Navigating Professional Socialization During Transition to Practice

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Presenter Conflict/Disclosures

No Conflict

• The views expressed in these slides and today’s discussion are mine
• My views may not be the same as the views of my company’s, clients, or my colleagues
• Participants must use discretion when using the information contained in this presentation

Disclosures

• Co-chair – Transition to Practice Workgroup
• I know very little
Learning Objectives

• Identify and dispel common beliefs that serve as barriers to young professionals’ transition to practice
• Discuss relevant literature in athletic training and the greater healthcare community regarding transition to practice
• Develop strategies aimed at aiding professional socialization during transition to practice
Joining of Wholes
Formation of a Whole
Connection of Parts
Gathering of Parts

Data
Information
Knowledge
Wisdom

Context
Understanding

Researching
Absorbing
Doing
Interacting
Reflecting

Rowley 2007

Image credit: http://datavizualisations.blogspot.com/
Wisdom  Reason  Belief  Illusion

Knowledge/Belief
Information
Wisdom
Joining of Wholes
Formation of a Whole
Connection of Parts
Gathering of Parts
Data
Information
Context
Future (Novelty)
Past (Experience)
Understanding
Researching
Absorbing
Doing
Interacting
Reflecting

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Professional Socialization

• A process of development whereby an individual learns the roles and responsibilities of a given position while acquiring the knowledge, skills, and attitudes attributed to the profession

Pitney 2006
Thrasher 2015
Transition to Practice

• A convoluted process of change whereby an individual redefines their sense of self and develops self-agency throughout disruptive life events, concerned not just with the change but the process one goes through to incorporate the change into their life

Kralik 2006
Walker 2016
PrTfassitional Socialization

• A convoluted process of change whereby an individual redefines their sense of self and develops self-agency throughout disruptive life events, concerned not just with the change but the process one goes through to incorporate the change into their life.
Current AT Landscape

Employer and Employee Opinions of Thematic Deficiencies in New Athletic Training Graduates

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Where do We Start?

- Orientation
- Resources
- Preceptors
- Inter-professional Practice
- Clinical/Didactic Education
- Personal Traits
- Mentors
- Inter-professional Education
Matriculation

Professional Education

Clinical/Didactic Education

Mazerolle et al. 2016
Thrasher et al. 2015
Walker et al. 2016
Thrasher et al. 2016
Preceptors

Mazerolle et al. 2016
Rush et al. 2013
Thrasher et al. 2016
Walker et al. 2016
Orientation

Professional Education
- Clinical/Didactic Education
  - Preceptors

Professional Practice
- Continuing Education
  - Preceptors

References:
- Walker et al. 2016
- Thrasher et al. 2016
- Mazerolle et al. 2015
- Pitney et al. 2002

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Thrasher et al. 2015
Preceptors

Matriculation

Clinical/Didactic Education

Professional Education

Orientation

Thrasher et al. 2015

Professional Practice

Continuing Education

Orientation

Preceptors

Preceptors

Personal Traits

Preceptors

Personal Traits
Professional Education

Clinical/Didactic Education
Preceptors
Orientation
Mentors

Interprofessional Education

Personal Traits
Mentors

Professional Practice
Continuing Education
Preceptors

Mazerolle et al. 2015
Professional Education

- Clinical/Didactic Education
  - Preceptors
  - Orientation
    - Personal Traits
      - Mentors
        - IPE
          - IPP
            - IPP

Professional Practice

- Continuing Education
  - Preceptors
  - Orientation
    - Personal Traits
      - Mentors
        - IPE
          - IPP
            - IPP

Greiner et al. 2003
Preceptors

Matriculation

Professional Education

Clinical/Didactic Education

Orientation

Preceptors

Preceptors

Personal Traits

Mentors

Mentors

IPE

IPE

IPP

IPP

Greiner et al. 2003

Professional Practice

Continuing Education

Orientation

Preceptors

Preceptors

Personal Traits

Mentors

IPE

IPE

IPP

Inter-professional Practice

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Barriers

- Previous Educational Experiences
  - Mazerolle 2015

- Time Management
  - Mazerolle 2015

- Preceptors
  - Walker 2016

- Unrealistic Expectations
  - Thrasher 2015

- Personal Characteristics and Fit
  - Thrasher 2015

- Lack of Transition to Practice Preparation
  - Walker 2016
Wisdom
You can't lose what you don't put in the middle
But you can't win much either
I’m afraid I just blue myself.

There’s gotta be a better way to say that.
Illusion
Belief
Reason
Wisdom

Closing Thoughts

• Advocate for the profession by advocating for yourself
• Change is hard
• Know less everyday
• Many transitions
References


Go CATS!