Finding Their Place: How **Anesthesiology Interns Develop** A Sense of Belongingness in a **New Community of Practice**

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Belongingness

is a prerequisite for higher order knowledge acquisition, academic self-efficacy, and self-actualization. It is a key mediator of achievement, motivation, engagement, and is protective against burnout.

Community of Practice (CoP)

Legitimate Peripheral Learning

Foundational Situated Learning



Environment to which a group of people belong, are mutually engaged, and share a common goal



Process by which newcomers gain access to experts within the CoP and develop an identity



CoP participants engage in social learning following a pathway of identification and meaning

Anesthesiology Interns

have limited exposure to their new CoP and therefore experience challenges in situated learning. By what pathway and mechanisms then do interns develop a sense of belongingness?

Belongingness Journey

Stepping into Liminality

Intern year is a liminal space between medical school and anesthesiology training which creates destabilization



Interns turn to group cohesion and foundational events to strengthen their belongingness with one another

Purpose-Driven Belongingness



Reframing and deliberate engagement strengthen alignment with purpose, a link to perceived belongingness

Perceived Self-Actualization



Self-actualization from crossing the threshold into CA-1 year magnified cohesion and purpose alignment

Interview Excerpts



'It's temporary that I'm in surgery or medicine...I don't identify as being a medicine or surgery resident."



"I still feel like we're still cohesive in that sense, even though we don't see each other that often."



There's an anesthesia lens you can put on when you're in every rotation...I think it could serve as like a tether almost to the [anesthesiology] department"



"It's the feeling of warm sunshine...It felt like I had arrived."

"This is who I am going to be..."

The path to belongingness in a CoP has distinct intersecting components. These insights highlight the importance of structured professional development curricula designed to support trainees in each phase of their journey.