

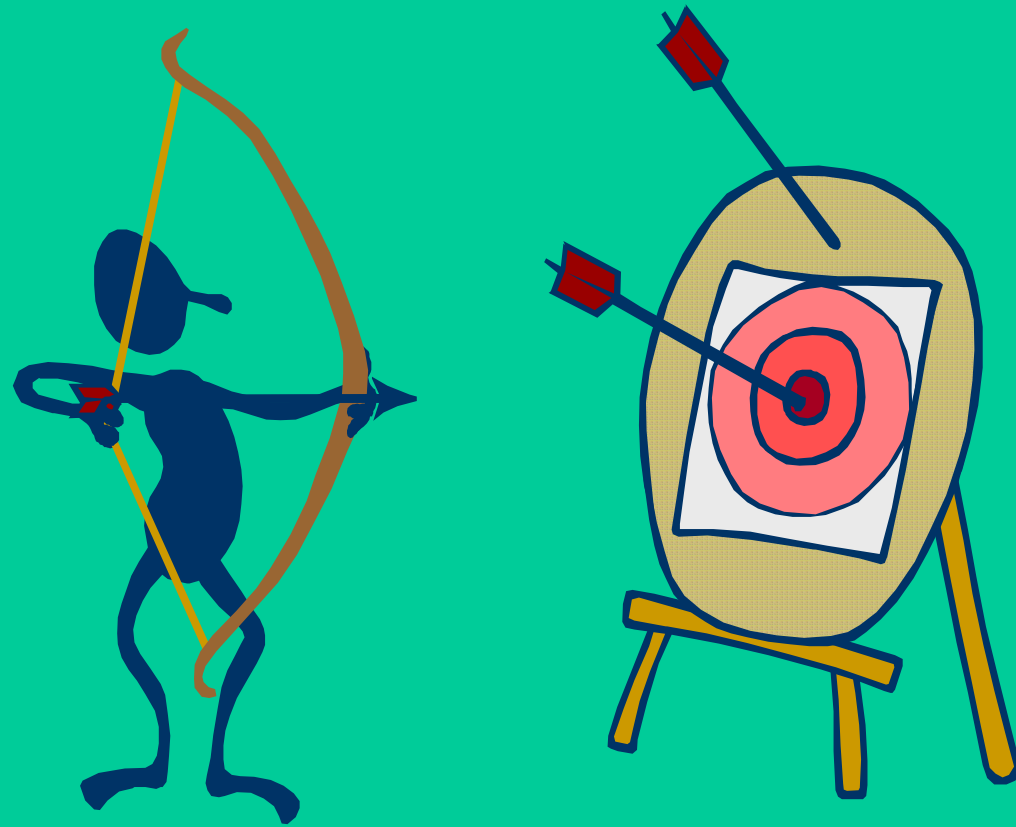
Personal Development

Plan

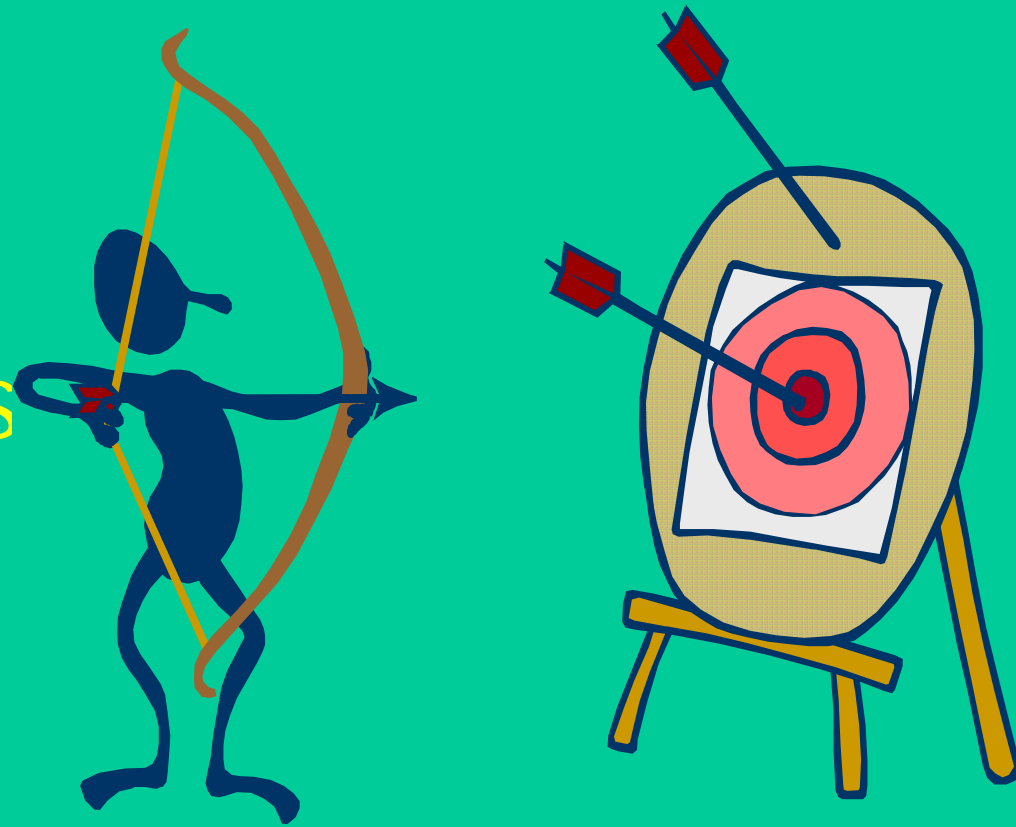
(PDP)

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Professional Development Plan



- Contents:
- Backgrounds
- Questions ?
- Learning needs
- Learning cycle
- conclusion



PDP Definition

It is defined as :

**'a structured and supported process
undertaken by an individual to reflect upon their own
learning, performance and / or achievement
and to plan for their personal,
educational and career development.'**

PDP

- **Identify what we need to learn**
- **Identify resources to meet these needs**
- **Plan our learning**
- **Prioritize our learning**
- **Review and evaluate our progress**

???

Questions
To
Our self

- **Do we have any plan?**
- **Is it a PDP ?**
- **Do we need PDPs ?**
- **Do we have any system of evaluating our self ?**
- **Where we where 10 years ago & where we are now ?**
- **Where we want to be after Year.....s**

Objectives

- **To stimulate our self to put plan for our learning**
- **To identify the ways of identifying our learning needs**
- **To think how to address our learning needs**
- **To maintain professional competencies by promoting Continuous learning**

INTRODUCTION

- **We are not taught how to learn**
- **We don't have system to demonstrate our learning**
- **We work more about acquiring information & less about applying what we learn**
- **Being able to admit our shortcomings is the first step to self improvement**
- **Most experiences can begin a learning cycle**

B A C K G R O U N D S

UK GPs have to show that they keep up-to-date and maintain the standard of their performance in three main ways:

1.They have an awareness of their learning needs.

2.They use appropriate educational activities to meet those needs.

3.They produce changes in clinical practice as a result of their learning

****They have go for appraisal system
.....Revalidation**

INTRODUCTION

Why these changes??

CME : PGEA

INTRODUCTION

**the postgraduate education allowance system :
was felt to fail the profession because it did not
include needs assessment and so led to fulfill the
time requirements of the system rather than the
needs of individual doctors or the profession
as a whole.**

Definition

PDP as an alternative to lecture-based CME

PDP

Postgraduate Education Allowance system :

Continuous medical education (CME)

Continuing Professional Development

Professional Development Plan

Definition

Continuing professional development (CPD) :

"a process of lifelong learning for all individuals and teams, which enables professionals to fulfill their potential, while meeting the needs of patients and delivering the health outcomes and priorities of the NHS."

INTRODUCTION

Studies suggest that

learning is more likely to lead to change in practice:

- when needs assessment has been conducted,
- the education is linked to practice,
- personal incentive drives the educational effort,
- and there is some reinforcement of the learning.

INTRODUCTION

In 1998 both individual and organisational needs assessment became part of government policy in relation to the continuing professional development and personal development plans of all healthcare professionals

CME CPD PDP

Assessment

Appraisal

Revalidation

Learning

Cycle

(Kolb)

↑ LEARN

APPLY

REFLECT



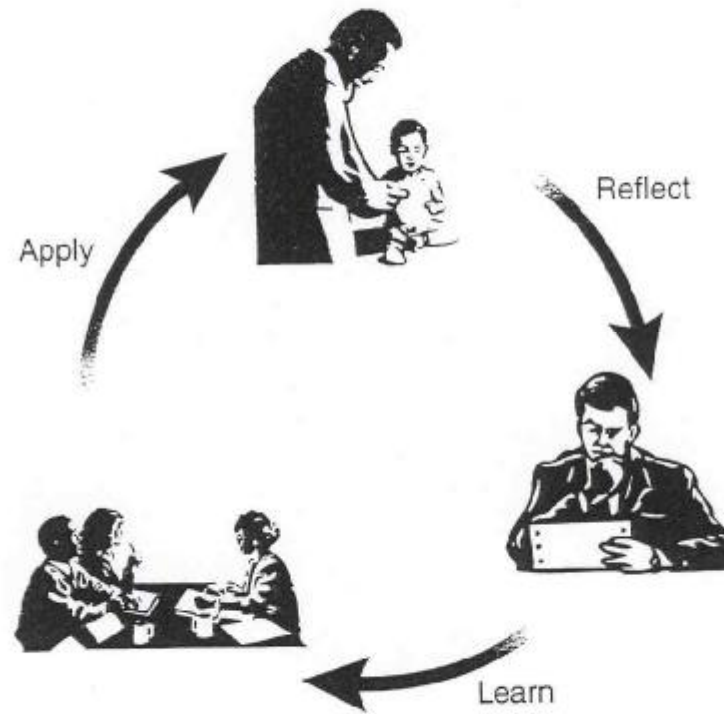


Figure 1.1 The learning cycle.

Need?

for

PDP

IDENTIFYING OUR LEARNING NEEDS

Need?

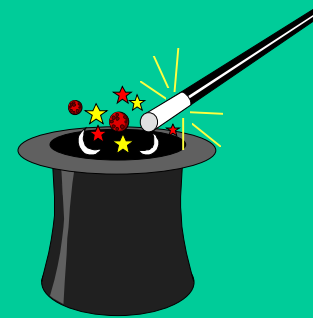
for

PDP

learners needed to feel a necessity to learn and that identifying one's own learning needs was an essential part of self directed learning. In medicine a doctor's motivation to learn would therefore derive from needs identified during his or her experience of clinical practice.

IDENTIFYING OUR LEARNING NEEDS

Identification
of
Learning
Needs



How ??

Needs?

for

PDP

- Our needs are derived from a wide range of sources
- Some sources are better suited than others
- To search for variety of techniques for identifying our needs
- To set the priorities for our needs

B A C K G R O U N D S

Published classifications include:

- 1.felt needs (what people say they need),
- 2.expressed needs (expressed in action)
- 3.normative needs (defined by experts), and
- 4.comparative needs (group comparison).

Others: individual versus organisational or group needs, clinical versus administrative needs, and subjective versus objectively measured needs.

Types

of

Needs

Assessment

**Clinician's own experiences
in direct patient care**

**Reflection on action and
reflection in action**

**Self assessment by diaries,
journals, log books,**

Peer review

**Types
of
Needs
Assessment**

Observation

**Critical incident review and
significant event auditing**

Practice review

**Types
of
Needs
Assessment**

Patient feedback or complaints

Attending lectures or workshops

Clinical standards

MORBIDITY AND MORTALITY PATTERNS

Types

of

Needs

Assessment

PATIENT SATISFACTION SURVEYS

Referral rates

PUNS & DENS

**Needs
Assessment**

PUNS & DENS

Needs

Assessment

PUNS

**Patient's
unmet
needs**

DENS

**doctor's
educational
needs**

Need?

for

PDP

156.pdf Learning Needs

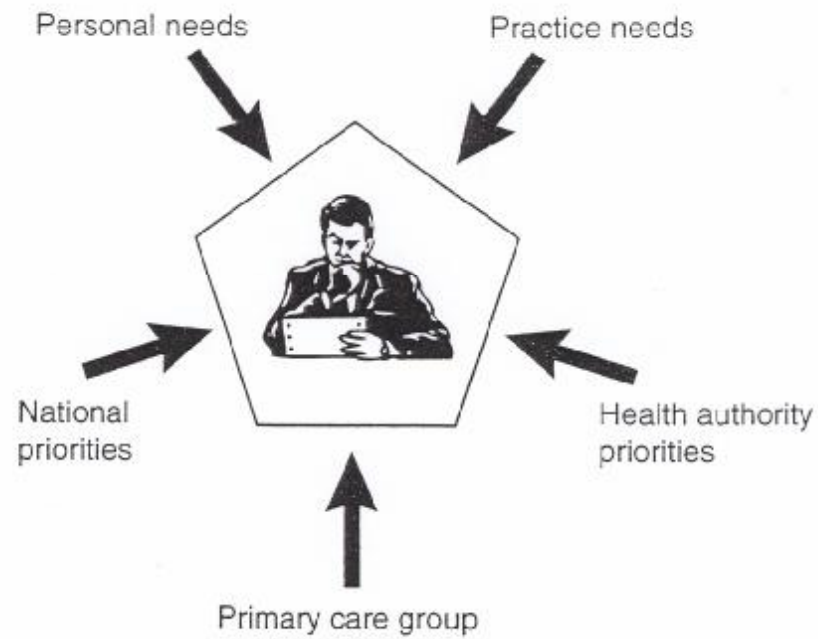


Figure 2.2 Prioritising our needs: the influences on GPs.

14 The GP's guide to personal development plans

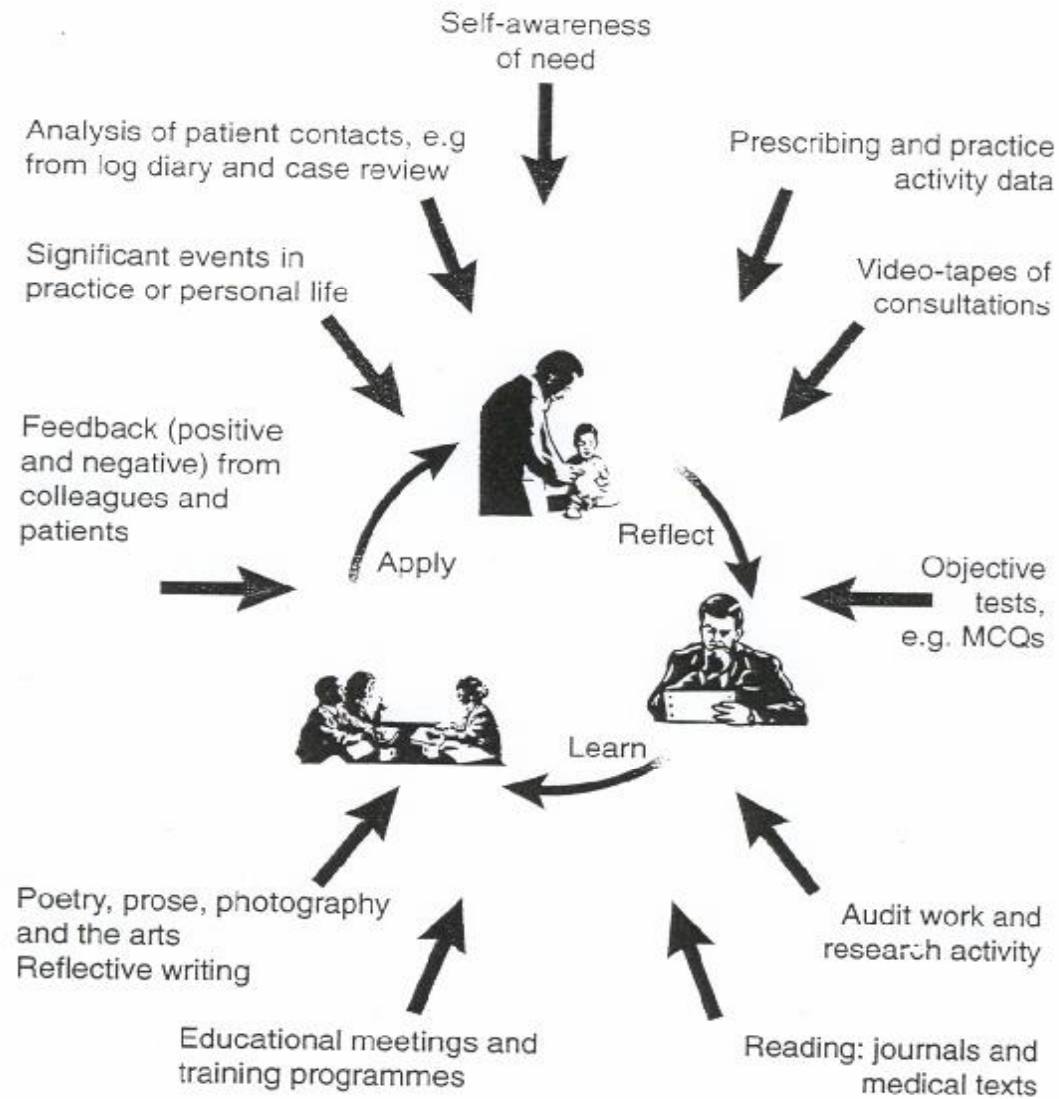


Figure 2.1 How GPs learn.

Addressing
the
Learning
Needs

EXPERIENTIAL LEARNING

PEER INTERACTION

THE MEDIA AND THE INTERNET

Lectures/Workshops/Seminars

Personal

Developmental

Plan

Planned Learning

**Advantages
of
planned
learning :**

- 1. We have clear objectives on what we want to learn and how long we want it to take.**
- 2. We are likely to use a number of resources to meet Our learning needs and therefore gain a wider understanding of what we have learnt**
- 3. We will be able to evaluate whether we have met our objectives, which resources we found useful and decide if there are other aspects of the topic that we need to cover**

Summury

Personal

Developmental

Plan

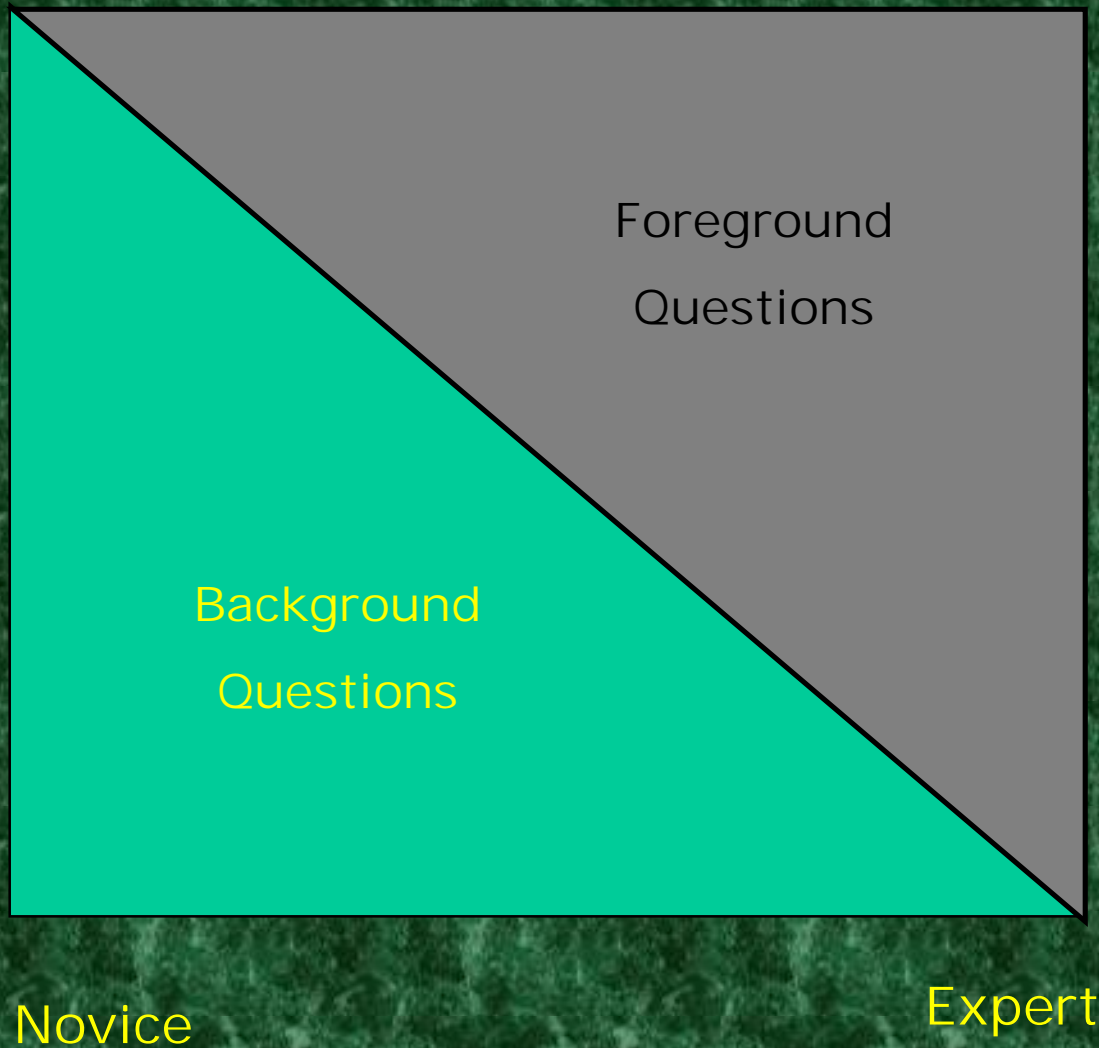
- To make education both more relevant and more enjoyable
- This could be achieved by planning
What needs to be learned & reflecting
How useful that learning has been

Summary (cont)

Etiologic
classification
of
diabetes
mellitus

**We need to think less about acquiring information
&
more about applying what we learn**

Asking Questions



NEXT

Session

EXPERIENTIAL LEARNING

Portfolio/Appraisal

How to make a PDP

Resources