

## Professional Development Framework Self-Assessment Form



This form is designed to help you reflect on the Professional Development Framework (PDF), in identifying your strengths and any areas for development which will be discussed during your appraisal.

When reflecting on the professional areas consider the aspects (*personal, working with others, wider organisation*) and the behaviours listed under each of the nine professional development areas.

We would encourage you to be honest and to challenge yourself when using this form. This will help you to find the right development options for you in your role.

Professional Development Areas		
<b>Working with People</b>	<b>Using resources</b>	<b>Delivering excellent service</b>
<b>Developing self and others</b>	<b>Embracing change</b>	<b>Managing self and personal skills</b>
<b>Providing direction</b>	<b>Finding Innovative Solutions</b>	<b>Achieving results</b>

Date:

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Name:

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Job title:

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Line manager:

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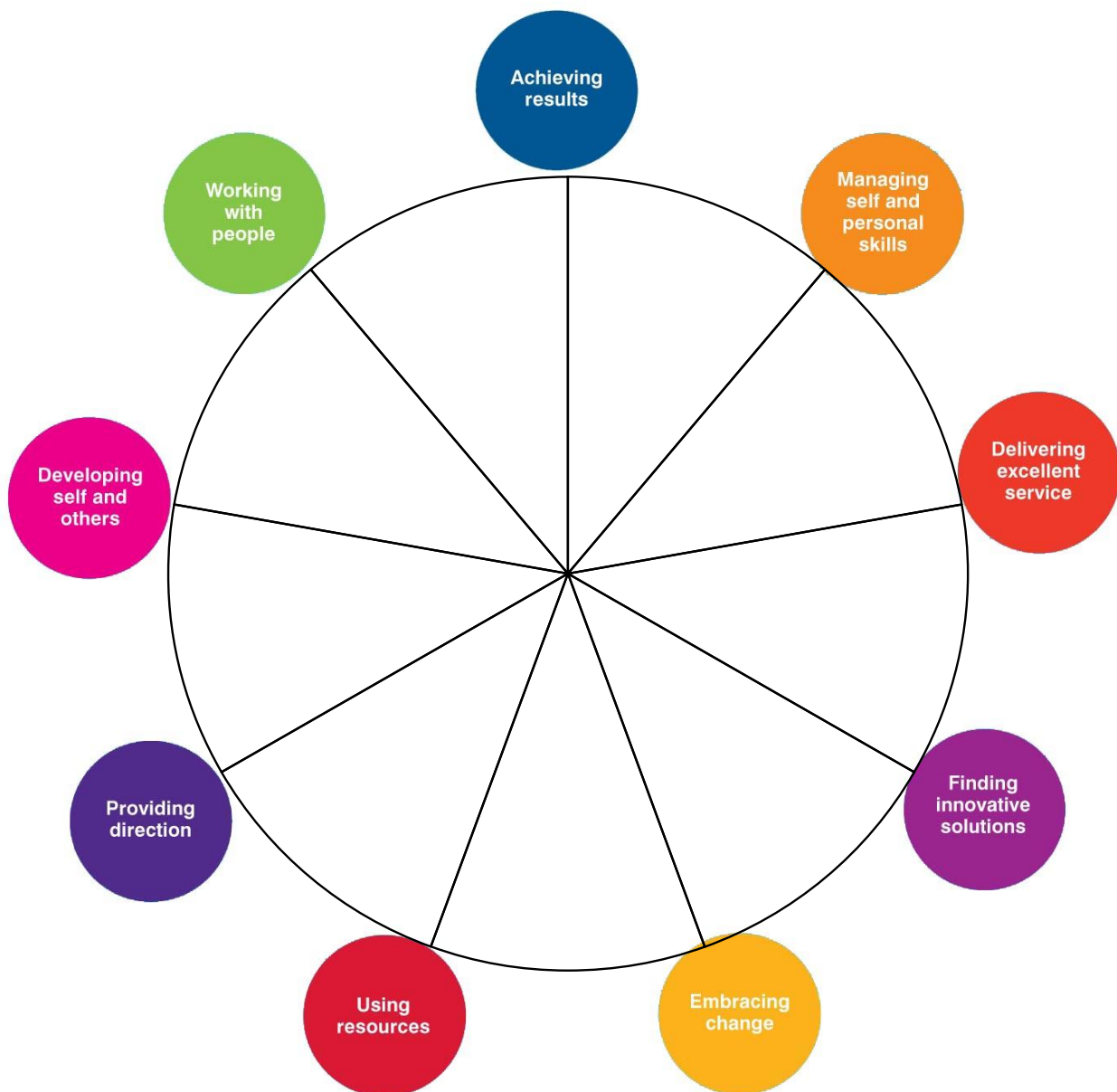
School/Centre/Unit

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## Professional Development Framework Self Assessment Form

Using the professional development areas outlined in the framework, plot on the coaching wheel below to show where you are now. Do this by marking a point on the spoke for each area, then join the dots around the wheel ranking/grading yourself in each of the professional development areas to give yourself a 'footprint'. When you have done this once, do the task a second time but thinking specifically about where you would like to be by this time next year. Join the points again to make a second 'footprint'. It is important to plot both your current position as well as your aspirational position on the wheel as this will help you determine your future development goals.

The centre of the coaching wheel is 1 and the outer edge is 10 to signal the best performing areas. Be honest with yourself, take a balanced view and you will end up with a good snapshot of your current strengths and areas for further improvement.



### Key

Centre of the coaching wheel = 1

Outer edge = 10

Now consider the two 'footprints' on the wheel that you have drawn for where you are now, and where you would like to be. The really important part of this exercise is to compare the two 'footprints ' and think about how you might achieve your future aspirations by setting yourself some development goals.

Using the completed coaching wheel, how could you continue to build upon your strength/s? What types of development activities could you do?

Your Strengths:

Development Goals:

Now identify the professional development area highlighted on the completed coaching wheel that you would most like to improve on during 2012-2013 to get you where you would like to be. What different development activities could you try out in order to develop this? (i.e. mentoring, coaching, leading or participating in a project) Do you need any help to do this?

Areas to improve:

Development Activities and Support needed:

How will enhancing this/these professional development areas enable you to contribute to or impact on your role within your department and/or within the University? What steps will you take during the next year to achieve this?

Contribution/Impact on Role:

Steps to take: