

“I See it Differently.”

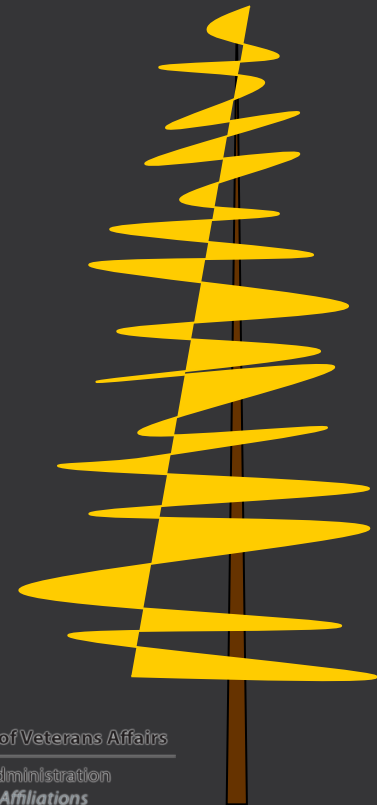
Managing Stereotypes in an Interprofessional Care Setting

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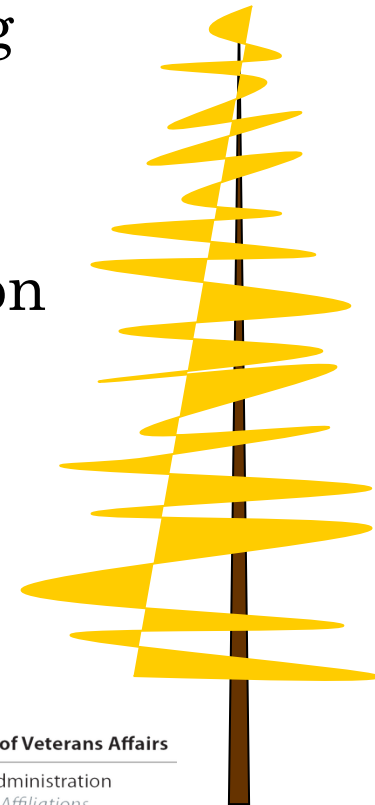
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Workshop Objectives

1. Identify common profession-specific stereotypes
2. Demonstrate strategies for increasing awareness of profession-specific stereotypes.
3. Develop ideas for local implementation of a workshop on profession-specific stereotypes



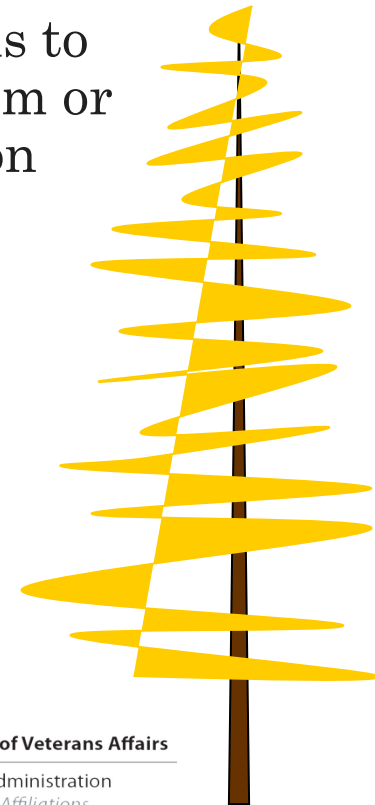
Professional Socialization

Profession-Centrism¹

“constructed and preferred view of the world held by a particular professional group developed and reinforced through their training, educational, and work experiences”

Professional Tribalism²

“the tendency of the various professions to act in isolation from or even in competition with each other”



“Us” and “Them”

Group Identification & Self-Esteem

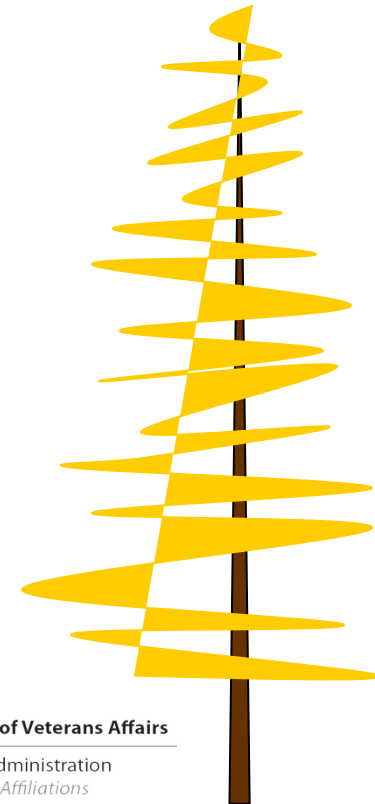
- In-group versus Out-group^{3,4}
- Relates to professional identity development⁵

Group Membership Based upon Salient Features

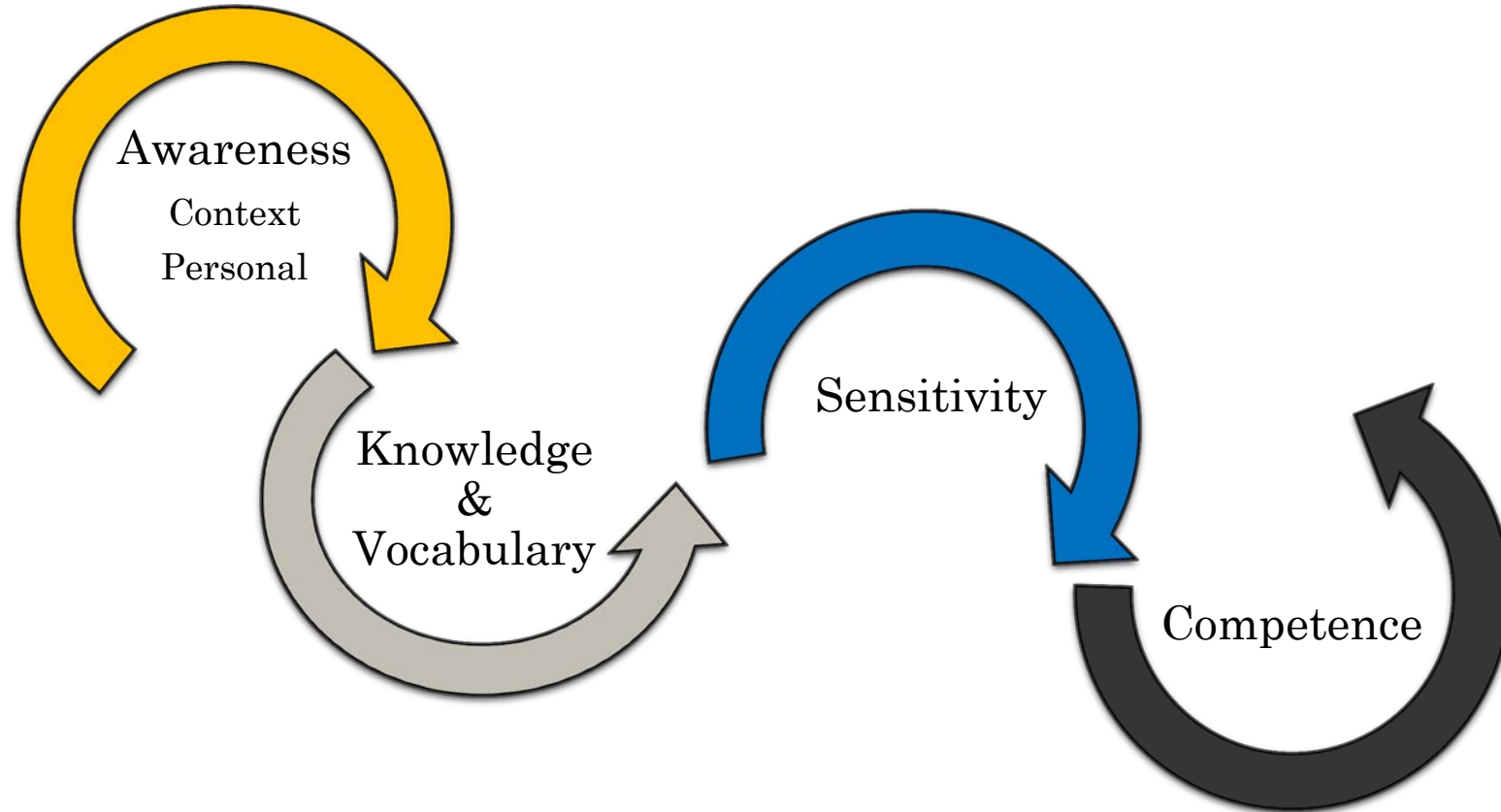
- e.g., profession, gender

Hierarchy affects team cohesion^{6,7,8,9}

Stereotyping & Depersonalization of Out-Group⁹



Cultural Competence Framework¹⁰



Depreciative Inquiry

1 min:

Think of a time when you were treated by someone based on a professional stereotype. How did it make you feel? (Write notes on your 3x5 card)

2 min:

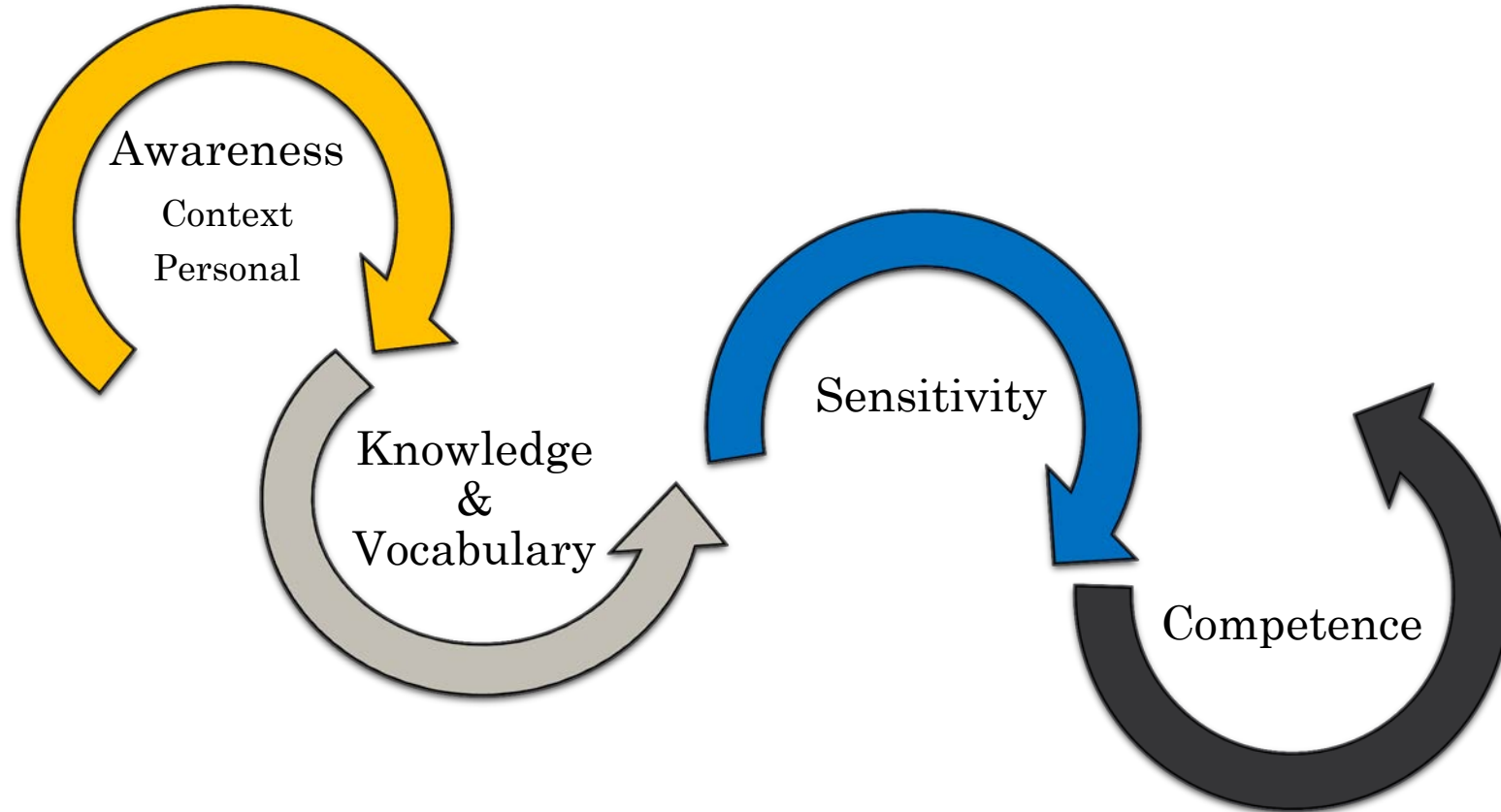
Share your experience & your emotion(s) with a partner.

4 min:

As a table, discuss emotions and experiences.



Cultural Competence Framework¹⁰



In-Competency Based Education



NPR Groll

Nicholas Shoebridge, DO

Pharmacy

Psychology

FNP Lowther

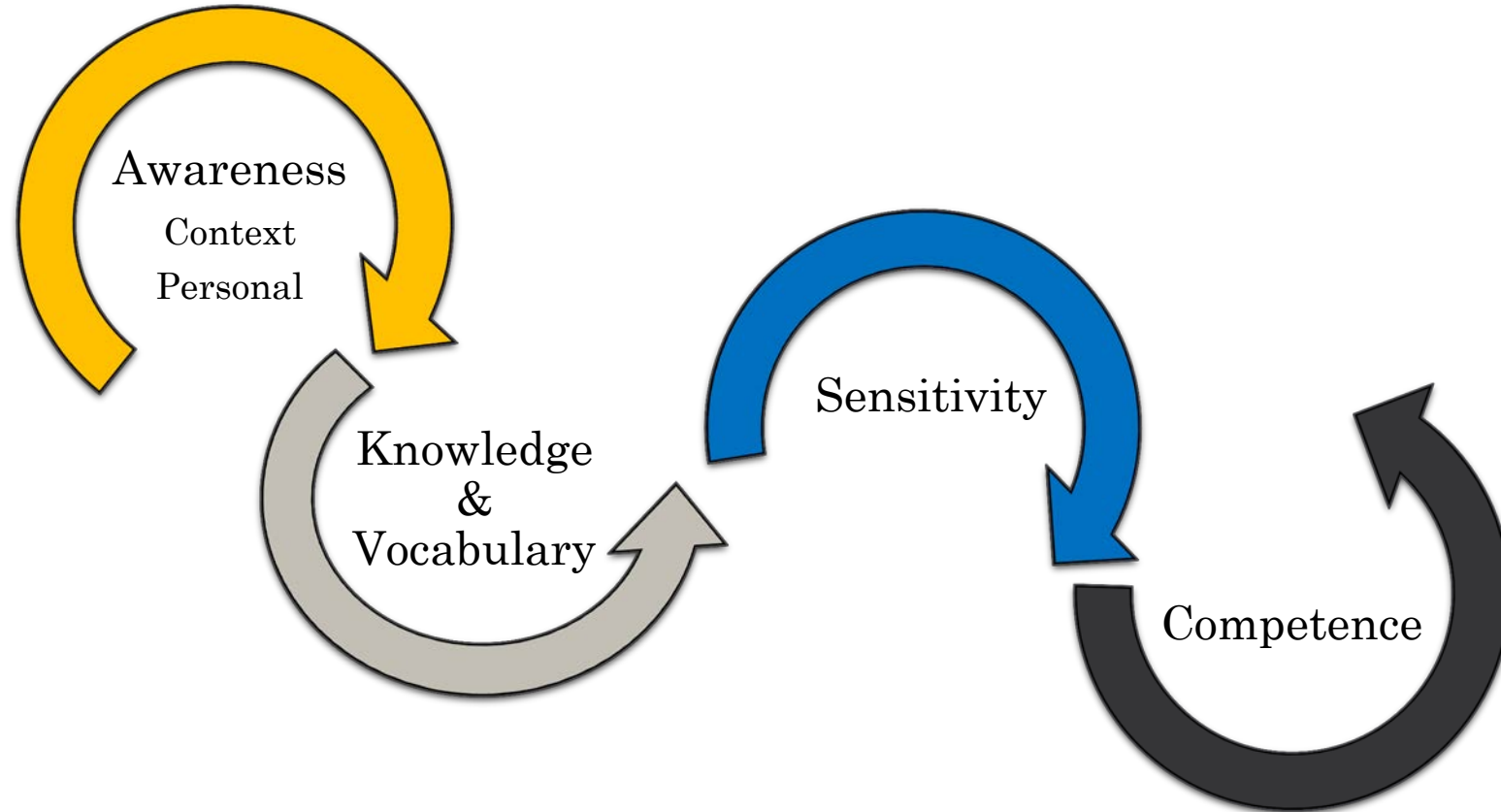
DNP Nash



What is the message?

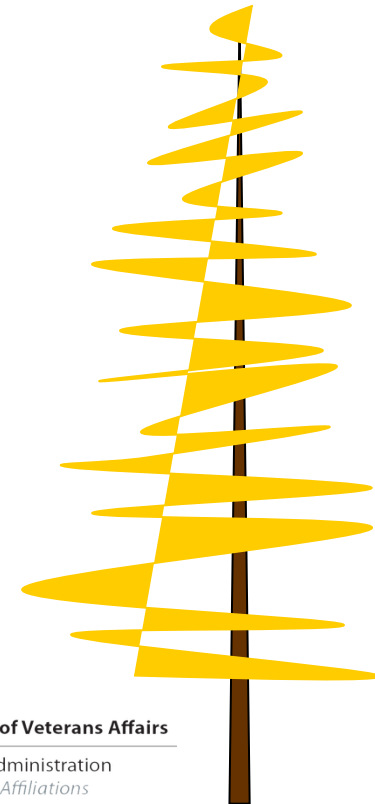
What are some potential consequences?

Cultural Competence Framework¹⁰



Cultural Consensus Analysis (CCA)¹

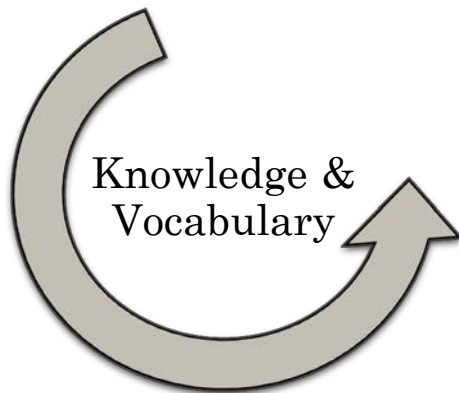
- Standard anthropological technique that determines who, and to what extent, groups hold shared values.
- Uses forced choice between value statements.
- Tends to correlate with tensions or clinical differences between groups.



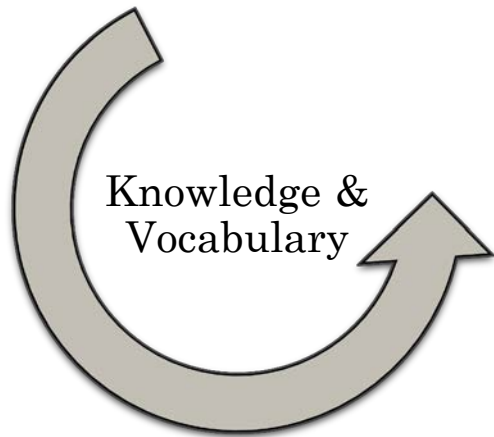
PBL – Problematic-Biased Language

5 min:

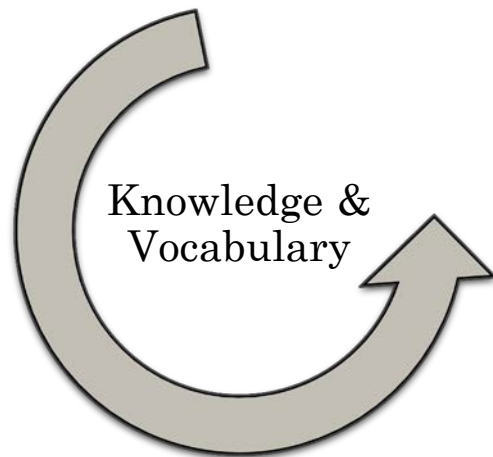
As a table match each profession with one value statement that your table believes that profession would most strongly agree with. You can only use value statements once and each statement must be used.



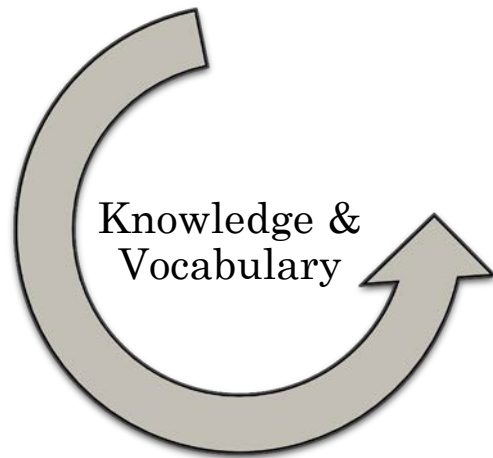
Maintaining professional boundaries (not disclosing personal experiences and feelings) improves care



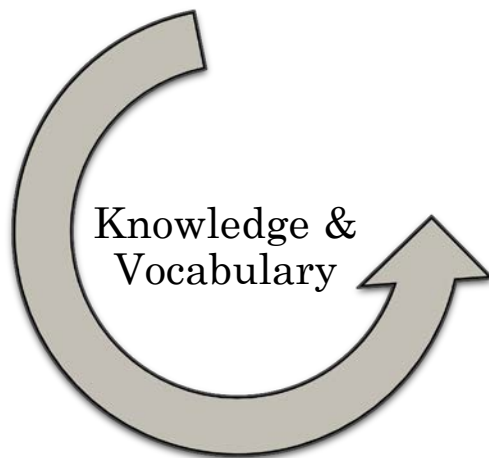
Treatment decisions should always follow the evidence base



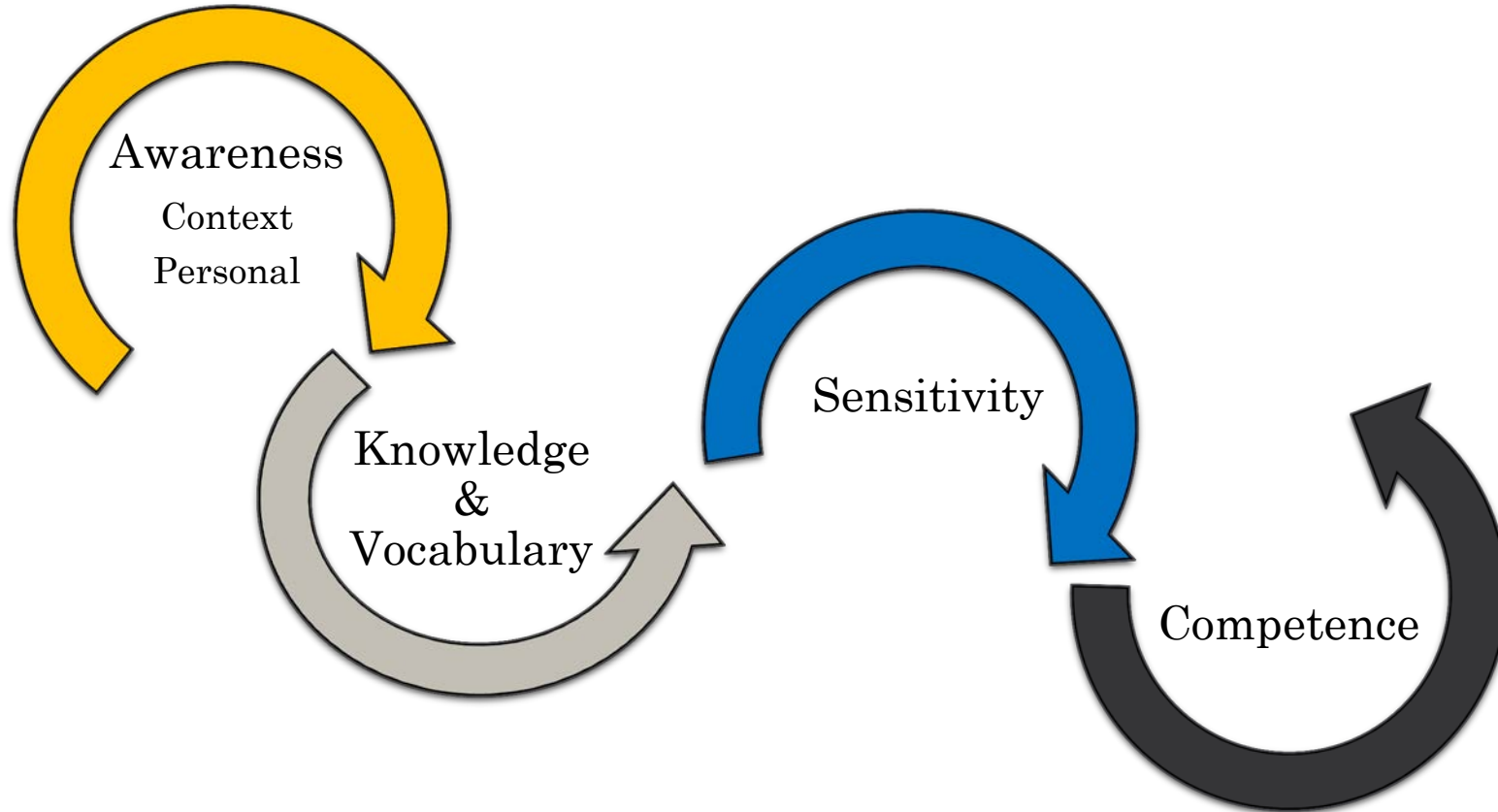
The treatment plan should be practical and realistic



I expect to be the leader of an interprofessional team



Summary

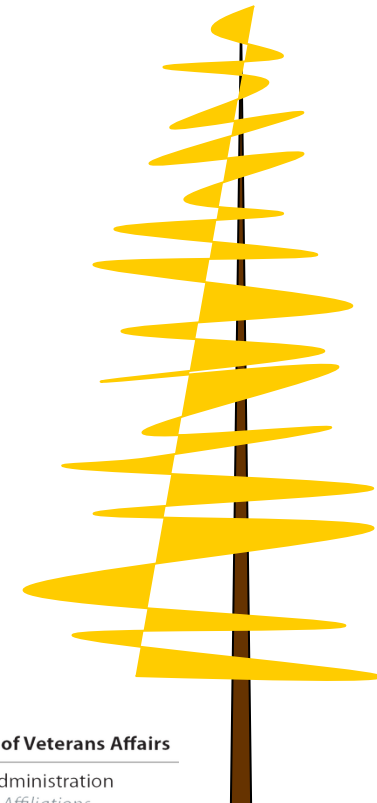


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Silos *AND* Interprofessional Teams

- Team-Focused Approaches
 - Enhancing team-esteem¹¹
 - Focusing on inter-group goals & identity¹¹
 - Practice-based training¹⁰
- Individual-Focused Approaches
 - Cross-profession friendship¹²
 - Seeing other professionals as people³
 - Reflection and awareness of profession-based assumptions



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” (Pecukonis, 2013)

