



2.3.3

MODULE 2. Anticipation for Emergence
Training session 3.3 Identity Work. Professional Identity

Identity Work

Session #3 Professional Identity

Hanze University



Identity Work #3 *Professional Identity*

In this 3 hour workshop you will discover your **Professional Identity** through three subsequent exercises:

1. Find your Values: Prioritizing most important values in your life
2. Feel your Backbone: Exploring patterns in your personal/ professional life
3. Follow your Fingerprint: Identifying the seeds of your Professional Identity

#1 Find your Values (half hour)

Examine the list of professional values on the subsequent slide:

10 minutes: Individually

- Pick 5 values that resonate with you in your study or (future) work
- Prioritize them in a top 5 (1 = most important to you)

20 minutes: In pairs

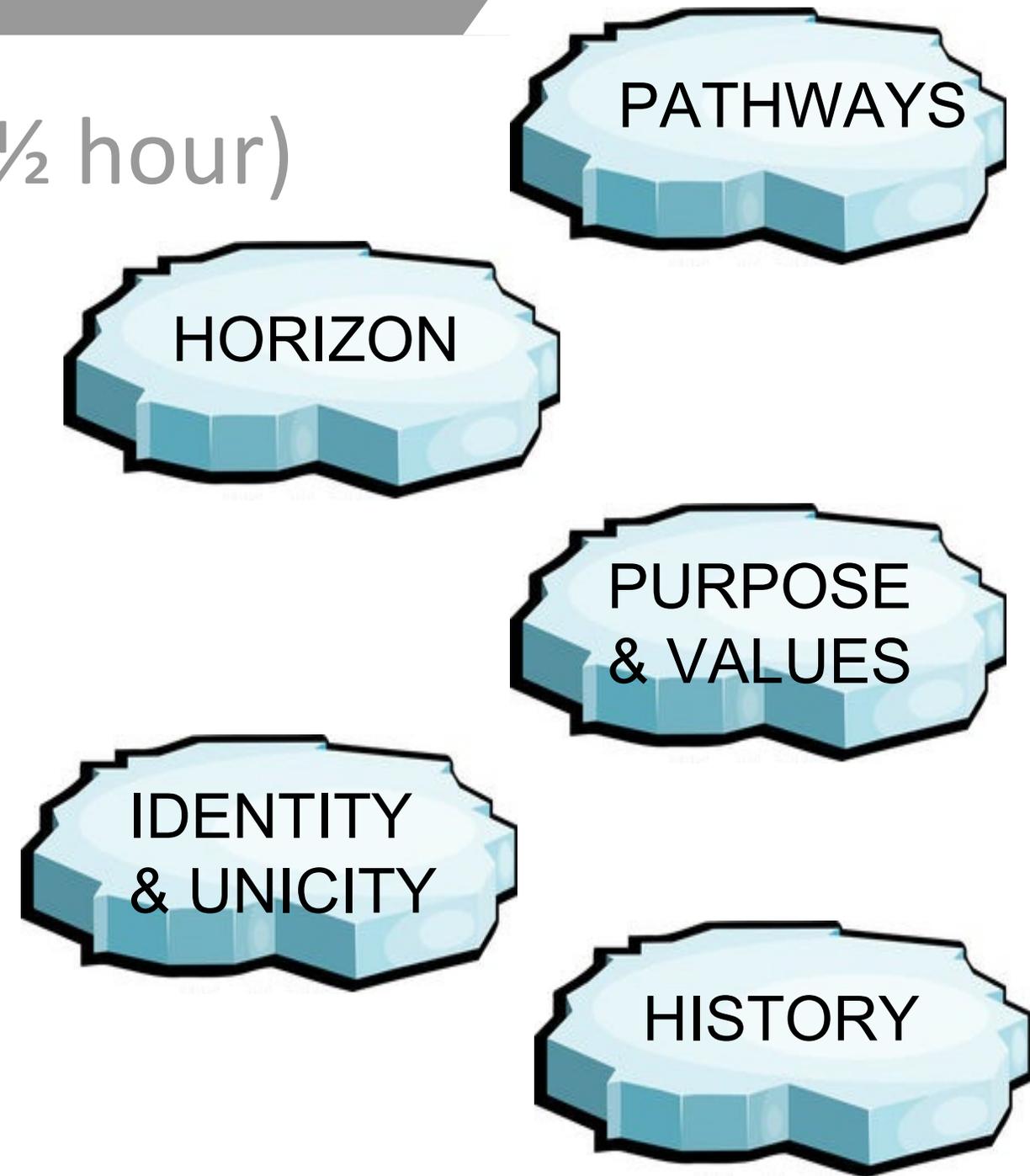
- Share your top 5: What similarities and differences do you notice?
- Which examples (from your study or work) illustrate your values?

Accuracy	Excellence	Leadership	Self-respect
Ambition	Excitement	Love	Sensitivity
Autonomy	Family	Loyalty	Serenity
Balance	Friendship	Meaning	Sharing
Beauty	Goodness	Modesty	Simplicity
Belonging	Growth	Peacefulness	Sincerity
Challenge	Harmony	Power	Spirituality
Collaboration	Health	Pragmatism	Stability
Commitment	Honesty	Profit	Strength
Competence	Humor	Prosperity	Success
Conformity	Independence	Quality	Trust
Control	Individuality	Recognition	Understanding
Creativity	Intimacy	Respect	Well-being
Curiosity	Joy	Relaxation	Willpower
Dignity	Kindness	Reliability	Winning
Effectivity	Knowledge	Safety	Wisdom

#2 Feel your Backbone (1 ½ hour)

Form small groups of 3 – choose partners with whom you feel comfortable sharing about your personal life

Print 5 tiles (see aside) in A3 or A4 format and put them on the floor ('history' at the bottom – 'pathways' at the top)



History	<i>Where are you from? What is your background? Which values were important in your family? What were the most crucial moments in your life?</i>
Identity & unicity	<i>What shaped you in what you are today? How do others perceive you and what do they appreciate? What are your (professional) roles? How do you express yourself? How do you give shape to what's essential to you? How do you 'stand out'?</i>
Purpose & values	<i>Who are you? What makes you proud? What do you mean to others? What is your (unique) purpose? Which values are important to you and which values are already incorporated in the way you lead your life? Which values do you want to live and be an example of?</i>
Horizon	<i>Visualize: you're in the ideal future, five years from now, living your purpose. What are you doing? With whom? How are you behaving? How do you feel? Try to make an image of the situation and experience this image for a moment. Now get back to the present: what is your ambition, your horizon?</i>
Pathways	<i>Brainstorm on the question how to get to your horizon. What fascinates and inspires you? Which significant relationships and networks do you have and to whom do you want to commit? What will your practice be like? How much time will this take? What will be realistic?</i>

Engage in a dialogue (3 x half hour) in which each of you takes in turn one of the three roles:

Interviewer prompts questions (on handout)

Narrator moves from one tile to the other while responding to questions belonging to that tile

Reporter observes & takes notes (on handout)

Further instructions & guiding principles

Narrator close your eyes and feel the tile beneath you. Be open to what emerges (thoughts, sensations, emotions etc.). Only share what you want/ feel comfortable to share: stay the owner of your story

Interviewer stand/ walk aside the narrator, don't be afraid of silence/ pauses. be alert what the narrator shares: is it still about the tile on which narrator is standing? If no, lightly invite/ guide the narrator to another tile that fits with the dialogue

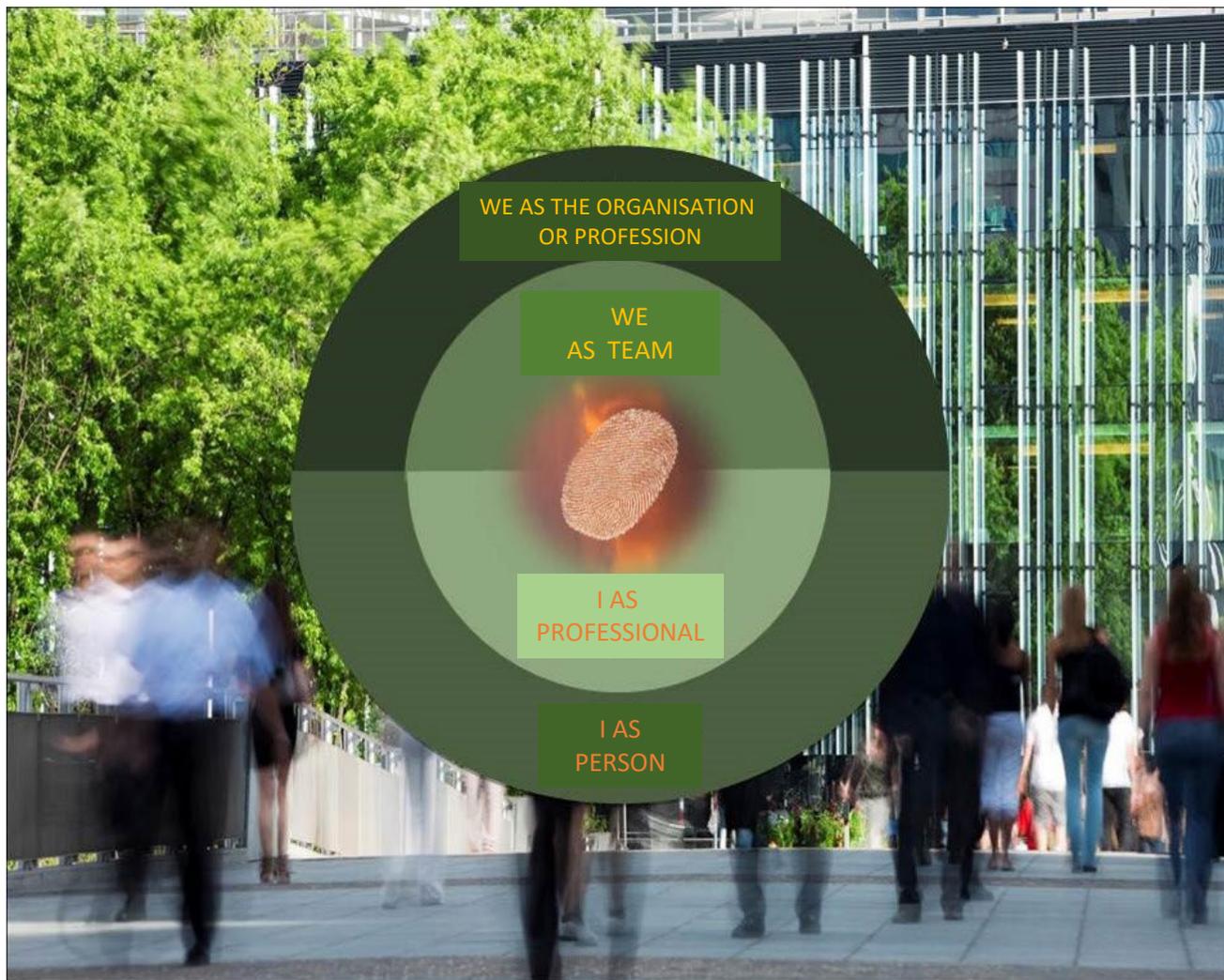
Reporter observe dialogue & process and note down key words/ phrases/ metaphors/ drawings etc.

#3 Follow your Fingerprint (1 hour)

Reflect on the previous exercise: do you notice a certain value or characteristic that regularly popped up in your answers?

If so, use this value or characteristic for this last exercise: a first exploration of your professional identity ([Van Oeffelt et al, 2017](#))

1. Start



1. START. A comfortable starting point to explore your professional identity is to identify a characteristic of yourself that you have, somewhat consciously, been carrying with you for some time (for example: I know of myself that I have some rebellious tendencies).

Step 2



1. START. A comfortable starting point to explore your professional identity is to identify a characteristic of yourself that you have, somewhat consciously, been carrying with you for some time (for example: I know of myself that I have some rebellious tendencies).

STEP 2. Think about how this characteristic manifested itself in your **personal** life. What lessons have you learnt about this characteristic? Who did you learn these lessons from?

Step 3



STEP 3. Think about this characteristic in relation to your (future) **organization/ work context**. In what ways do you see this characteristic in the organisation where you work? What is the perception of this characteristic (for example: rebellion is appreciated)?

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Step 4



STEP 3. Think about this characteristic in relation to your (future) **organization/ work context**. In what ways do you see this characteristic in the organisation where you work? What is the perception of this characteristic (for example: rebellion is appreciated)?

1. START. A comfortable starting point to explore your professional identity is to identify a characteristic of yourself that you have, somewhat consciously, been carrying with you for some time (for example: I know of myself that I have some rebellious tendencies).

STEP 4. Think about this characteristic in relation to your (future) **profession**. Does it help you? Does it hinder you in your relationship with others? Are you proud of it? How do you want to go about showing the best of yourself?

STEP 2. Think about how this characteristic manifested itself in your **personal** life. What lessons have you learnt about this characteristic? Who did you learn these lessons from?

Step 5



STEP 3. Think about this characteristic in relation to your (future) **organization/ work context**. In what ways do you see this characteristic in the organisation where you work? What is the perception of this characteristic (for example: rebellion is appreciated)?

STEP 5. What role does this characteristic play in your (future) **team**? Do you recognize it in others? Do you contribute something with this characteristic? When is it of added value, when is it disruptive?

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STEP 4. Think about this characteristic in relation to your (future) **profession**. Does it help you? Does it hinder you in your relationship with others? Are you proud of it? How do you want to go about showing the best of yourself?

STEP 2. Think about how this characteristic manifested itself in your **personal** life. What lessons have you learnt about this characteristic? Who did you learn these lessons from?

6. Wrap-up



STEP 3. Think about this characteristic in relation to your (future) **organization/ work context**. In what ways do you see this characteristic in the organisation where you work? What is the perception of this characteristic (for example: rebellion is appreciated)?

STEP 5. What role does this characteristic play in your (future) **team**? Do you recognize it in others? Do you contribute something with this characteristic? When is it of added value, when is it disruptive?

1. START. A comfortable starting point to explore your professional identity is to identify a characteristic of yourself that you have, somewhat consciously, been carrying with you for some time (for example: I know of myself that I have some rebellious tendencies).

6. WRAP UP. You revisit your answers on the previous questions: what patterns do you see returning in your stories?

STEP 4. Think about this characteristic in relation to your (future) **profession**. Does it help you? Does it hinder you in your relationship with others? Are you proud of it? How do you want to go about showing the best of yourself?

STEP 2. Think about how this characteristic manifested itself in your **personal** life. What lessons have you learnt about this characteristic? Who did you learn these lessons from?

Dialogue in pairs

What patterns did you discover across the various steps?

Share with each other these seeds of your professional identity and ways in which you could express them in your (future) work context.

Following your fingerprint will strengthen your resilience and response-ability



thank you for **your** attention