“I see it differently.”
Managing stereotypes in an interprofessional setting

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Professional Reflection

What is your current profession/professional training program?

What is the most common misconception or stereotype about your profession?

What commonalities do you share with individuals that are the same profession as you?
Objectives

1. Identify how training experiences create distinct professional cultures

2. Recognize the effect of profession-based stereotypes on interprofessional relationships

3. Utilize a theoretical framework for improving interprofessional teamwork

4. Generate curiosity about other professions
Interprofessional Education & Practice

Interprofessional Education Collaborative¹,

Founding Members (2009):
- American Association of Colleges of Nursing
- American Association of Colleges of Osteopathic Medicine
- American Association of Colleges of Pharmacy
- American Dental Education Association
- Association of American Medical Colleges
- Association of Scholes and Programs of Public Health

Additional Members (2016-2017):
- American Association of Colleges of Podiatric Medicine
- American Council of Academic Physical Therapy
- American Occupational Therapy Association
- Association of American Veterinary Medical Colleges
- Association of Schools and Colleges of Optometry
- Association of Schools of Allied Health Professions
- Council on Social Work Education
- Physician Assistant Education Association
“Once students understand how to work interprofessionally, they are ready to enter the workplace as a member of the collaborative practice team. This is a key step in moving health system from fragmentation to a position of strength.”

World Health Organization (WHO), 2010²
Professional Training & Socialization

Profession-Centrism\(^3\)
“constructed and preferred view of the world held by a particular professional group developed and reinforced through their training, educational, and work experiences”
(p.420, Pecukonis et al., 2008)

Professional Tribalism\(^4\)
“the tendency of the various professions to act in isolation from or even in competition with each other”
(p. 1923, Frenk et al., 2010)

• Siloed Training Programs
  • Schedules

• Different Educational Trajectories

• Professional Protectionism
  • Scope of Practice
    • Ensures patient safety

• Professional Language & Communication Styles
Social Psychology & Interprofessional Teamwork

Social Identity Theory\textsuperscript{5,6}

Group Identification & Self-Esteem
\begin{itemize}
\item In-group versus Out-group
\item Aligns with professional identity development\textsuperscript{7}
\end{itemize}

Group Membership Based upon Salience
\begin{itemize}
\item e.g., profession, gender
\end{itemize}

Impacted by In-Group Status
\begin{itemize}
\item Role of healthcare heirarchy\textsuperscript{8,9,10,11}
\end{itemize}

Stereotyping & Depersonalization of Out-Group\textsuperscript{11}
Summary & Looking Forward

Background

Theoretical Framework

Practical Strategies
Silos AND Interprofessional Teams

- Team-Focused Approaches
  - Enhancing team-esteem\textsuperscript{11}
  - Focusing on inter-group goals & identity\textsuperscript{11}
  - Practice-based training\textsuperscript{10}

- Individual-Focused Approaches
  - Cross-profession friendship\textsuperscript{12}
  - Seeing other professionals as people\textsuperscript{3}
  - Reflection and awareness of profession-based assumptions
In Practice: Boise VAMC CoEPCE

Faculty Development & Relationship Building
- Reflection Meeting
- Shared Physical Space
- Modeling

Trainee Face Time
- Trainee Clinic

Personal Connections
- Fall Retreat

Generating Curiosity
- Case-Based Didactics

Shared Goals
- Workplace Learning
- IP Quality Improvement Projects
- Co-Presentations
Questions?

• Additional Resources
  • World Health Organization
  • Interprofessional Education Collaborative
  • TeamSTEPPS (AHRQ)
  • Nexus IPE
References


Key Terms

• Stereotype
  A widely held but fixed and oversimplified image or idea of a particular type of person or thing

• Bias
  Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair

• Culture
  The integrated pattern of human knowledge, belief, and behavior that depends upon the capacity for learning and transmitting knowledge to succeeding generations

• Profession-Centrism
  “constructed and preferred view of the world held by a particular professional group developed and reinforced through their training, educational, and work experiences” (p.62, Pecukonis, 2013)