TEACHING PROFESSIONALISM, SUPPORTING THE DEVELOPMENT OF A PROFESSIONAL IDENTITY

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Professionalism, Identity Formation, and Socialization

DEFINITIONS

Profession
An occupation whose core element is work based upon the mastery of a complex body of knowledge and skills. It is a vocation in which knowledge of some department of science or learning or the practice of an art founded upon it is used in the service of others. Its members are governed by codes of ethics and profess a commitment to competence, integrity and morality, altruism, and the promotion of the public good within their domain. These commitments form the basis of a social contract between a profession and society, which in return grants the profession a monopoly over the use of its knowledge base, the right to considerable autonomy in practice and the privilege of self-regulation. Professions and their members are accountable to those served, to society and to the profession.

S.Cruess, S.Johnston, and R.Cruess
Teaching & Learning in Medicine.2004; 16: 74-76

Professionalism
A set of values, behaviors, and relationships that underpins the trust the public has in doctors.

Royal College of Physicians of London, 2005

Identity
A set of characteristics or a description that distinguishes a person or a thing from others.

Oxford English Dictionary

Medical Professional Identity
A representation of self, achieved in stages over time during which the characteristics, values and norms of the medical profession are internalized, resulting in an individual thinking, acting and feeling like a physician.

Faculty of Medicine, McGill University: Working Definition

Socialization
The process by which a person learns to function within a particular society or group by internalizing its values and norms.

Oxford English Dictionary
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<th>Describe Your Personal Identities</th>
<th>Describe Your Professional Identities</th>
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<td>Positive Factors</td>
<td>Negative Factors</td>
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Professionalism, Identity Formation, and Socialization

**Group Discussion III**

**How Do Students Learn Through Socialization and Respond To It?**

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<th>How Students Learn</th>
<th>How Students Respond</th>
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<td>Actions to be Taken</td>
<td>Possible Barriers</td>
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Identity Formation and Socialization

SUGGESTED BIBLIOGRAPHY


Professionalism, Identity Formation, and Socialization


THE DEVELOPMENT OF A PROFESSIONAL IDENTITY

Existing Identities → Existing Identities + New Identity

Lay Person → Medical Student → Resident → Physician
Person → Generic Physician → Discipline-Specific MD

Evolving
Maintaining Enhancing
Diminishing

Legitimate Peripheral Participation → Community of Practice → Social Interaction → Full Participation

THE LEARNING ENVIRONMENT
EXISTING PERSONAL IDENTITY
EXPERIENCES Clinical/Non-Clinical
Socialization

Role Models Mentors

Unconscious Reflection
Unconscious Acquisition

Formal Teaching

Family Friends
Isolation with peers

Patients, Peers, Healthcare Professionals Public
ACQUIRING A PROFESSIONAL IDENTITY

Learning the language

Learning to play the role "pretend"

Learning the Hierarchy & Power Relationships

Learning to live with ambiguity

EXISTING PERSONAL IDENTITY

Participation in Rituals

Anxiety - Fear STRESS

Detached Concern Loss of Innocence Cynicism Humor or Silence

SOCIALIZATION

PERSONAL & PROFESSIONAL IDENTITY

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