



EAST TENNESSEE STATE
UNIVERSITY

Center For Interprofessional Collaboration

2023 ETSU Primary Care Conference

Interprofessional Identity Wheel Participant Handout

Participant Outcomes:

- Reflect upon the various Interprofessional aspects of their current practice
- Explore ways in which those IP aspects affect their work, their relationships in a unit, and their patient outcomes
- Develop strategies for improving culture to support team processes and build high functioning teams

Expectations of Participants:

- Be Authentic. Share. Listen.

Safety & Respect:

To create a safe place for sharing and to continue to foster an environment for growth, let's commit to keeping what is shared here – like Vegas, “what happens here, stays here”.

Exercise Description

Total time: 60 minutes

Using the Identity Wheel Tool participants will complete a focused questionnaire that requires self-reflection, assessment of the Interprofessional process (or lack thereof) that is currently in place within your current professional environment, infrastructure and policies that support these components and outcomes that are connected to the presence or absence of these processes.

- **Stage 1: (10 minutes):** Each participant will **individually** complete the **Six Identity Questions** as well as the **Deeper Level Questions** on their own.
- **Stage 2 (15 minutes):** Each participant will be **paired with two to three other participants** to **discuss the answers** provided in their Six Identity Questions & Deeper Level Questions with reflection. Try to pair with individuals outside of your team / office.
- **Stage 3 (15 minutes):** Large group sharing – Identifying common themes. [OBJ]

Identity Wheel Tool



Six Identity Categories (First Level Questions)

Roles and Responsibilities: How are roles defined in your current workspace? Are they clearly defined? What processes are in place for helping others on the team or new team members learn those roles?

Communication: Is there a culture of psychological safety where everyone has a voice? Or is there a hierarchy- where only those professionals or positions at the top have all the decision-making power?

Leadership: Is leadership fluid and determined by the needs of the patient or client being served at the time? Or is it static and determined by position and power?

Values and Ethics: Are there shared values? Is the patient at the center of these shared values? Do ethical standards and organizational policy and processes align with these shared values?

Teams and Teamwork: Do you have solid processes in place to support team communication and interactions? By whom and how are these defined? Do they work and incorporate all levels of the team?

Wild Card: What other aspects of your practice promote interprofessional work? Does the building layout support or interfere with team processes? Do you use technology in a manner that supports team processes.

Thinking About Your Team Identity (Deeper Level Questions)

- Which of these aspects of your identity do you see as strongest?
- Which of these aspects do you see as having the most opportunity for growth/change?
- How does the presence or absence of these impact patient outcomes?
- What is one new area you have learned about today that you had not considered important to having a high functioning team?
- What is one small step that you can take back to your current practice to make one small change that would improve your team process?