

Unità didattiche 1 e 2: Alla ricerca di una Identità

Capire se stessi, Capire gli altri (Understanding Yourself, Understanding Others)

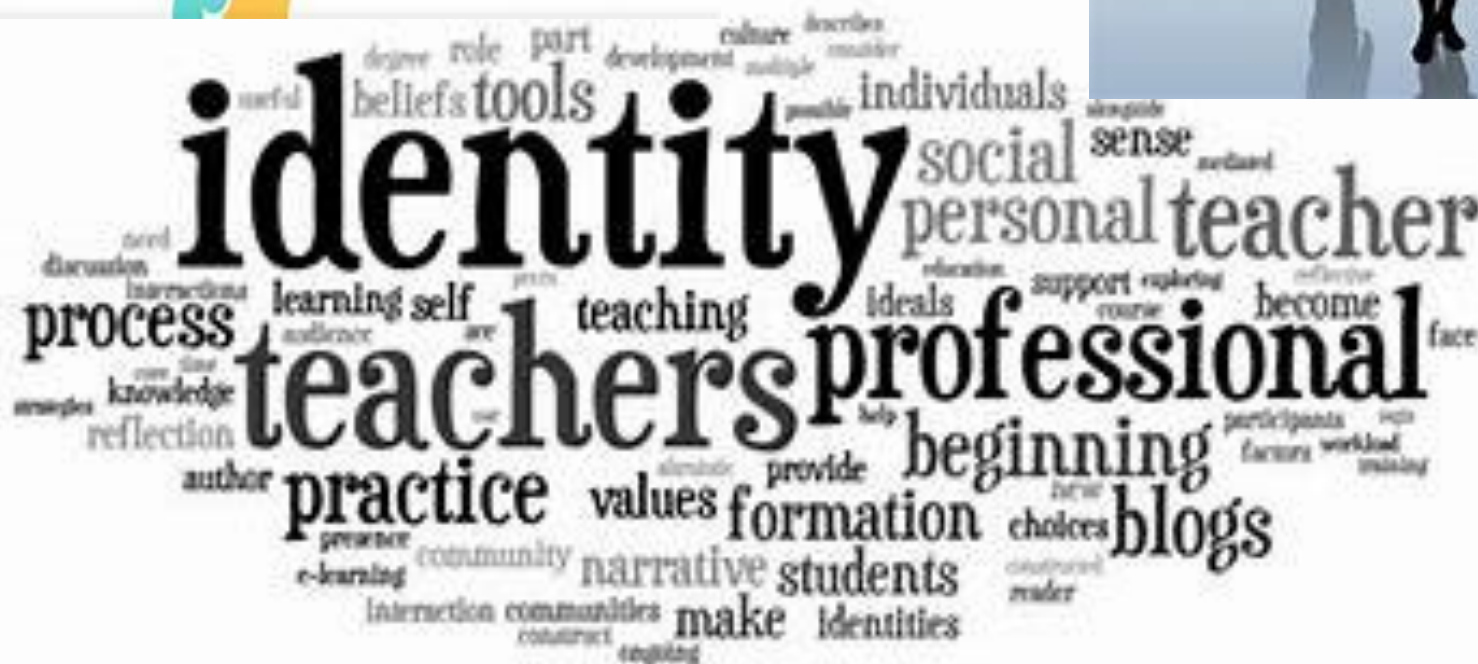


Arnaldo Zelli
Full Professor of Psychology

Caratteristiche generali

- UNITA' 1
 - “Identità” e “diversità nelle identità”
 - Identità Professionale
 - Stereotipi e Pregiudizi
 - Professionalità e professionalismo

- UNITA' 2
 - Competenze nel rapporto con “l'altro”
 - Personal Leadership
 - Communication Skills
 - Motivational “dialogue”



Who Am I ?

Some classical notions: The Importance of Identity

According to Pinney, a principal objective of one's adolescent years is the formation of an identity, and "those who fail to achieve a secure identity are faced with **identity confusion**, a lack of clarity about who they are and what their role is in life."

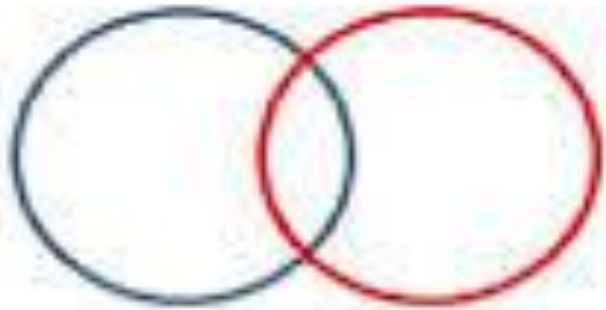
Identity development plays a critical role in the individual's psychological well-being.

Multiple Identities

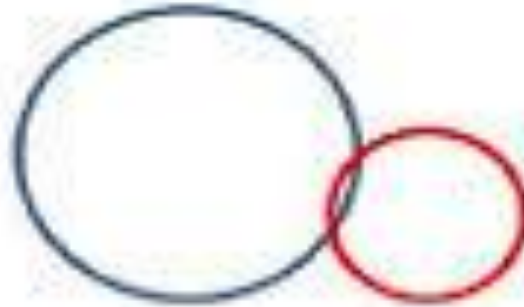


- Roccas, S. & Brewer M. B. *Personality & Soc Psych Rev*, 6, 88 – 106, 2002.
- Monrouxe LV. Identity, identification and medical education: why should we care? *Med Educ*. 44(1):40-9, 2010.

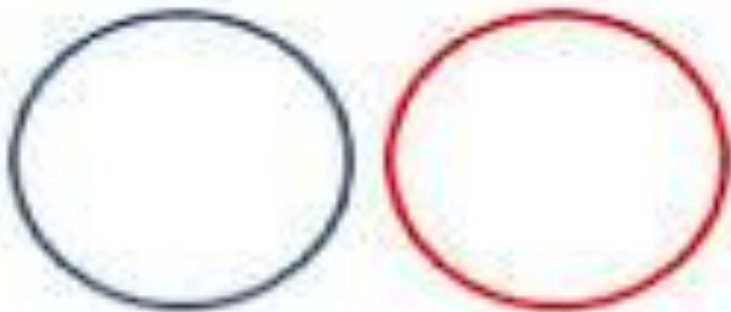
Identity Complexity



Intersection



Dominance



Compartmentalization

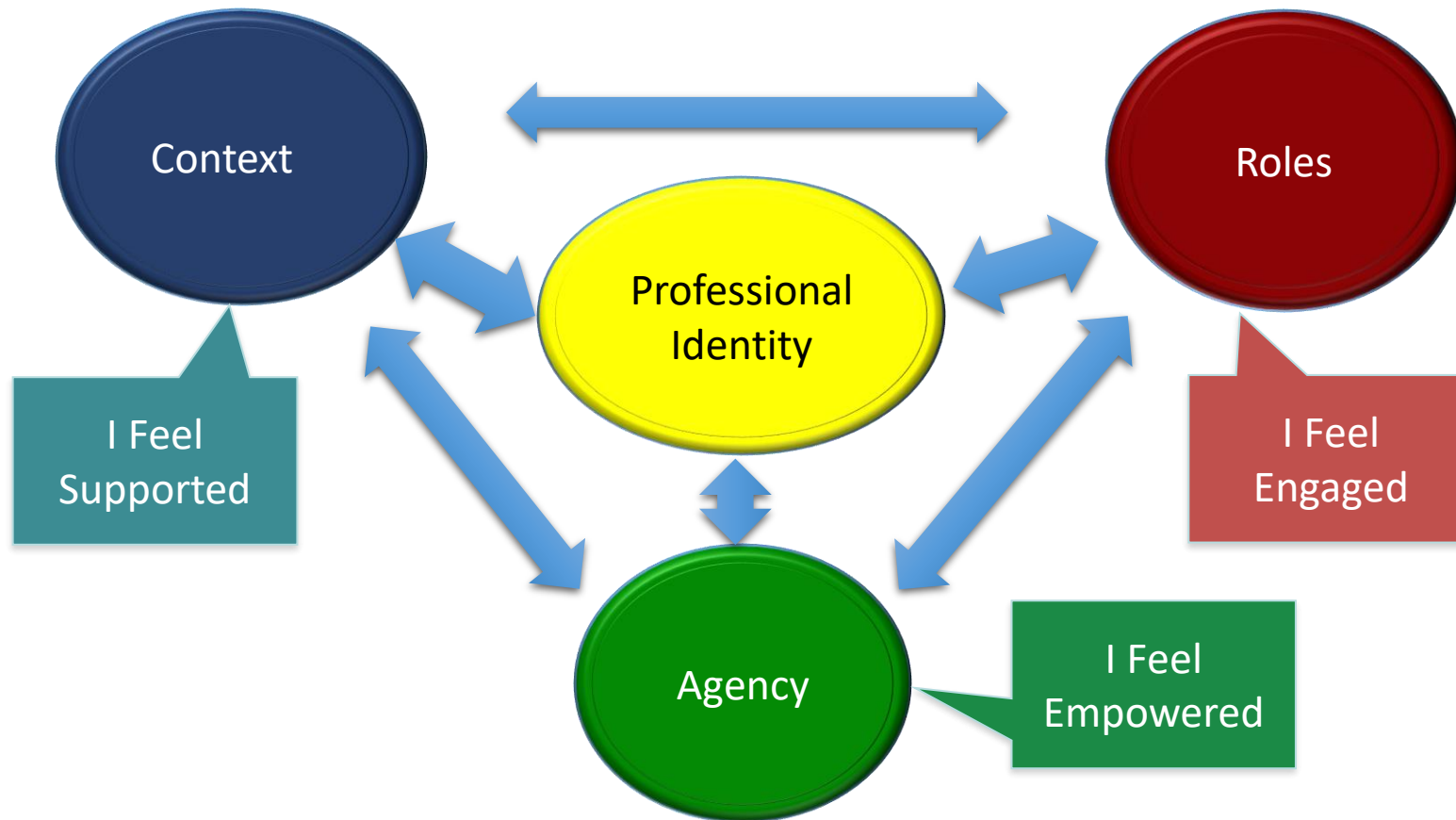


Merger

The development of Professional Identity

- Is dynamic, constantly evolving
- Interacts with
 - ***Personal*** and professional ***knowledge, values (complexity)***
 - Organizations and context
 - Roles and their status/social privilege
 - ***Personal agency***
- Beauchamp, Thomas. Understanding Teacher Identity. Cambridge j of Educ. 39(2):175-189, 2009.
- Lieff S et al. Who Am I? Key Influences on the Formation of Academic Identity within a Faculty Development Program. Med Teacher. 34:e208-e215, 2012.
- Trede et al. Professional Identity Development: A Review of the Higher Education Literature. *Studies in Higher Educ.* 37(3):365-384, 2012.

Professional Identity and Personal Agency





Types of Cultural Identity

1. Racial Identity
2. Ethnic Identity
3. Gender Identity
4. National Identity
5. Regional Identity
6. Organizational Identity
7. Personal Identity
8. Cyber and Fantasy Identity

(Larry A. Samovar, 2015)



Types of Cultural Identity

Racial Identity

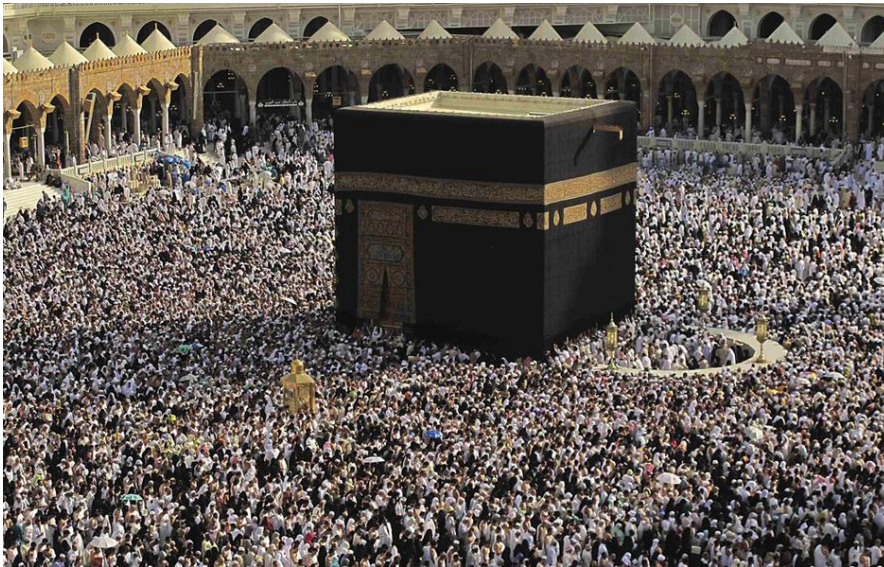
Is commonly associated with external physical traits such as skin color, hair texture, facial appearance, and eye shape.



Types of Cultural Identity

Ethnic Identity

Is derived from a sense of shared heritage, history, traditions, values, similar behaviors, area of origin, and in some instances, language.

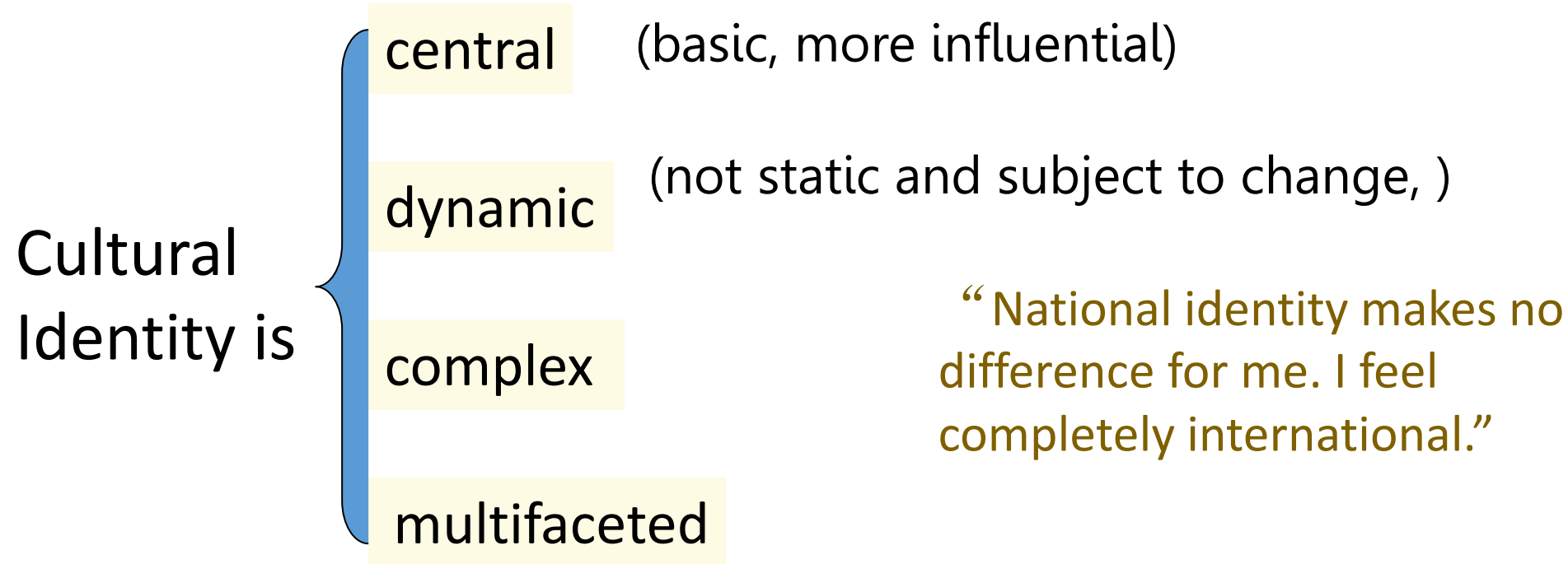


Muslims conducting their annual hajj pilgrimage by circling around the Kaaba.

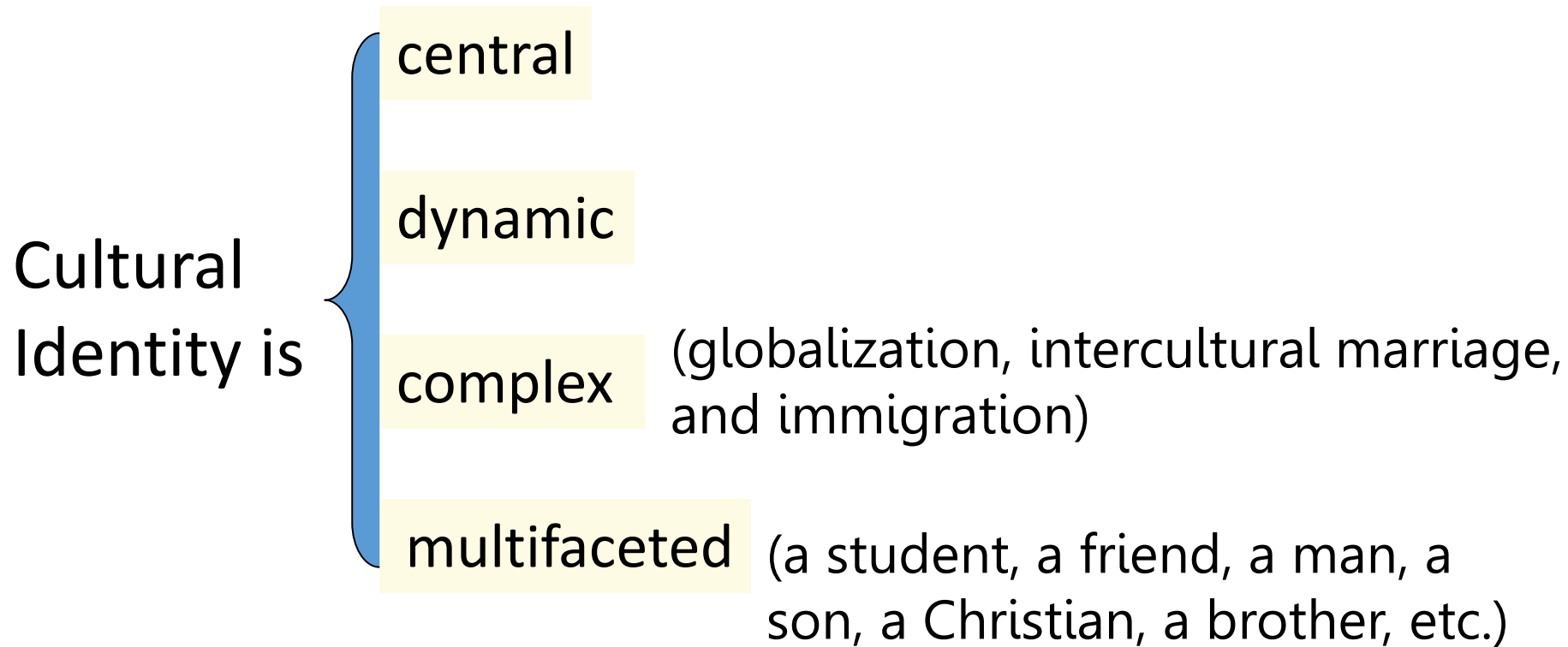


Chinatown in NY

Characteristics of cultural identity



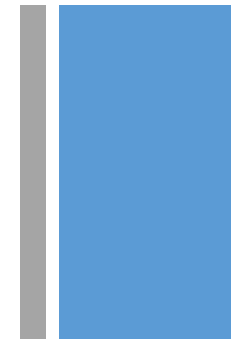
Characteristics of cultural identity



Relational Schema – Interpersonal Self



- *They characterize each person*
- *They include:*
 - *Representations/Images of self and other*
 - *A script (think of it as a theater dialogue) of expected interactions*
- *Script based on repeated similar interpersonal experiences*



From Interpersonal Self to Defining “professionalism”

Professionalism is a **discourse** as much as a **phenomenon** something constantly under **construction** within the national context.

(Dalli and Urban, 2008)

Conceptually complex, a **cluster of related concepts**

- **Being** professional
- **Behaving** professionally
- **Working** with professional autonomy
- Having a **professional identity**

Professionalism: A citation

A strong professional identity enables individuals to practice with confidence and with a professional demeanour, thereby giving others confidence in their abilities.

Lynn Monrouxe (2010)

Associated Dean for Work Integrated Learning, Faculty of Medicine & Health, University of Sydney

INTERCULTURAL COMPETENCES

- Complesse
- Difficili da acquisire
- Ostacoli sociali e culturali
 - Stereotipi e pregiudizi
 - Poche opportunità di incontro
 - Disagio emotivo
 - Diversità linguistiche



Personal Agency and the Process of acquiring intercultural skills

- ▣ Fact : **Ambiguity**
- ▣ Step 1: Getting to know other culture (explore)
- ▣ Step 2: Understand other culture (ask)
- ▣ Step 3 : Tolerance of differences (understand)
- ▣ Step 4 : Acceptance of differences (emotions...)
- ▣ Step 5 : Appreciation of diversity (see positive)
- ▣ Step 6 : Adaptation (personal change of attitude)
- ▣ Result : **Ability to function in/with the other culture**



A possible and ideal RESULT of this process

- ☐ Cognitive and behavioural flexibility
- ☐ Cultural identity: having a developed sense of one's own cultural identity
- ☐ Creativity
- ☐ Tolerance of ambiguity
- ☐ Openness
- ☐ Empathy and solidarity
- ☐ Respect
- ☐ Sense of humour
- ☐ ...



Unit 2: Capire gli Altri



Key Competences

Communication
Cooperation
Leadership
Empathy



Unit 2: Capire gli Altri

Leadership	Cooperation	Communication
The purpose of including leadership as a core competency is that PE Teachers/Sports Coaches can lead the social processes in and around their task of teaching or coaching – both in terms of leading themselves and in terms of leading others.	The cooperation aspect aims at having the PE Teachers/Sports Coaches obtaining knowledge of the processes behind and the prerequisite for developing a team in both sports and PE situations.	The communication competencies for this unit is based on motivational interviewing/the professional conversation theories. This competence is designed to produce rapid, internally motivated change by mobilizing the individual's own change resources .

Unit 2: Capire gli Altri

Empathy

Communication

In order to show empathy and put words on feelings, one must be able to communicate.

Cooperation

How to witness the interplay of (cultural) differences when cooperating in a team

Leadership

PE teachers and Sports Coaches must be able to lead their “team” and thereby ensure inclusion

Unit 2: Capire gli Altri

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Leadership Behavior

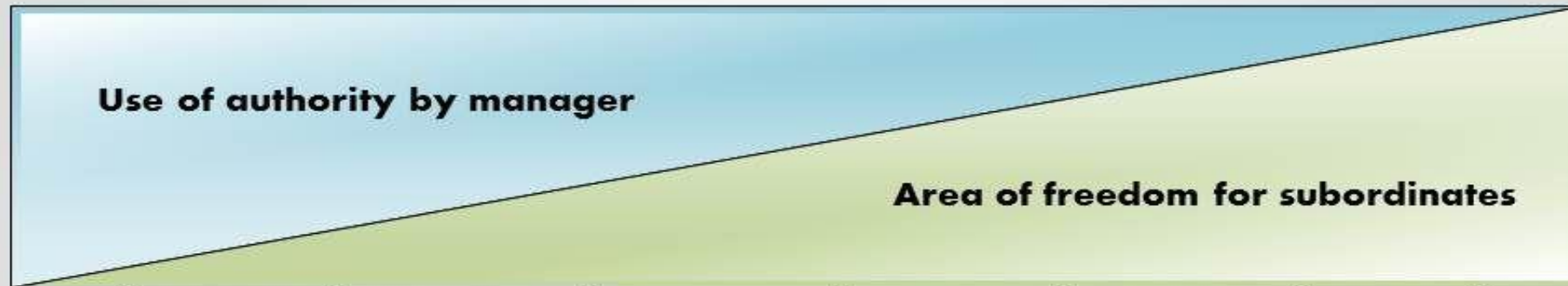
Autocratic

(Boss- centered
Leadership)



Free- rein

(Subordinate- centered
Leadership)



**Manager makes
decision and
announces**

**Manager sells
decision**

**Manager
presents ideas
and invites
suggestions**

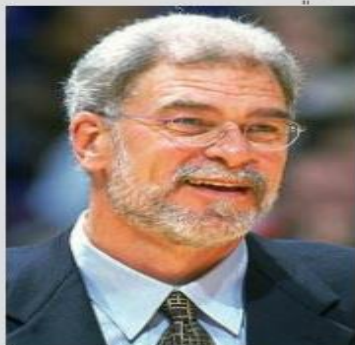
**Manager presents
tentative decision
subject to change**

**Manager presents
problems, gets
suggestions and
makes decisions**

**Manager defines
limits, asks group to
make decision**

**Manager permits
subordinates to
function within limits
defined by superior**

Your logo



Phil Jackson



Phil Jackson and Leadership Success

In terms of leadership, this means treating everyone with the same care and respect you give yourself – and trying to understand their reality without judgment. When we can do that, we begin to see that we all share human struggles, desires, and dreams.

- What are your thoughts about this quote?
- Have you ever worked for a leader who approached the job like this?
- Does the leadership style one uses need to change based on each situation? Why?
- When would a leader want to be “invisible”?

Parting Thoughts. . .

*He who knows others
is learned;
He who knows himself
is wise.*

~ Lao Tzu

