Breaking the Barriers: Impact of Diversity on the Career Transformations for Registered Dietitian Nutritionists Paula Milas Sochacki, EdD, MPH, RDN, LDN¹

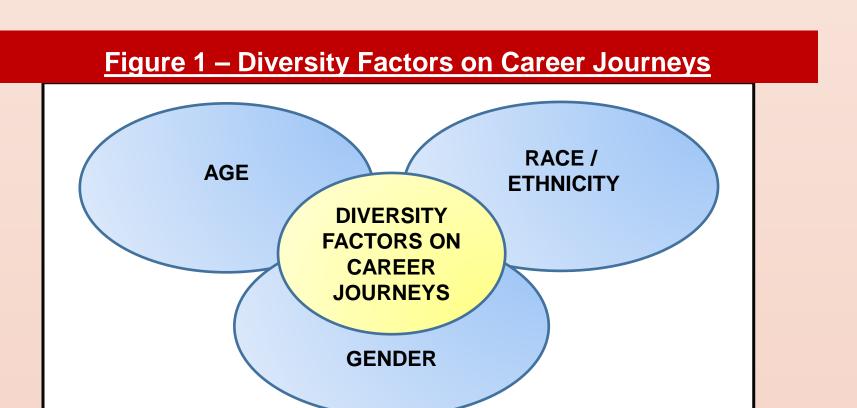
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consisted of 20 subjects.

The Selection criteria for participants included: being an RDN that is currently credentialed by AND for at least the last 5 consecutive years; and met inclusion criteria to be identified as a leader within the dietetic profession.

<u>Study protocol</u>: 20 in-depth interviews were conducted ~90 minutes each and included note taking and tape-recordings. Narrative interviewing techniques were used and included an interview guide. The participant's shared personal stories about mentors that they encountered early in their lives (families) and at various points during their own career pathways (education and professional).

Data analysis: The transcription process was done by the primary researcher. Narrative inquiry analysis was used to identify key themes and issues that emerged.



BACKGROUND

> Career transformations can directly impact the direction one

may choose to take for their own professional growth and

> The implications of these barriers and successes associated

with diversity can lead to re-evaluation of work environments

and identify what one is truly passionate about in regards to

future successes can be based upon the ongoing interactions

that occur within immediate (microsystems) environments and

the broader sociocultural norms (macrosystems) that exist) (3).

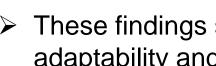
impact of diversity factors related to career transformations of

Personal viewpoints of individual selves and possibilities of

Very little research has been conducted specifically on the

PURPOSE

To gain a better understanding about the barriers and successes associated with diversity related issues of age, gender and race/ethnicity on the career transformations of Registered Dietitian Nutritionists.



- of their own lives.

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development (1).

their career choices (2).

nutrition professionals (4).

METHODS

Study design / recruitment: The study was a qualitative, narrative based research design. A purposeful selection and snowball sampling technique were used and the sample size



CONCLUSIONS

> These findings support the Passion Transformation Model, which can be related to the adaptability and empowerment of nutrition professionals on their career journey.

Through the process of self-discovery, individuals allow themselves to immerse into new working identities (experiences, projects, relationships) and allow them to rethink the stories

Key insights related to the impact of diversity factors on career transformations allowed individuals to make needed changes and to gain a better control of their own self, which can lead to greater self-discovery, personal and career satisfaction.

- path they chose.

Figure 2: Key Influencers on Career Transformations Workplace Environments Career Satisfaction Job Title/Position Influencers on Competitive Salary Personal Satisfaction Career Transformations Greater Self-Discovery Opportunities for Career Advancement



- 3. Development. 2005;33(3):165-179.



RESULTS

Of the 20 participants who were interviewed, most (90%) were female and of White race (75%).

Three major sub-themes emerged (age, gender and

race/ethnicity) that were self-reported as being influential in the direction and attainment of shaping their own careers.

Several diversity related issues emerged that correlated with the three sub-themes. These supported the perceptions of some participants and how this may have impacted the career

These shared experiences highlighted how personal discovery can make an impact upon the choices in their professional career growth and leadership pathways.

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