

# 3. PERSONAL DEVELOPMENT PLAN



NAME: Jane Citizen

MY ROLE: Insert

MY PASSION: Insert

MY AMBITION: Insert

## 3.1.1 BEING CLEAR ABOUT MY STRENGTHS AND AREAS FOR IMPROVEMENT

TOP 5 STRENGTHS	TOP 5 AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"><li>- Patient Focused (standards)</li><li>- Effective Handover (standards)</li><li>- Blood management (standards)</li><li>- Values patient safety (standards)</li><li>- Initiates improvements (Achievement)</li></ul>	<ul style="list-style-type: none"><li>- Seeks feedback (self)</li><li>- Respects others (self)</li><li>- Owns mistakes (self)</li><li>- Manage conflict (self)</li><li>- Communicates Effectively (others)</li></ul>

MY DEBRIEF WAS ON: 13/4/2020

### KEY LEARNINGS ABOUT MYSELF:

- I am process driven, clinical and therefore legislation and rules focused. I look for ways to improve things and new initiatives.

- I bite my tongue a lot, but wear my emotions clearly so everyone can tell that I'm not happy or disagree. When I do speak up or when I'm prompted people perceive me as oppositional and blunt.

- I don't spend much time building relationships with my peers and am more focused on my direct reports.

### THE DOMAIN/S AND KEY AREAS I WILL FOCUS ON ARE (TICK):

Leads Self	<input checked="" type="checkbox"/>	Drives Innovation	<input type="checkbox"/>
Engages Others	<input checked="" type="checkbox"/>	Shapes Systems	<input type="checkbox"/>
Achieves Outcomes	<input type="checkbox"/>	Health Care Standards	<input type="checkbox"/>

# 3. PERSONAL DEVELOPMENT PLAN

## 3.1.2 GETTING CLEAR ON HOW I WILL MAKE A CHANGE



### ACTIVITY: MY COMMITMENTS

Now that you have an idea of what domain you want to focus on, go to that section and complete the reading and activities that are relevant. These will help you to increase your awareness of what 'good' looks like, what areas of focus may be helpful to you and therefore enable you to make a commitment/action to improve this area.

**Once you have done these, record all of your commitments here:**

I AM COMMITTED TO:	BY (DATE)
Finding a constructive way (using the framework) to raise issues and differ to build on ideas rather than shutting them down.	Ongoing!
Building relationships with my peers.	Immediately
When I feel frustrated I will talk it through quickly rather than storing it up and building resentment.	Immediately

#### **I will keep myself accountable by sharing and asking for support from:**

My Director - I will share my commitments and ask to meet with her fortnightly.

My Peers - I will share my commitments and ask for their support and feedback.

#### **We will do this by:**

I will also ask them to meet monthly for a check in about how our areas are working together and iron out any challenges we might be having.

I will give my peers "permission" to call me out when they think I'm biting my tongue.

#### **I will know I have made a change by:**

My satisfaction level and happiness

Improved relationships and less resentment

Feedback from my peers

Improved decision making processes and outcomes