Personal Development Plan (PDP)

**PDPs** should have SMART objectives, which help to make them achievable. Think about the following to help you:

**S** – specific things – be focused and not too general – why has this learning need arisen?

**M** – measurable – so you know when you have achieved it

**A** – achievable – be realistic! You can’t learn everything in one go! How will you achieve it? What strategies can you use?

**R** – relevant – make it relevant to your role – how will achieving the goal make a difference to your practice? T – time lined – so you can tick them off and add new objectives

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| **LEARNING/ DEVELOPMENT** | **NEED DEVELOPMENT** | **OBJECTIVE ACHIEVEMENT DATE** | **STRATEGIES TO USE** | **OUTCOMES/ EVIDENCE** |
| WHAT BROAD AREA DO YOU NEED TO ADDRESS? | WHAT SPECIFIC GOAL  ARE YOU SETTING? | WHEN DO YOU HOPE  TO ACHIEVE IT? | HOW WILL YOU  ACHIEVE IT? | HOW WILL YOU KNOW  YOU HAVE ACHIEVED  IT? |
| *An example:*  *To manage shoulder*  *pain presentation* | *To manage a range*  *of different shoulder*  *presentations* | *Three months* | *Undertake two CEPS assessments with my Clinical Supervisor* | *When my CS has deemed me a capable in 2 CEPS assessments* |
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| **Date seen:** |
| **What happened – brief description - presenting problem** |
| **Differential diagnoses & your clinical reasoning** |
| **Reflection – what did you learn?** |
| **Impact on your practice – what will you do the same or differently next time & why?** |
| **Supervisor’s comments – competencies demonstrated, learning points?** |

Practitioner: ……………………………………………………………………………………………

Supervisor: ……………………………………………………………………………………………..