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 demonstrate 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 staff  3. 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 month  2. Next 6 months  3. Next 6-12 months  4. by end of 2018. 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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