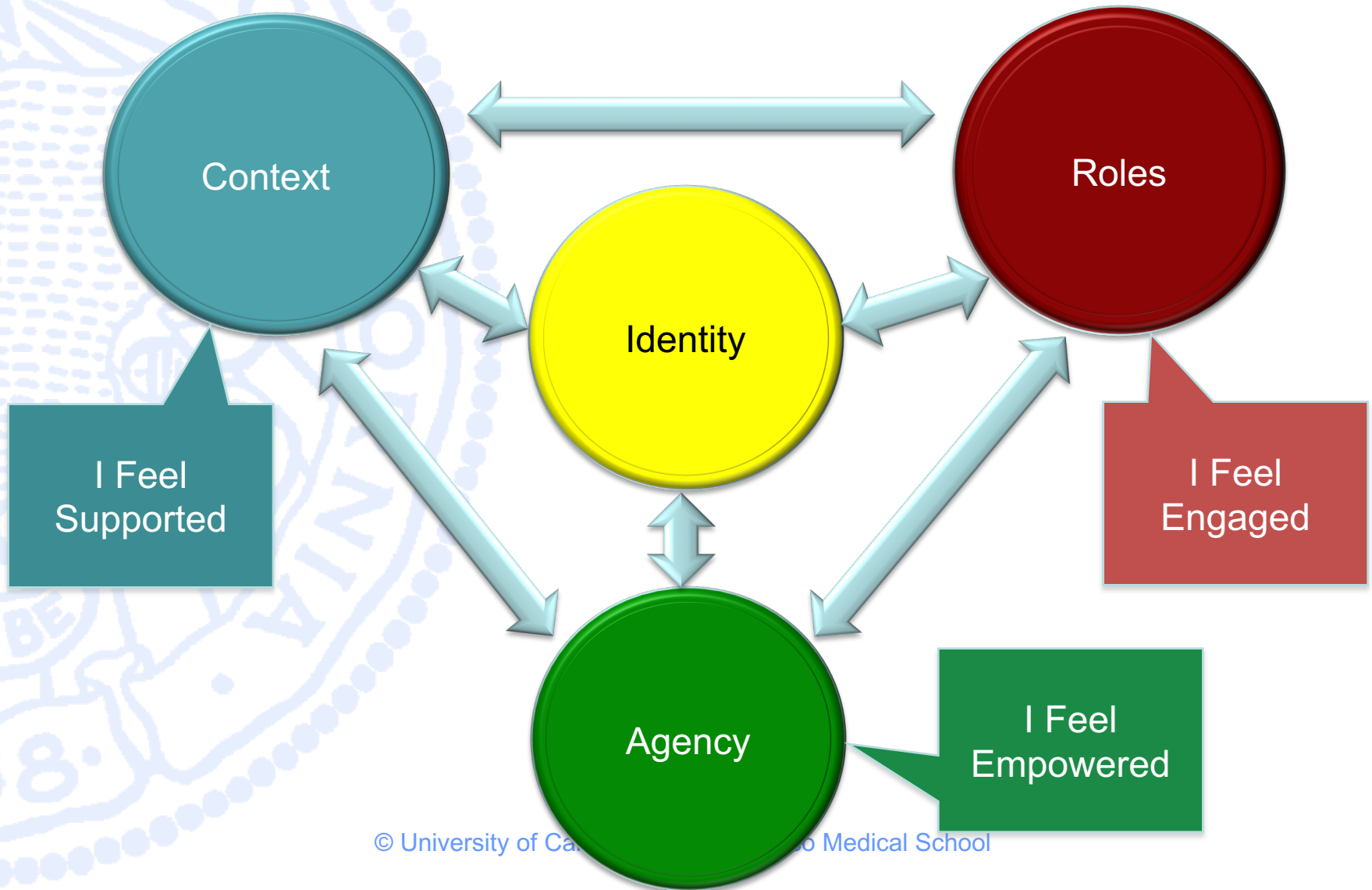
Construct a Venn diagram from your introduction



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
- Beauchamp, Thomas. Understanding Teacher Identity. *Cambridge j of Educ.* 39(2):175-189, 2009.
- Lieff S et al. Who Am I? Key Influences on the Formation of Academic Identity within a Faculty Development Program. *Med Teacher.* 34:e208-e215, 2012.
- Trede et al. Professional Identity Development: A Review of the Higher Education Literature. *Studies in Higher Educ.* 37(3):365-384, 2012.

Identity Formation and Agency



Strategies for Exploring Identity

- Sort yourselves in small groups (+/-3)
- Individually complete the worksheet
 - Place a checkmark on whether the specific item is low to high or N/A
 - On the reverse side, write your response:
 - Describe how you feel engaged, empowered and supported as a medical educator. What needs to alter to improve your circumstances?
- Share responses in small group

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

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