Re-Discovering Professional Identity

Re-Discover Teacher Identity

In many research papers, teachers talked about how their professional identity had been affected (Kim, L and Asbury, 2020). Several teachers have described their dismay at their job changing due to the pandemic and how they are struggling to re-adjust to school life.

Due to staff and schools operating in survival mode, many teachers/staff will need support to refocus on who they are post-pandemic, why they got into teaching in the first place and how they can develop professionally. Hanna et al. (2019) notes 6 components of teacher identity:

- Self-image
- Motivation
- Commitment
- Self-efficacy
- Task perception
- Job satisfaction

To help our teachers and staff find themselves in the new normal, we could support them with:

- 1:1 discussions with their leader to reflect on their self-image (views of self as a teacher), motivations (reason for teaching), commitment (dedication to the profession), self-efficacy (strengths, skills, and capabilities), task perception (understanding of their roles) and overall job satisfaction
- Group discussions about the above
- Online strength assessments (e.g., VIA strengths assessment)
- Personality assessments and questionnaires
- A review of job roles, responsibilities and expectations
- Anonymous surveys and questionnaires about job roles and expectations
- Self-reflective questionnaire opportunities

Re/Discovering Identity

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The questions provided give leaders and staff some prompts to engage in conversations or reflective practices across these components and offer opportunities to support the engagement of their staff.

What kind of educator/professional are you?

What kind of educator/professional do you aspire to be?

Why did you become a teacher/educator?

What are your strengths as an educator/professional?

What teaching or professional skills would you like to develop?

Re/Discovering Identity

On a scale of 1-10 how satisfied are you with your profession and why?

Is there anything that could make you more satisfied at work?

Where do you see yourself a year from now?

What are 3 professional goals you can work towards this year?

What actions do you need to take to get yourself there? (What do you need to do, learn about, develop skills in?

Who can support you to do this and how?