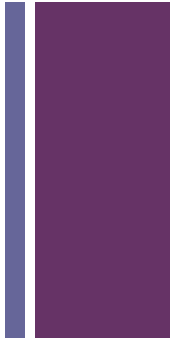




**Putting ourselves under the microscope?
Exploring professional identity and wellbeing
Impact for career development**

Dr Helen Smith & Dr Sarah Crozier
MANCHESTER METROPOLITAN UNIVERSITY

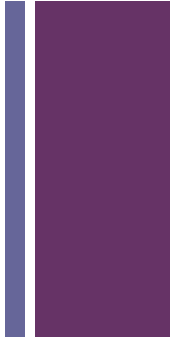
+ aim



- to explore opportunities, potential barriers and enablers
- to capture ideas for growth and development
- to develop a practical toolkit



exploration



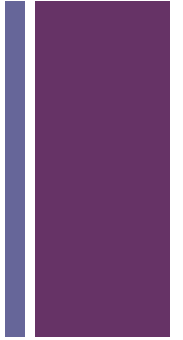
- what are the important considerations for your career development?
- what is your professional identity?
- how does the fit between you and your work environment impact your wellbeing?



+ what is professional identity?



professional identity (pi)



- pi is how we perceive ourselves (within an occupational context) and how we communicate this to others?
- pi is based on individual attributes, beliefs, values, motives, and experiences
(Ibarra, 1999; Schein, 1978)
- pi can be established and supported by the infrastructure which contributes to creating a shared sense of community
(Neary, 2014)



activity 1: exploring your identity

- spend 15 mins discussing how you would define your pi and express with 5 adjectives
- from where are your perceptions derived?
- how do they differ from one another?

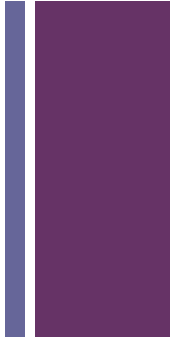
+ activity 1: reflections

- consider your reaction to the pi discussion
- how comfortable are you with the labels?
- are data scientists stereotyped as a function of these labels?
- do you considered each label as positive or negative?





identity construction (ic) and impression management

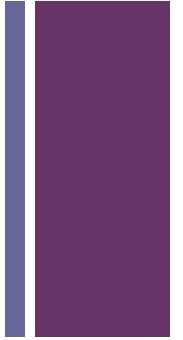


- ic is a goal-directed (conscious / unconscious) process in an attempt to influence the perceptions that other people have of us
- regulates and controls information within social interaction

(Piwinger & Ebert 2001)



activity 2: behaviours of ic

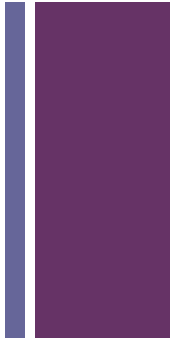


- spend 10 minutes thinking about what behaviours we might engage in to manage the impressions others have of us
- each group present back your list



ponder point...

- *the way to gain a good reputation is to endeavor to be what you desire to appear – Socrates*
- how do / can you *manage* what others think of you?
- is this important?
- how much conscious thought do we give to this?
- is this important for your career?
- how does it differ from your personal *image*?
- think about how you introduce yourself to others at events (*such as this conference*)





theories of impression management (im)

Impression Motivation	Impression Construction
“how motivated are you to control how others see you”	“the factors determining the type of impressions people try to construct”
goal relevance	self-concept
value of desired outcome	desirable and undesirable identity images
discrepancy between current and desired Image	role constraints
	target values
	current social image



motivations and processes for im

motivation

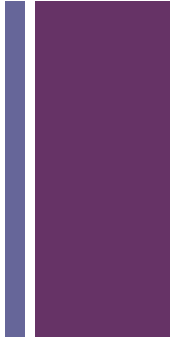
- *instrumental* – to gain rewards
- *expressive* – constructing an image and identity that we wish to fulfil

process

image construction → perception others' hold →
expectations of behaviour → opportunities for behaviour
reality → construction of an identity influences others'
perceptions which in turn influences the ability to exercise
that identity



self-monitoring



- the ability to be sensitive / self-aware to the behaviour and reaction of others
- knowing how to modify your behaviour appropriately
- high and low self-monitors (Snyder, 1987)
- “... *sensitive to the appropriateness of the image they are conveying and act like social chameleons by changing their attitudes, perspectives, and behaviours to suit different social situations*”
(Turnley and Bolino, 2001, p352)

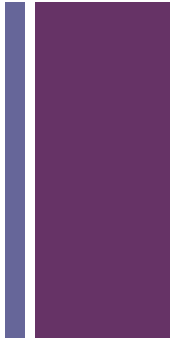


+ linking identity to well-being

exploring person-workplace fit



being *ourselves* vs being *someone else*

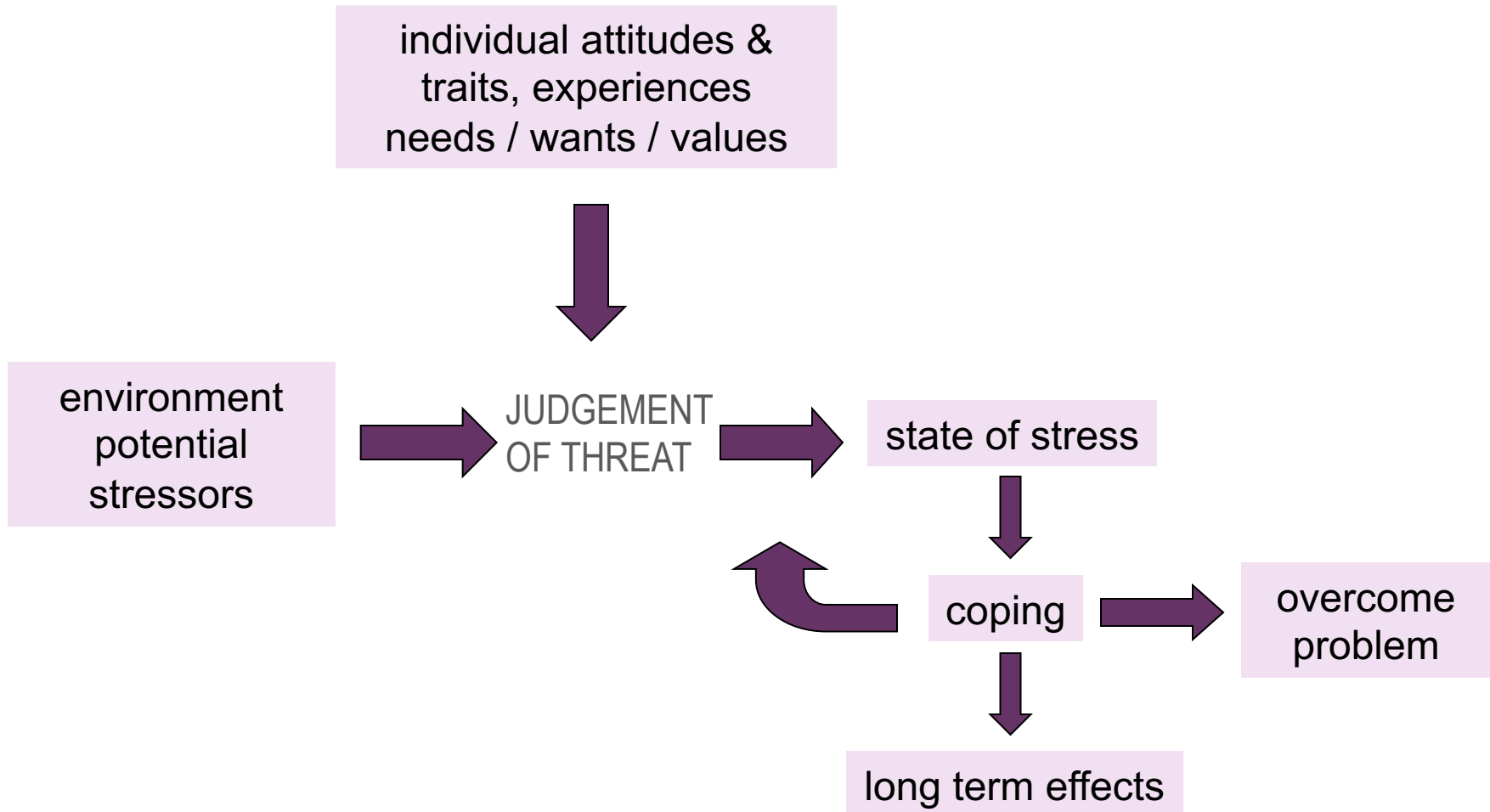


- are we authentic at work?
- does it present a problem for our well-being if we perceive a large distance between our desired pi and our current identity?
- is it healthy to *impression manage* / does it require effort?
- is there a workplace personality vs. home personality?
- (how to perceive the person – workplace fit?)
(Edwards and Cooper, 1992)



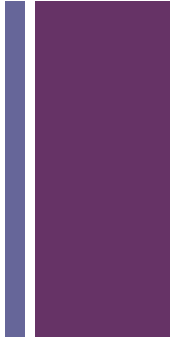
person-environment fit model

(Edwards and Cooper, 1990)





activity 3: wellbeing being and identity action planning



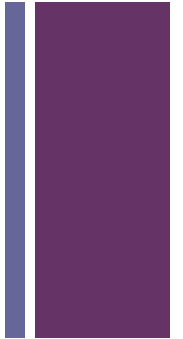
- use the wellbeing and identity action planning tool to map ideas about how identity challenges can impact upon your wellbeing
- discuss within groups
- what suggestions would you make for improving fit and optimising wellbeing?



+ linking to career development



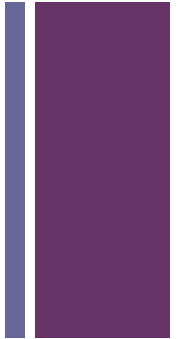
implications for career development and wellbeing



- what impression do we wish to create?
- how to increase your awareness of identity within the work environment?
- how to increase your self monitoring ability?
- being aware of the positive and negative implications of impression management
- understanding your professional and personal identity

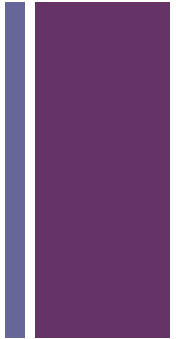


activity 4: career development action planning



- choose three areas from the following list (next slide) that you consider most relevant for your current career development
- what activities can you consider to develop credibility and confidence?
- create 3 actions that you plan to deliver within the next 6 months

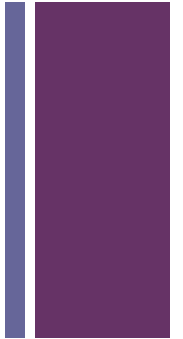
+ career development options



- selection success – applying for new roles
- promotion and development opportunities
- networking events
- performance appraisals
- feedback seeking
- sales / meeting targets
- leadership success/working with others in teams
- interpersonal relationships at work



summary and next steps



- use the toolkits and build your reflective practice over time
- devote time and attention to explore the notion of fit between you and your workplace environment
- explore what support you need to build further credibility and confidence(internal and external)
- build in an appreciation for professional identity as an important construct in career choices and well-being



references and further reading

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