

Professional Identity Formation: Forming Doctors, Forming Mentors

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Learning Communities Institute Pre-Course

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- We have no actual or potential conflict of interest in relation to this program/presentation.

Objectives

- Discuss identity formation in medical school
- Apply the concepts of professional identity formation to longitudinal activities that promote its development within LC's
 - Teaching professional values
 - Dealing with issues of the Hidden curriculum
 - Using longitudinal mentors to reflect on PIF balancing support and challenge
 - Supporting student wellness, resilience and self care
- Discuss how the concepts of student Professional Identity formation as physicians applies to mentors/advisors in LC's
 - Preparing mentors for their role
 - On boarding new mentors as your LC evolves
 - Fostering career development for faculty

Methods

- Collective goal setting/desired outcomes
- Outline of activities
 - Identity and professional Identity
 - Small group work
 - Narratives and the hidden curriculum
 - Promoting wellness, resilience and self care
 - Role modeling and longitudinal mentoring as well as curriculum of professional values are subsets of PIF which will not be discussed in sub-group directly
 - Large Group Discussion
 - PIF for mentors/advisors

Identity

- Socially constructed
- Fluid
- Acted out or performed across time and context

Divorced

Dr

Husband

White Male

Father

Son

Brother

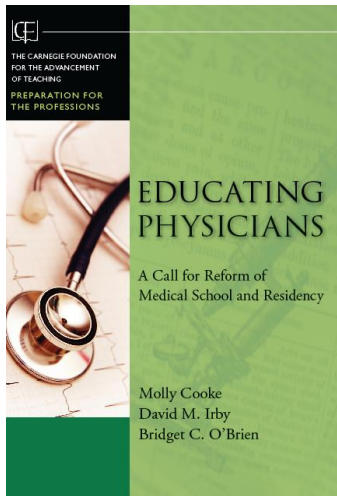


Identity as a Teacher can be formed through longitudinal faculty development

- Feeling intrinsic satisfaction
- Having Knowledge and skill about teaching
- Belonging to a group of teachers
- Receiving rewards
- Being a physician means being a teacher
- Feeling a sense of responsibility to teach

- **Sharing clinical expertise**

Starr et al. Acad. Med. 2003;78:820–825.



Carnegie Study of Medicine 2010

Four recommendations

- **Integration**
 - Connect knowledge and experience
- **Habits of inquiry and improvement**
 - Focus on excellence
- **Standardization and individualization**
 - Set outcomes and allow flexibility in learning
- **Identity formation**
 - Develop professional values and dispositions

Definition

The transformative journey through which one integrates the knowledge, skills, values, and behaviors of a competent humanistic physician, with one's own unique identity and core values. This continuous process fosters personal and professional growth through mentorship, self-reflection, and experiences that affirm the best practices, traditions, and ethics of the medical profession.

Professional Identity Formation

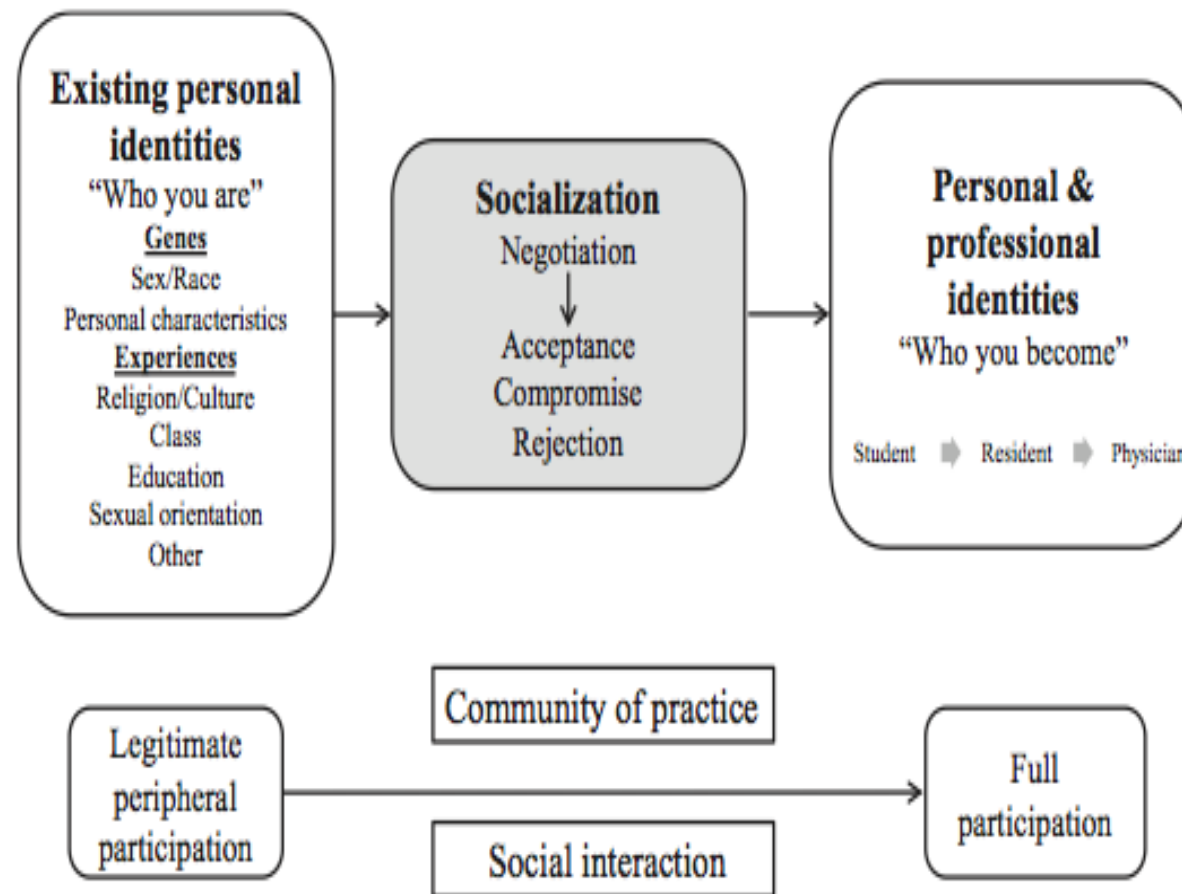


Figure 1 A schematic representation of professional identity formation, indicating that individuals enter the process of socialization with partially developed identities and emerge with both personal and professional identities (upper portion). The process of socialization in medicine results in an individual moving from legitimate peripheral participation in a community of practice to full participation, primarily through social interaction (lower portion).

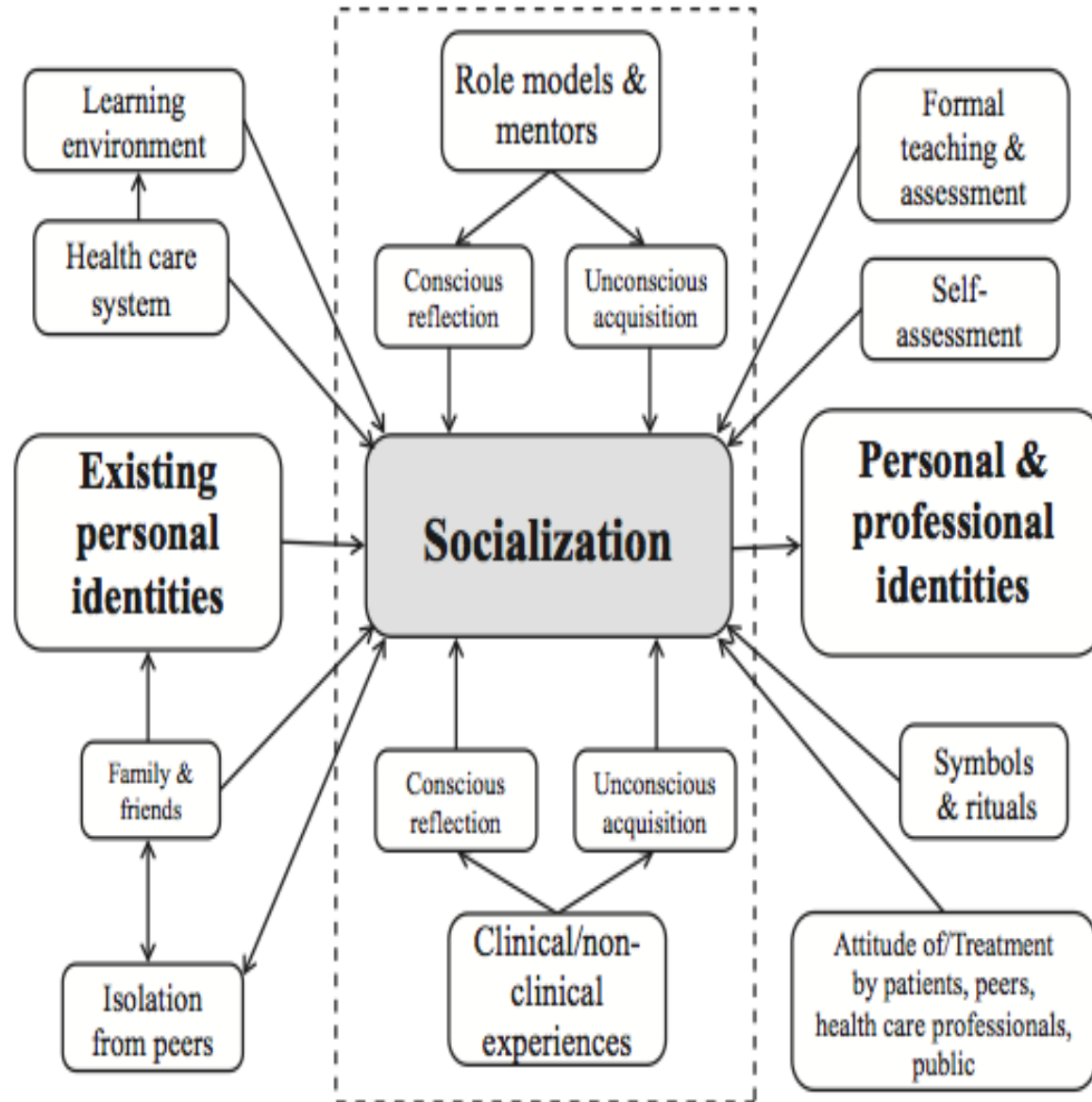
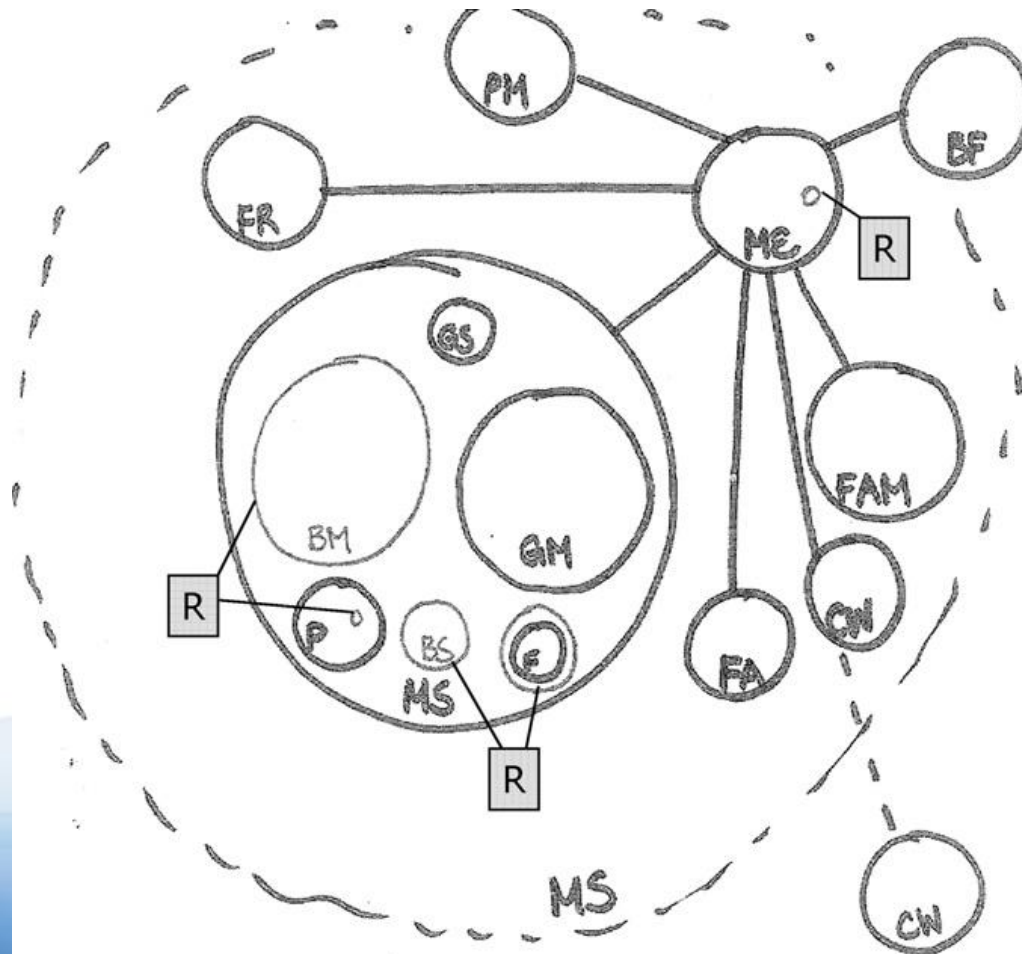


Figure 2 A schematic representation of the multiple factors involved in the process of socialization in medicine. The large center box surrounded by the dotted line, which includes role models and mentors and experiential learning, indicates their importance to this process. The direction of the arrows from existing personal identities to personal and professional identities indicate the dynamic nature of this process.

Professional Formation takes place within a complex web of relationships



Haidet P, Hatem D et al PEC 2008

Supporting Student PIF

Small Group work

Group 1

Sharing of stories about confronting issues in the hidden curriculum
(Context and the social construction of identity)

Group 2

Promoting wellness, resilience, and self care

20 minutes small group, 5 minutes reporting back

PIF and the Mentor: Forming or birthing new mentors

Training Mentors

Mentoring New Mentors

Mentor Career Development

Learning Community as *Catalyst* for Transformation through continuity and relationship

