

Personal Development Plan (PDP):

An Interactive Workshop for Foundation Trainees

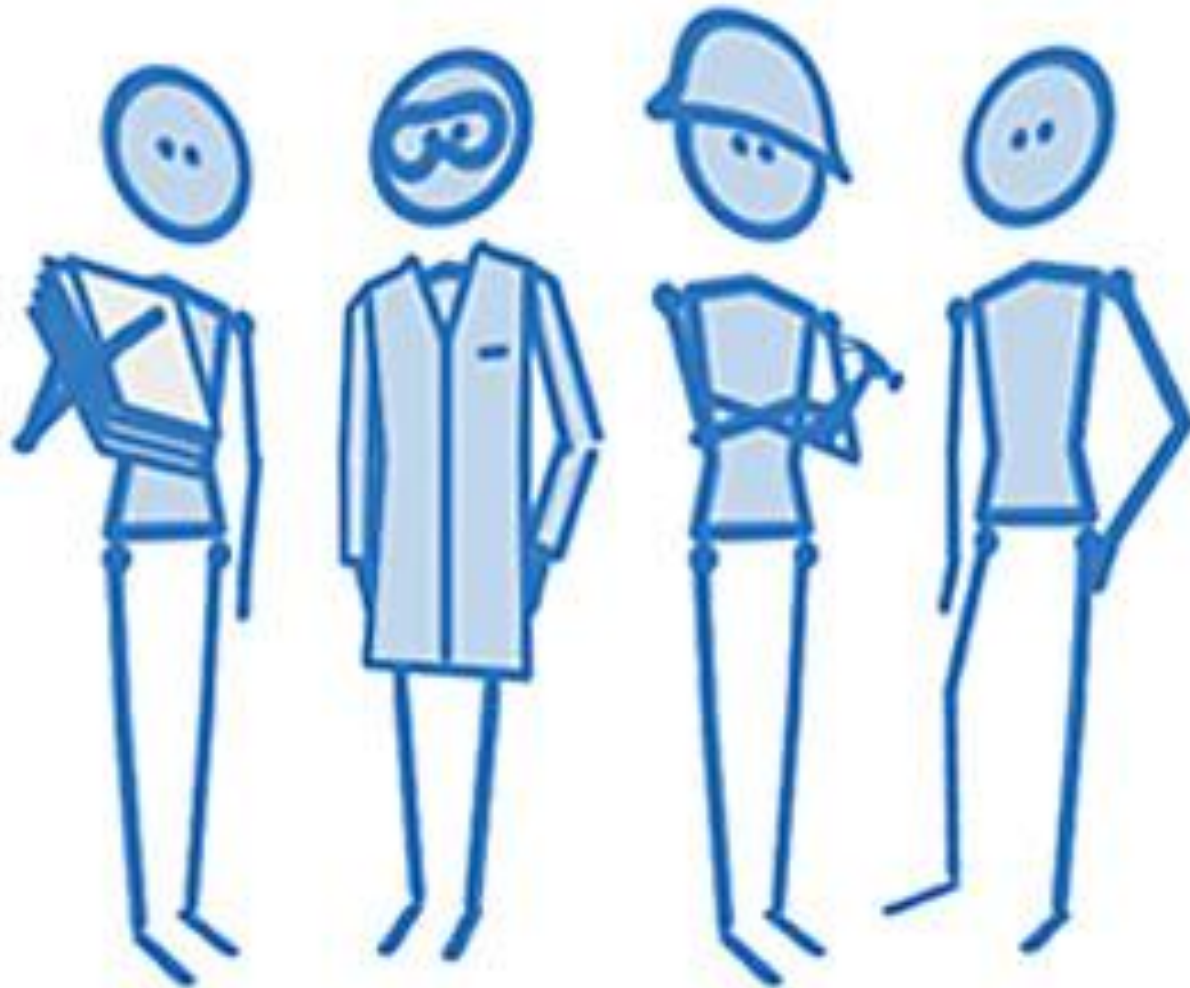
Pilot Session 29 Feb 2016

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MYHT

Personal Development





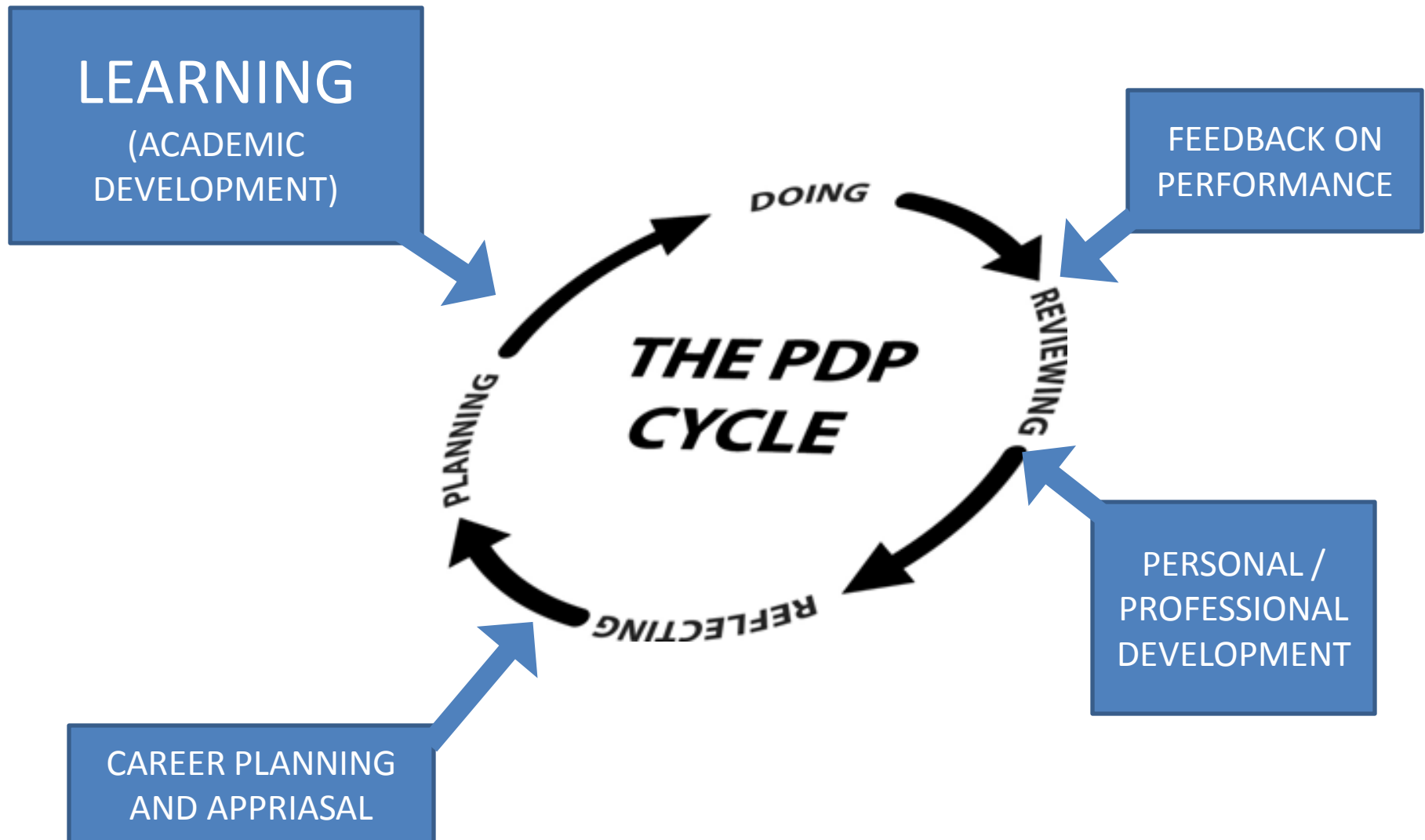
Maslow's Hierarchy of Needs



Personal Development is all about

- A lifelong process
- Assess own skills and qualities
- Consider aims in life
- Set goals to realise and maximise your potential
- Reflect on regular basis
- Improvement in performance & objectives
- Self esteem & confidence
- Managing priorities

PDP Cycle



PDP: Considerations

- What do I wish to do in life at this stage
- Consider your dreams, values and beliefs
- Not just knowledge base
- Make goals / objectives
 - Immediate
 - Medium term
 - Long term
- All need not be speciality specific
- Prepare well before you meet your ES
- Agree during the meeting (Mandatory 2016)
- SLEs need to be based on PDPs

PDP: Think in Advance

- Where am I now
- Where do I want to get to
- Why do I want it to happen
- How do I plan to get there
- By when do I plan to get there
- No more than 5 good PDPs for one placement
 - Can carry over from one to another...

PDPs: Think beyond Transferrable Skills

- Communication skills
- Interpersonal skills
- Team work
- Time Management
- Listening
- IT
- Decision making
- Independent working
- Critical thinking
- Research / Review
- Reflective learning

PDP Principles: SMART

SMART	
Specific	Is your goal well-defined? Avoid setting unclear or vague objectives; instead be as precise as possible.
Measurable	Be clear how will you know when you have achieved your goal. Using numbers, dates and times is one way to represent clear objectives.
Achievable	Setting yourself impossible goals will only end in disappointment. Make your goals challenging, but realistic
Relevant	Try and step back and get an overview of all the different areas of your life: Academic, Personal and Career. Consider how relevant each objective is to the overall picture.
Time-bound	Set a time scale for completion of each goal. Even if you have to review this as you progress, it will help to keep you motivated.

PDP Planning: Perspectives

- **Development Objectives:**
 - to meet the learning and development needs identified at placement start
- **Priority: Is the Objective:**
 - **Critical** to your **current role**
 - **Beneficial** but non-critical to your **current role**
 - **Critical** to your progressing in to **future role**
 - **Beneficial** but non-critical to progressing in to **future role**
- **Activities:** Any learning or development activity
 - to achieve your development objectives e.g. reflection / teaching / course
- **Support/Resources:**
 - what you need to help you achieve your development objectives
 - your ES/CS, colleagues , online
- **Target and Actual dates**
- **Review date**
 - states when you will review progress on your PDP

PDP Review Process

- Assessing progress
- Reflecting on learning
- Identifying if development objectives need to be amended
- Identifying factors preventing from achieving development objectives
- Building in contingencies to meet your agreed target date in the future, i.e. carrying over PDPs

Good vs Bad PDP

- Timely: Agreed in initial ES meeting
 - Well thought & planned in advance
 - Not a “tick box exercise”
 - Not too many for one placement
 - SMART
 - Mixed and Balanced
 - Aspirations
 - Weaknesses
 - Limitations
 - Knowledge base
 - Skill set: Transferrable / Non Transferrable
 - Reviewable
 - Reflective approach
 - SLEs should complement PDPs as much as possible
- Untimely, late, not agreed
 - Last minute, unplanned
 - “tick box exercise”
 - Too many (>5 per placement)
 - Not SMART
 - Unbalanced
 - Too aspirational
 - Purely knowledge/Skill based
 - Purely Speciality specific
 - Non reviewable
 - Not linked to
 - Reflections
 - SLEs

This section of your ePortfolio is your chance to identify learning objectives during each post and throughout your training programme. It should be developed in conjunction with your supervisor and should be updated following any meetings.

The PDPs should be reviewed at the beginning of each placement with your supervisor(s). You should identify learning objectives, outline the plan for the objectives to be met, and give an indication of the timescale for the objectives, and an idea of how evidence for the completion of the objective will be achieved.

Once objectives have been achieved, they can be ticked off. They will remain on the PDP page to reflect your achievements throughout training.

PDPs can be used for learning objectives related to your curriculum outcomes or learning objectives that do not relate to your curriculum (for example career management goals, research goals, etc). If you do not wish your supervisors to see a particular PDP then you have the option of keeping it in the private area of your ePortfolio when completing the form. If you do not mark a PDP as private it will automatically be 'shared' with your supervisor(s).

Supervisors: To add a Comment or Signature to a specific PDP, click on the 'Links' item in the Action column

Select Grade: -- Show All --

Period cover from:

dd/mm/yyyy

To:

dd/mm/yyyy

☐ Show Details

[Add New PDP](#)

1 - 5 records displayed out of 5

Curriculum and PDP

Forms

Reflection

Addl Achievements

e-Learning

Show PDPs For: 05 Aug 2015 to 01 Aug 2017

Select Training Year: -- Show All --

Select Grade: -- Show All --

Period cover from:

dd/mm/yyyy



To:

dd/mm/yyyy



Show Details

Add New PDP

1 - 5 records displayed out of 5

Sort by Last Modified (DESC)



Items per page 10



Page 1 of 1



Title	Date Modified	Achieved?	Shared?	Actions
		✗	✓	Actions
		✗	✓	Actions
		✗	✓	Actions
		✗	✓	Actions
		✗	✓	Actions

Remember!

- Never rush to fill PDPs: Take your time & advice
- Link reflections & other learning to PDPs
 - Achieved / Not achieved at end of placement
- Reflection(s) on “carried over PDPs”
 - Agree with ES & also mentioned in CS report
- Better E-Portfolio engagement
 - Better PDP achievements
- Never hesitate to contact ES if struggling
- Take PDP(s) more seriously from today

PDP Scenario 1

- 1st FY1 post in Elderly Medicine. Week 4.
- Shy Learner.
- Likes running. Wishes to do Orthopaedics.
- Not cleared PSA in 5th year.
- Not happy with on call rota.
- Does not like breaking bad news & DNACPR issues.
- Struggling to meet ES and CS.

PDP Scenario 2

- 2nd FY1 post in General Surgery. Week 3.
- Good TAB in 1st placement.
- Does not like: surgical specialities, covering medical outliers.
- Often overstays.
- Wants to travel around the world before it is too late.
- Had CS Meeting.
- Awaiting ES Meeting.

PDP Scenario 3

- 3rd FY1 post in Cardiology. Week 6.
- E-Portfolio issues++: Engagement.
- Has a long commute to work.
- SUI in 2nd placement: Medication prescribing error during on call shift.
- Aiming to become a General Practitioner.
- Had CS & ES Meeting but not covered PDPs.

