

Professional identity perceptions among acute care, patient-facing nurses

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Background

- Professional identity in nursing: “a sense of oneself, in relationship with others that is influenced by characteristics, norms and values of the nursing discipline, resulting in an individual thinking, acting, and feeling like a nurse”
- Four domains of professional identity are: values and ethics, knowledge, nurse as leader, and professional comportment
- A Professional Identity in Nursing Scale (PINS) developed in 2020
- A stronger sense of nursing professional identity may support improved nursing care delivery and therefore, improve patient outcomes
- Professional identity is not currently measured among nurses
- PINS was tested among acute care, patient-facing nurses to describe areas of professional identity rated as strengths and opportunities.

Purpose

To identify acute care nursing perceptions of professional identity regarding personal and collegial areas of strength and opportunities for growth.

Methods

- Patient-facing nurses across 10 hospitals were invited to complete the PINS scale electronically.
- The PINS is 30-items distributed across 4 domains of professional identity, using the 5-point Dreyfus Model (1=Novice, to 5=Mastery).
- Participants rated each item twice:
As a nurse, at what level do you demonstrate the following?
In general, at what level do the nurse colleagues in your work environment demonstrate the following?
- Descriptive and frequency statistics analyzed item responses and demographics.

Results

- Sample n=333 registered nurses.
- Mean age 41.79 years
- 85.7% identified as white Most 81.5% reported at least a bachelor’s degree
- 49.5% had 10 or more years of nursing experience
- 34.1 % reported the specialty area of critical care and 35.3% were from a medical/surgical nursing unit
- An example of the results for RN personal and collegial strengths (mastery) and opportunities (novice) are highlighted below

Discussion

This study supports opportunities for personal and collegial growth in professional identity among acute care, patient-facing nurses including conflict negotiation, utilization of evidence-based practice, and self-care.

Our findings suggest that nurses report high levels of personal and collegial mastery in the areas of trustworthiness, caring, empathy and justice.

Implications for Practice

The PINS tool shows promise as a clinically relevant nursing metric which can be administered electronically in the workplace and evaluated by nurses and their leaders to advance professional identity and influence high-quality nursing care delivery.

