



Personal development plan (PDP) HEE Roadmap to Practice 2021

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



Birmingham
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Training Hub

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?
<i>An example: To manage shoulder pain presentation</i>	<i>To manage a range of different shoulder presentations.</i>	<i>Three months</i>	<i>Undertake two CEPS assessments with my Clinical Supervisor</i>	<i>When my CS has deemed me a capable in 2 CEPS assessments</i>