Professional Development Planning - *Organize your next steps and actions*

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| **Competencies/ Skills to be acquired** | **Goal or Desire Results (Learning Success Criteria)** | **Learning****Activities (including changes in behavior and/or habits)** | **Learning Resources (Please including financial and time resources needed) Who can be your ally and support?**  | **Time Frame****Start – Complete** | **List any barriers and challenges you might consider** |
| ***(Example)*** **Conflict Resolution Skills specific to managing client conflict; Managing Diversity; Interpersonal Savvy***(Current Required and Stretch)* | After 6 months, I can demonstrates the use of effective conflict resolution skills as supported by organizational approach to conflict resolution. After 18 months I can guide new staff in conflict resolution | 1. Read conflict management org manual.2. Shadow current staff during a conflict situation. Debrief with experienced staff3. Even when a supervisor isn’t there to observe, I will debrief the conflict situation and what happened with a peer.4. Take workshop on understanding race, power, and privilege in conflict or tension filled situations. | 1. manual. Need 1-2 hours to review material.2. Find experienced staff to observe during client conflict.3. Supervisor or peer staff availability. Time 4. TBD – need help finding resource. Will reach out to my team for support in this area and also tips on how they learned and became proficient. | 1. By end of month2. Next 6 months3. Next 6-12 months4. by end of 2016. Next step is do research/ask HR and teammates  | Need support in creating this practice of debriefing. Maybe include in standing supervision meeting.  |
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| **Page 2 PDP plan cont.**  |
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