



## Personal Development Plan

# Personal Development Plan



Personal Development Plan

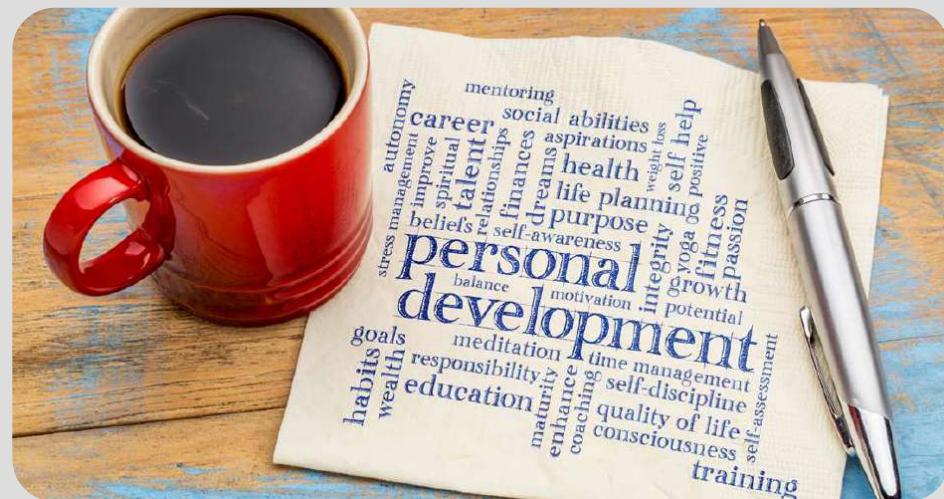




# Prof Ahmed Hassan Fahal

**MBBS, FRCS, FRCSI, FRCS (G),  
MS, MD, FRCPath,  
FRCP (London)**

# University of Khartoum



## Personal Development Plan



I declare no  
conflict of  
interest.



Photos were taken from open sources



Personal Development Plan





## Outline

1

### Objectives

2

### Contents

3

### Conclusions

4

### Take Home Messages

Personal Development Plan



## Objectives

To share

- ❖ Ideas
- ❖ Thoughts
- ❖ Experience



## Personal Development Plan



Personal Development Plan



## Objectives

- Getting Started ...!



Personal Development Plan

## Slide 7

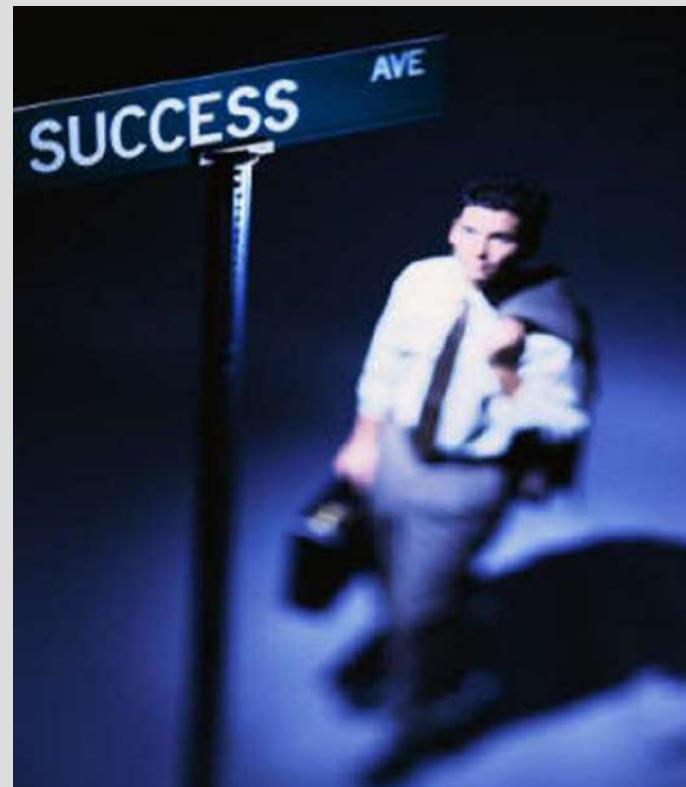
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F2 zsewefd  
Fahal, 7/18/2023



## Objectives

- Getting  
Gone ...!



Personal Development Plan

# Personal Development Plan

## Content

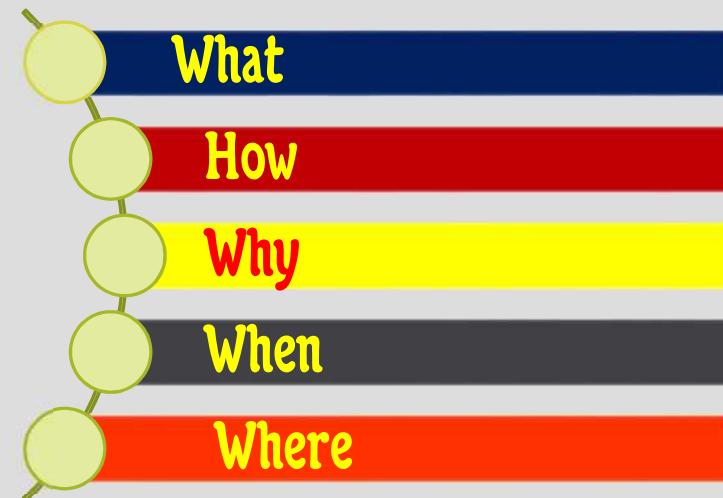


Personal Development Plan



## Content

# Personal Development Plan



Personal Development Plan



## Content

- Where have I been?
- Where am I now?
- Where do I want to get to?
- How do I get there?
- How will I know I have got there?



Personal Development Plan



## Conclusion

Is it possible **To Plan & Achieve** an Excellent Career !!



Personal Development Plan



## Conclusion



# Push yourself

Because no one else  
is going to do it for  
you



Personal Development Plan



## Conclusion

Charting  
Your  
Career



Personal Development Plan





It's nice to know



Personal Development Plan





“I don't much  
care where”

Alice



“That depends a good deal  
on where you want to get  
to.”

Catty



It's nice to know



Personal Development Plan





“ as long as I get somewhere,  
Alice

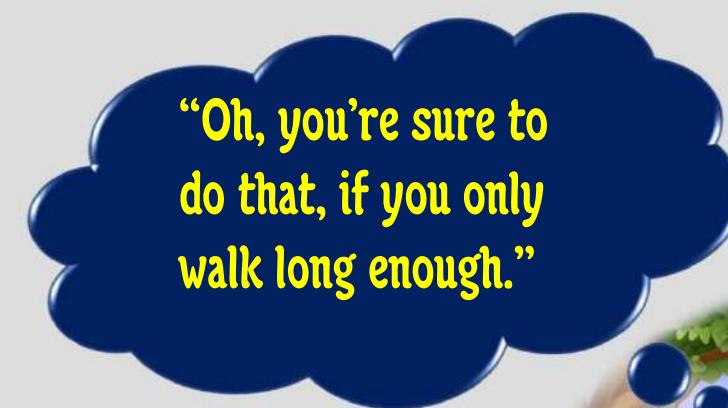
“Then it doesn’t matter  
which way you walk,” said  
**Catty**



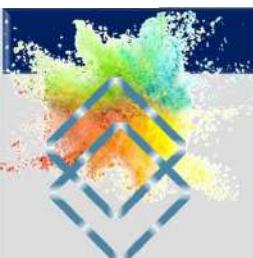
It's nice to know



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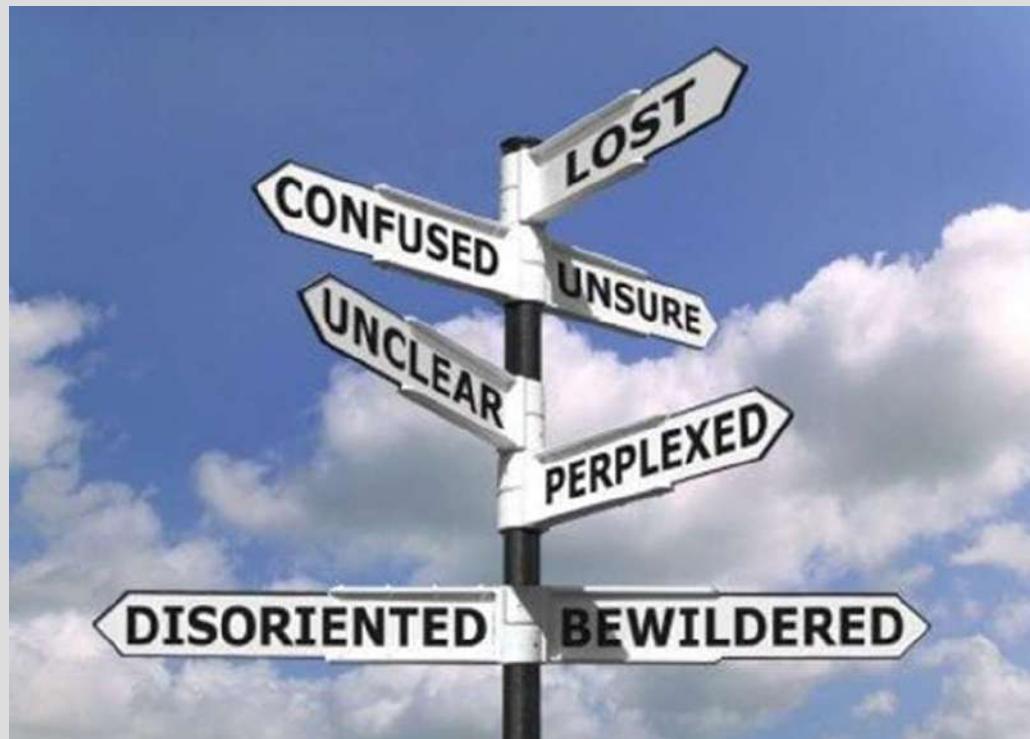


It's nice to know



# Planning

## Personal Plan Development

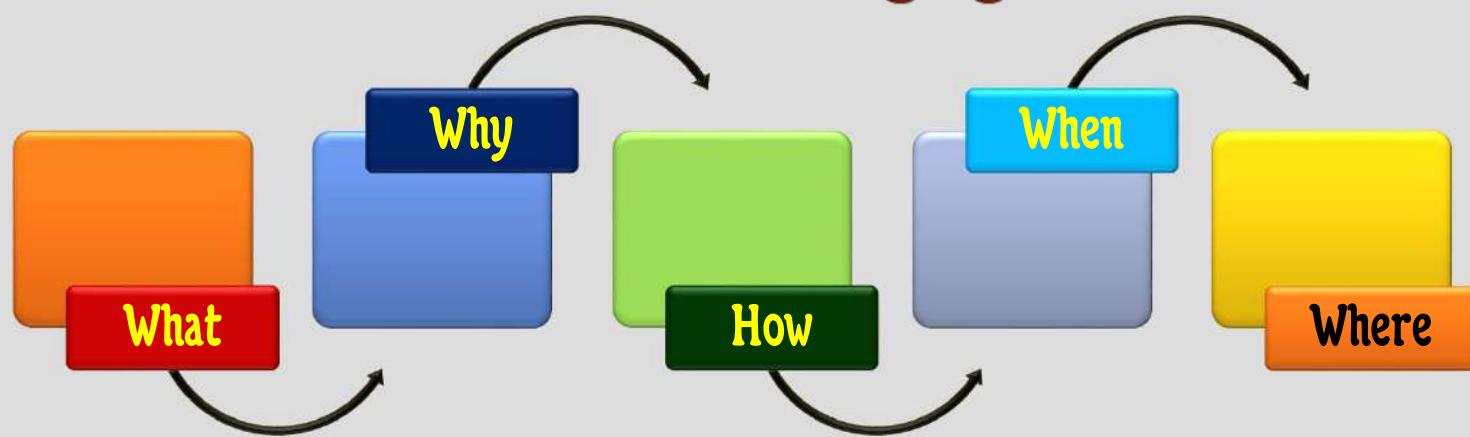


Personal Development Plan





# Personal Plan Development



Personal Development Plan



# Personal Plan Development

PPD

What

A structured and supported process undertaken  
by individuals to reflect upon their own

- Learning
- Performance
- Achievements

& to plan for their Personal, Educational & Career Development



??



Personal Development Plan





# Personal Plan Development

PPD

What

## Road Map

??!



Personal Development Plan





# Personal Plan Development



Personal Development Plan



What

PPD

Goals

?

Guide

MRCC

University Research Centre



# Personal Plan Development



It means **Different** things

to **Different** people

at **Different** times in their career



Personal Development Plan



## Personal Plan Development



It involves recognising your  
**Capabilities & Interests**

and then to

**Work on them**

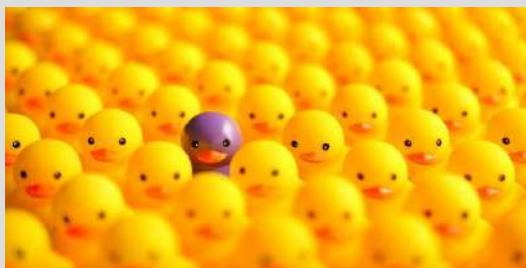


Personal Development Plan





# Personal Plan Development



Personal Development Plan



## Personal Plan Development



Personal Development Plan



# Planning

## Personal Development Plan



Personal Development Plan





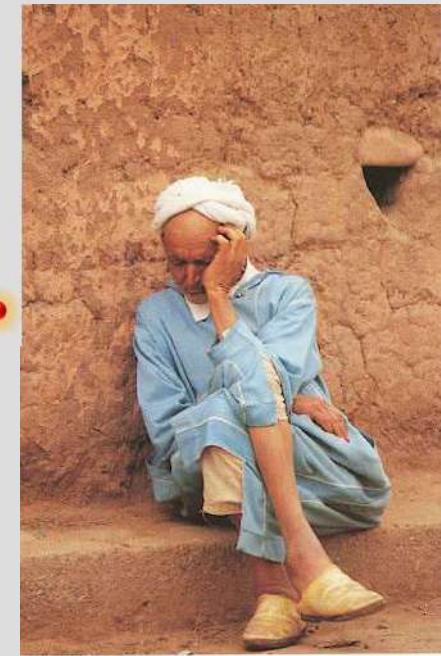
## Personal Plan Development

### Self Assessment

- Where have I been?



"There's no need to change, we do it all anyway."



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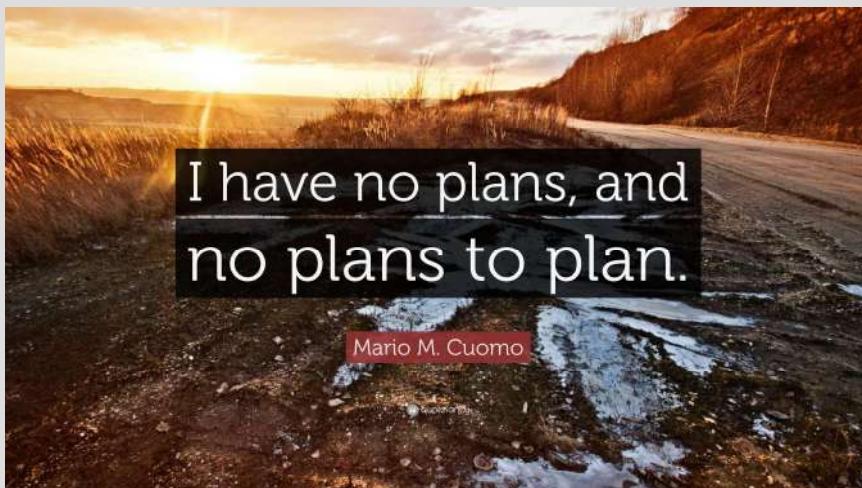




## Personal Plan Development

### Self Assessment

- Where am I now



Personal Development Plan



# Personal Plan Development

# Self Assessment

## • Where am I now



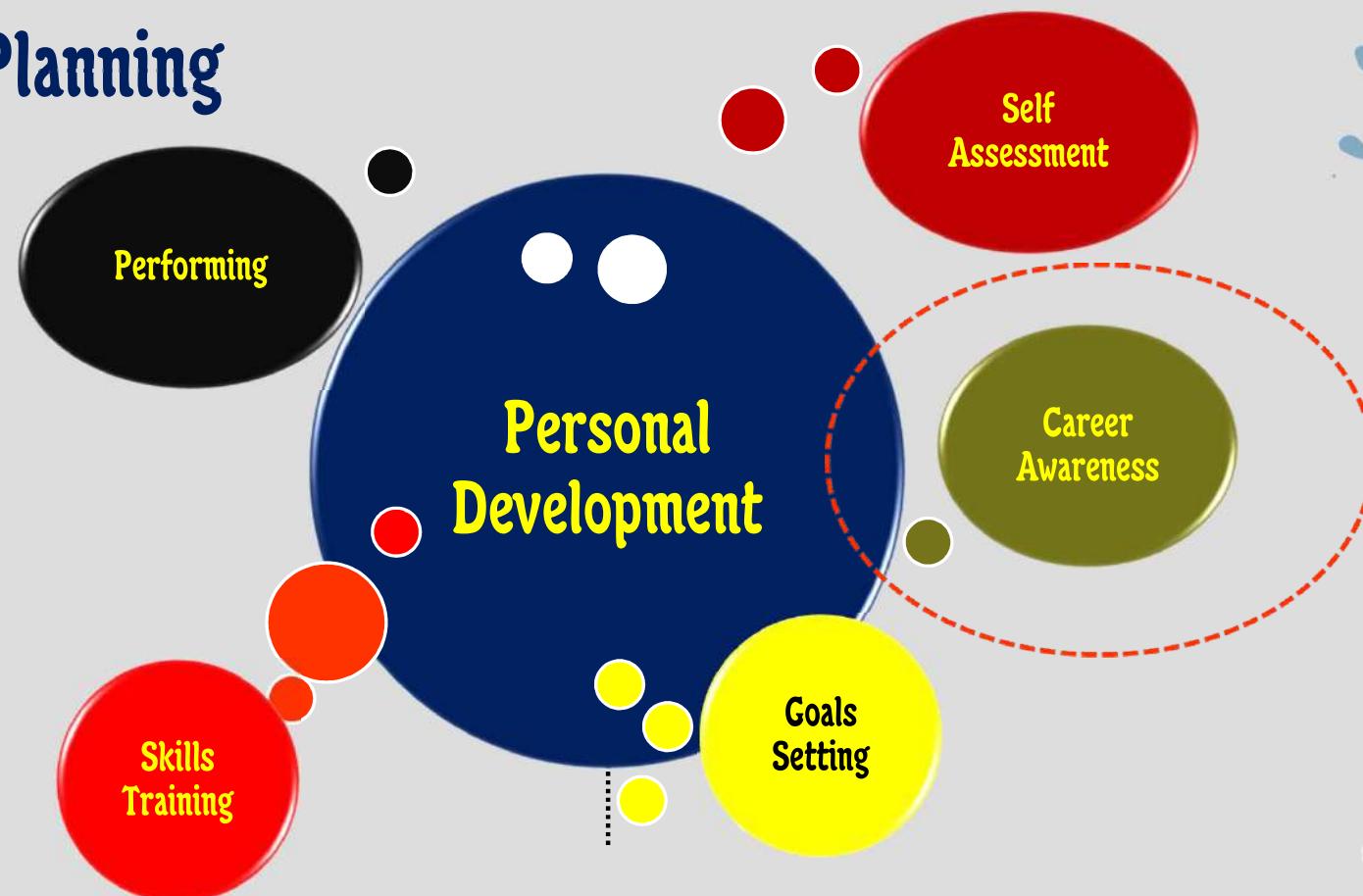
## I need continuing Professional Development



## Personal Development Plan



# Planning



Personal Development Plan



## Personal Plan Development

### Career Awareness

- Where am I now

I Need Continuing Improvement



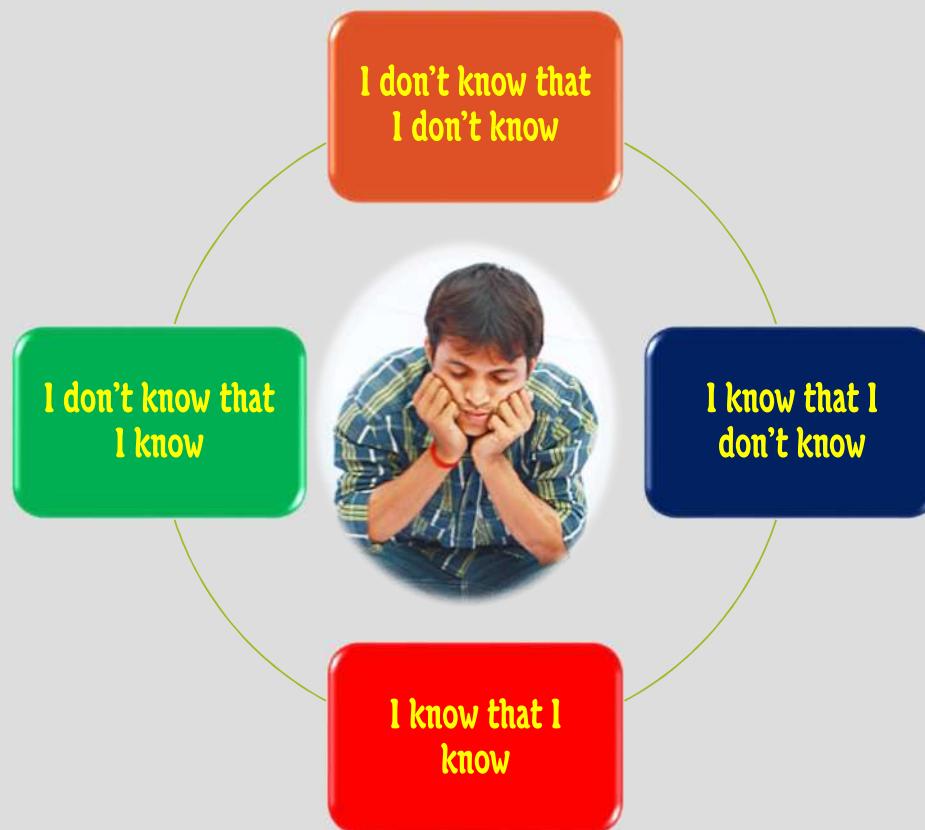
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# Personal Plan Development

Career Awareness



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## Personal Plan Development

Career Awareness



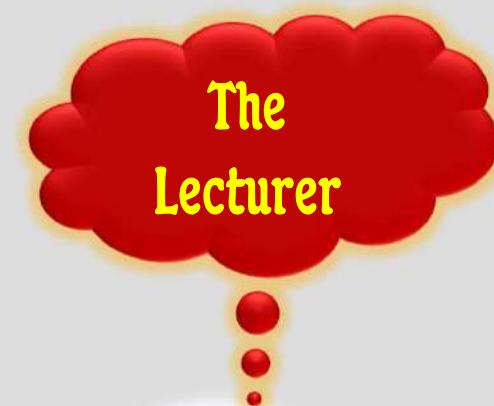
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## Personal Plan Development

### Job Description



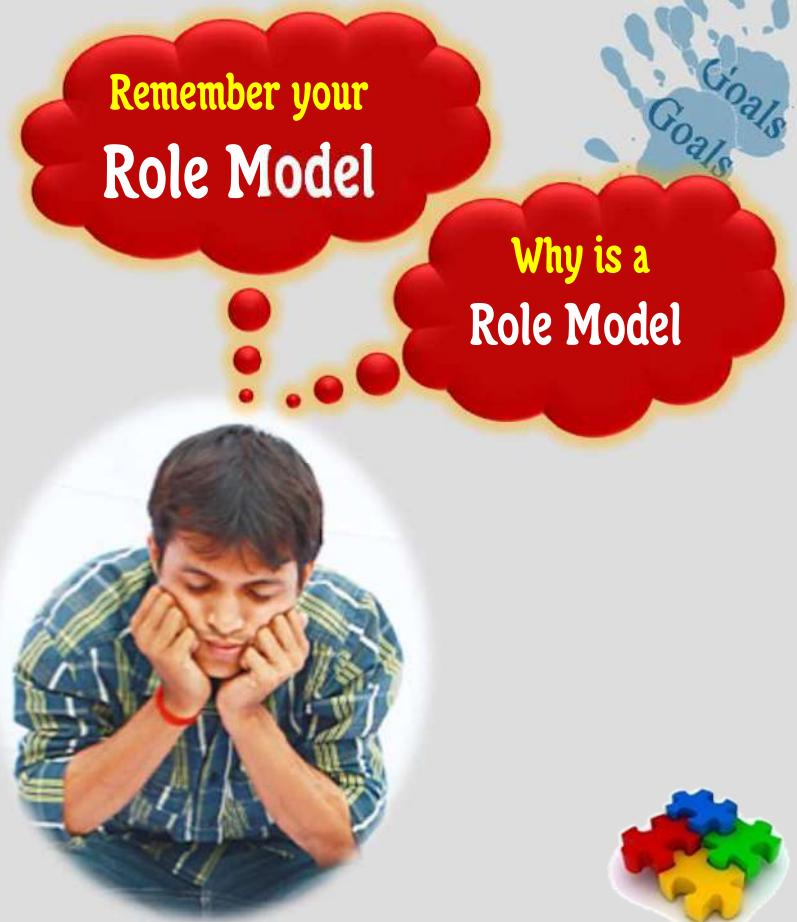
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## Personal Plan Development

- 1.
- 2.
- 3.
- 4.
- 5.

...



Personal Development Plan



## Personal Plan Development

1. ? %
2. ? %
3. ? %
4. ? %
5. ? %

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# Personal Plan Development

## Career Awareness



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## Personal Plan Development



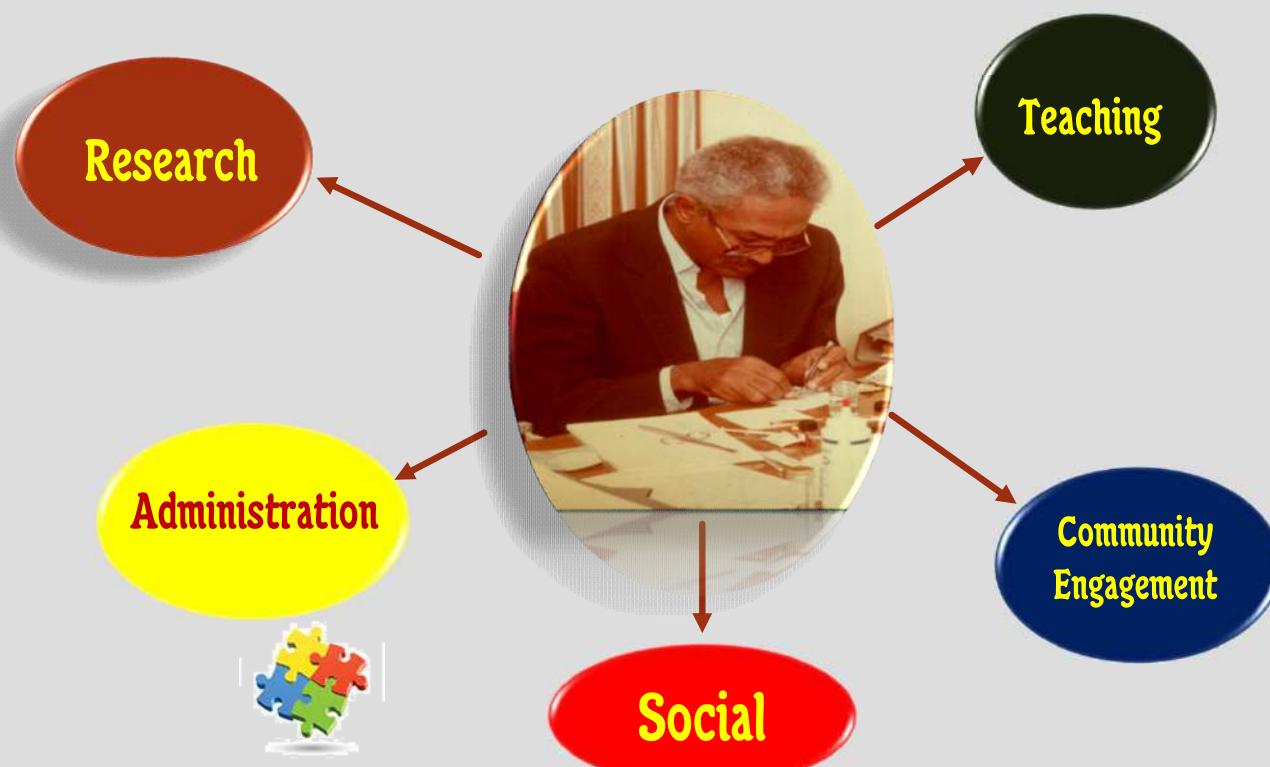
**Career  
Awareness**



**Personal Development Plan**



# Personal Plan Development



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# Personal Plan Development



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## Personal Plan Development

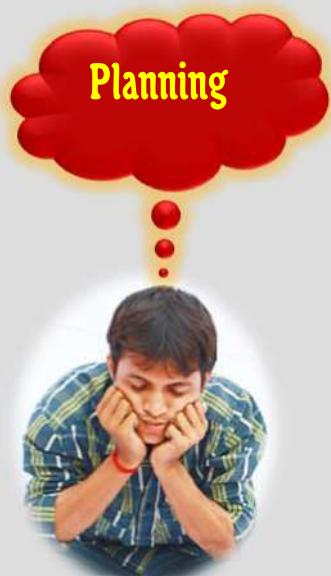


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## Personal Plan Development



Making an **Active Plan** to gain new skills and experiences

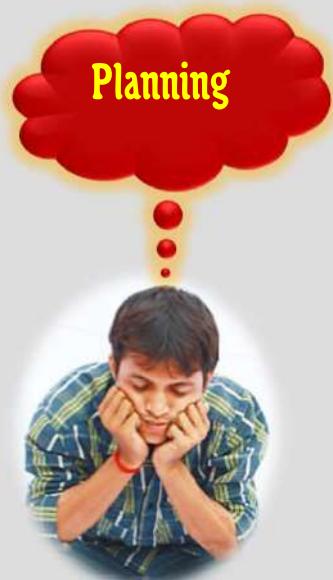


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## Personal Plan Development



Thinking carefully about what **Path To Choose**  
for the future.

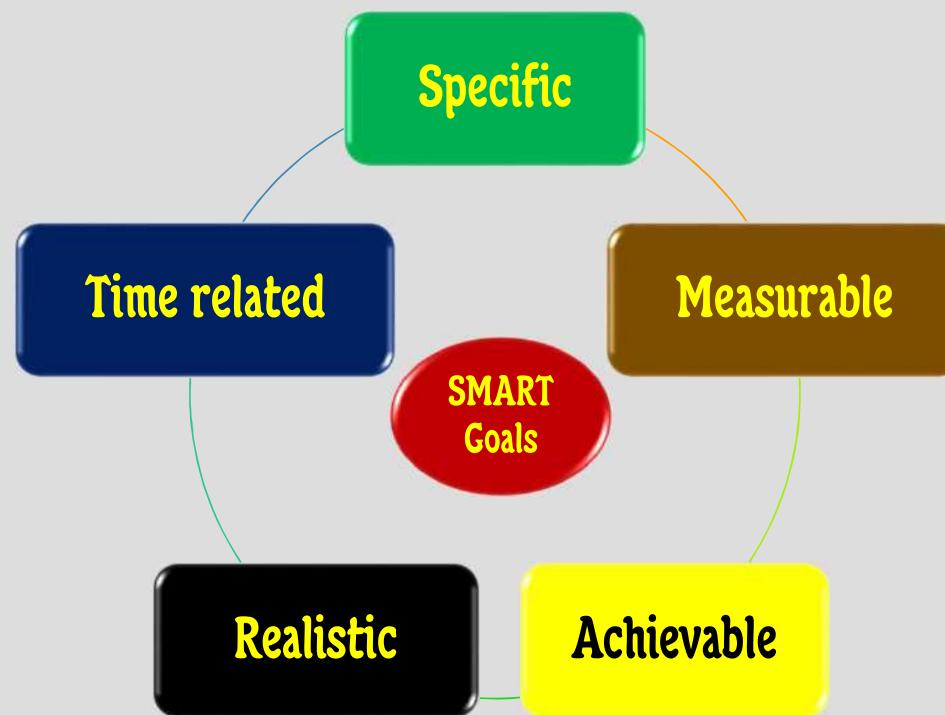


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## Personal Plan Development



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# Personal Plan Development

SMART  
Goals

Getting agreement on the **Content**

Getting agreement on the **Milestones**



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## Personal Plan Development



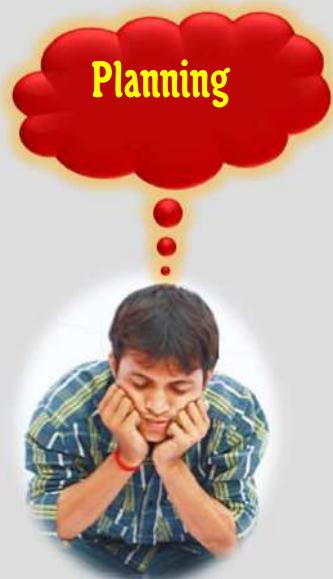
- Identify **Long-term Career Options** and the Tools necessary to succeed



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## Personal Plan Development



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Identify Short-term Needs For improving current performance



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# Personal Plan Development



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## Personal Plan Development



Develop clear sense  
of Expectations

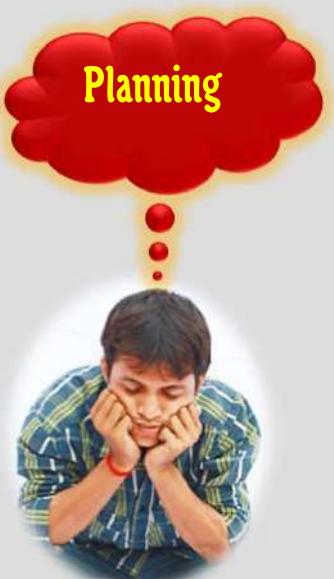


SMART  
Goals



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# Personal Plan Development



**Set Milestones along the way to achieving Specific Objectives.**



**Personal Development Plan**



## Personal Plan Development

Planning



SMART  
Goals



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# Personal Plan Development



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# Personal Plan Development

Planning



Communicator

Professional

SMART  
Goals

Medical Expert

Manager

Scholar

Collaborator

Health advocate



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# Personal Plan Development



Communicator

Professional

SMART  
Goals

Medical Expert

Manager

Scholar

Collaborator

Health advocate



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## Personal Plan Development



Where do I want to get to?

MBBS, FRCS, FRCSI, FRCS (G),  
MS, MD, FRCPPath,  
FRCP(London)

University of Khartoum



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## Personal Plan Development

Planning



## Community Engagement



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## Personal Plan Development

How do I get  
there



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## Personal Plan Development



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## Personal Plan Development



Dreamer

Doers

Critics



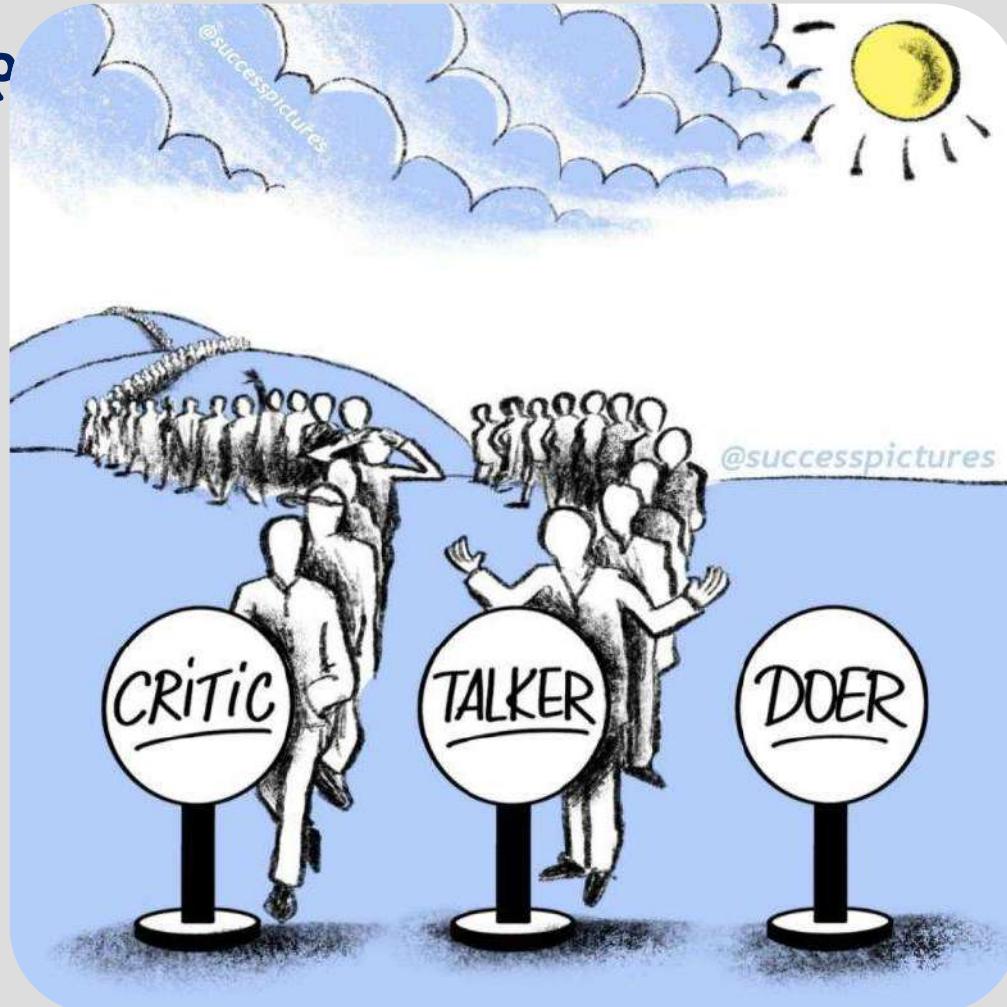
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## Personal Plan Development



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## Personal Plan Development

**“I never dreamed  
about success.  
I worked for it.”**

Estee Lauder



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ESTEE LAUDER



## Personal Plan Development

How do I get  
there

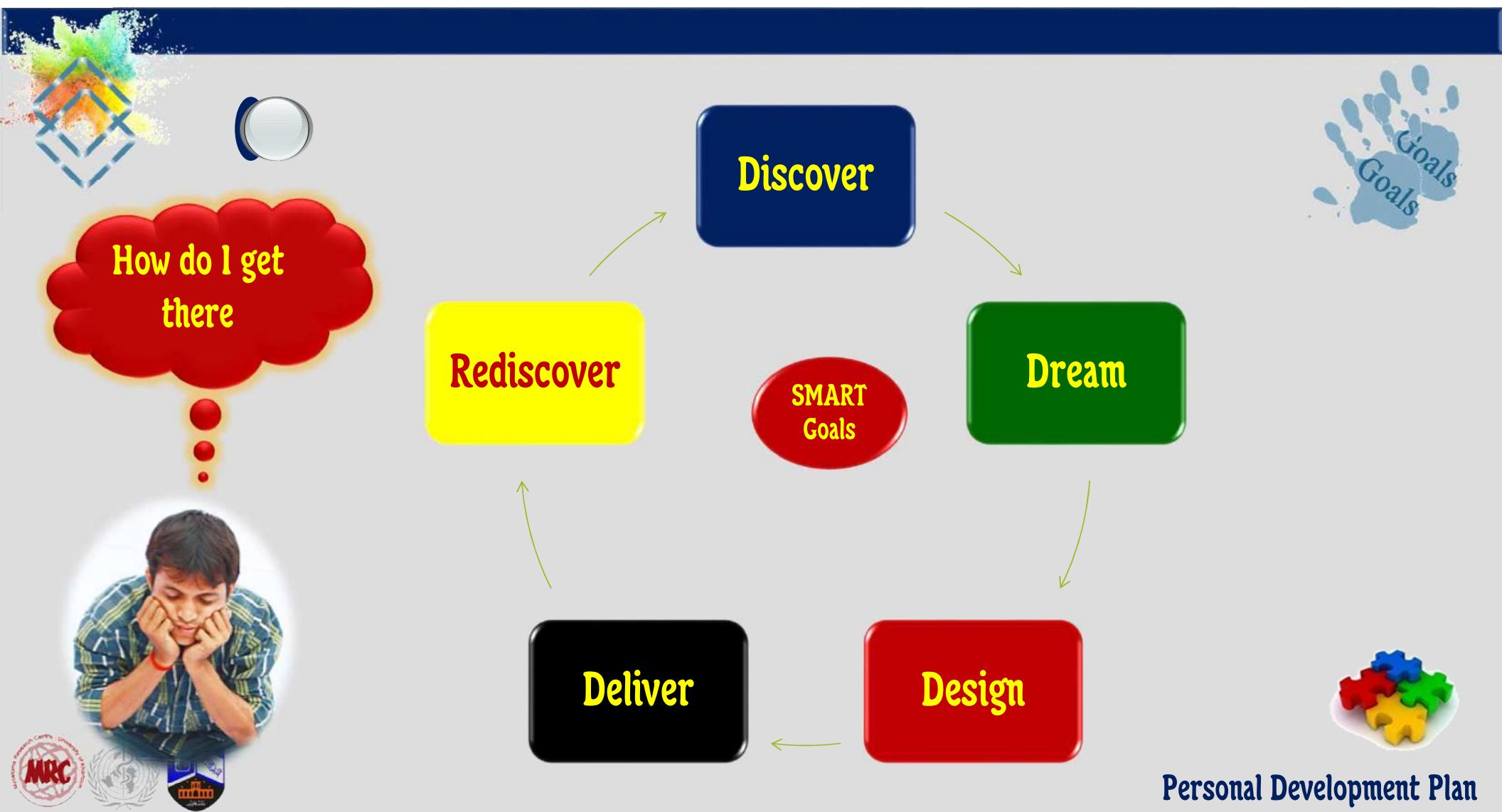


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Goals



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# Personal Plan Development

How do I get  
there



Conduct  
a Self  
Assessment



**CHARTING A  
COURSE FOR  
A SUCCESSFUL  
RESEARCH  
CAREER**

Survey  
Career  
Opportunities



Write PDP



Implement  
your PDP



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Goals**



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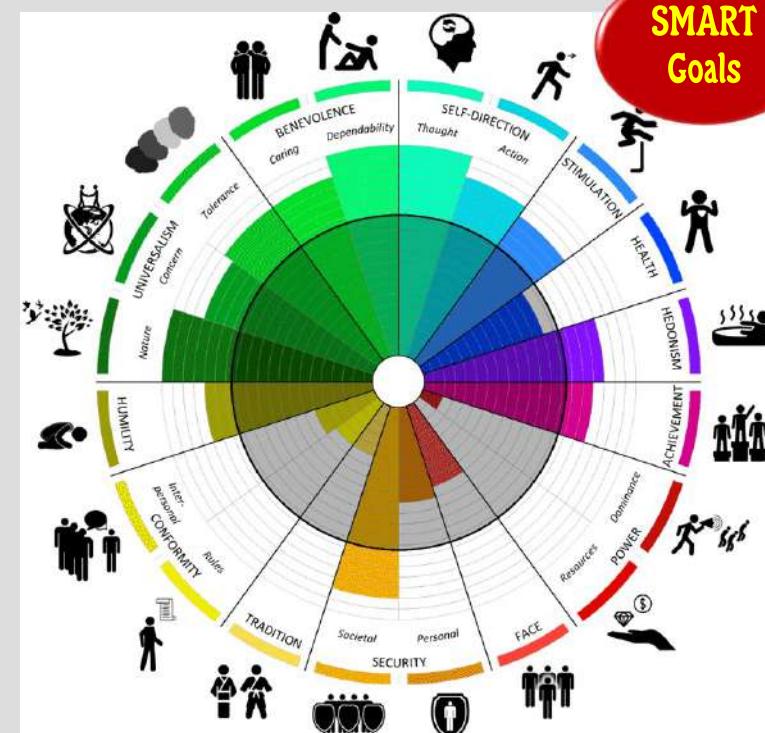
# Personal Plan Development

How do I get  
there



Conduct Self Assessment

Evaluate your personal  
**Values, Skills, and**  
Interests.



Personal Development Plan





# Personal Plan Development

Conduct Self Assessment



How do I get  
there



## Skills

- Core Science Knowledge
- Lab Skills
- Analytical Skills
- Teaching Skills
- Communication Skills
- Management Skills
- Career Development Skills



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Goals



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# Personal Plan Development

Conduct Self Assessment

How do I get  
there



Life Values

excellence  
honesty  
trust  
growth  
work life balance  
integrity  
quality service  
success  
faith  
openness  
achievement  
Values  
integrity  
success  
personal growth  
accountability  
consistency  
compliance



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# Personal Plan Development



## Conduct Self Assessment



- Music
- Travel
- Photography
- Reading



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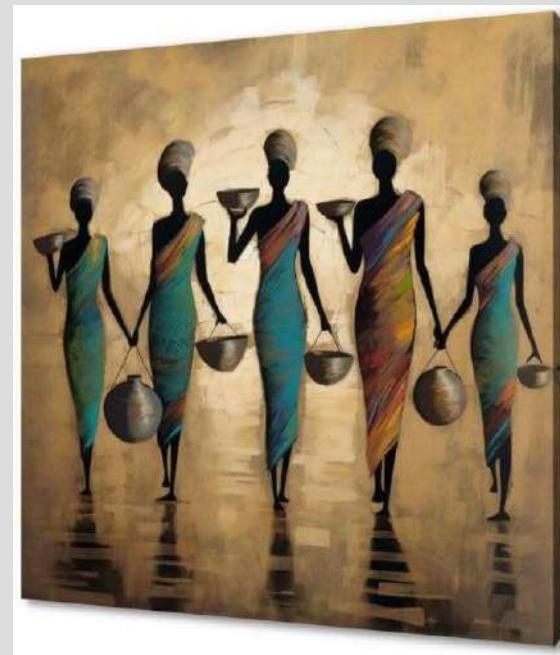
# Personal Plan Development

Conduct Self Assessment

How do I get  
there



Interests



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# Personal Plan Development

## Conduct Self Assessment

How do I get  
there



Identify your  
Strengths and areas  
that need  
Improvement.



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## Personal Plan Development

Conduct Self Assessment

How do I get  
there



Get **Feedback** from  
associates, friends, spouse,  
parents.



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## Personal Plan Development

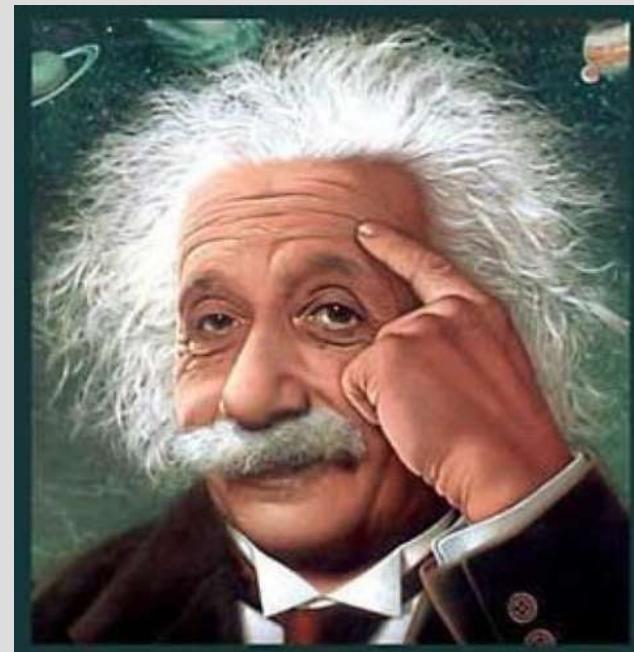
How do I get  
there



### Survey Career Opportunities

- Identify Realistic Career Opportunities.

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# Personal Plan Development

How do I get  
there



## Survey Career Opportunities

- Determine your **Developmental Needs**
- Comparing Current skills and strengths with those needed for your Career Choice.

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# Personal Plan Development

## Survey Career Opportunities

How do I get  
there



### Career Resources

- Internet
- Books
- Science's Next Wave
- Professional Societies
- Seminars

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innovate

Opening  
Career

Career.com  
Second-Act  
sources

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# Personal Plan Development

## Survey Career Opportunities

## Career Resources

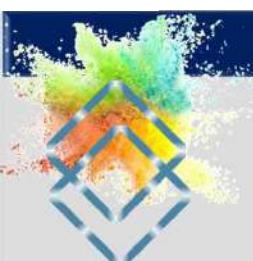
- Personal Interactions
  - Casual interactions
  - Informational interview



SMART Goals



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## Personal Plan Development

Survey Career Opportunities

How do I get  
there



Career Resources

● Mentor



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# Personal Plan Development

**Survey Career Opportunities**



## Career Resources

- **National Postdoctoral Associations**

**SMART Goals**



**Personal Development Plan**





## Personal Plan Development

How do I get  
there



Survey Career Opportunities

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### Two Best Tools



- **Networking** - connecting to people with useful information

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# Personal Plan Development

How do I get  
there



Survey Career Opportunities

Two Best Tools



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- Informational Interview ~ inside information on career choices



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## Personal Plan Development

**Write your PDP**

**Write down the Identified  
career Course.**

**Write it Down!**



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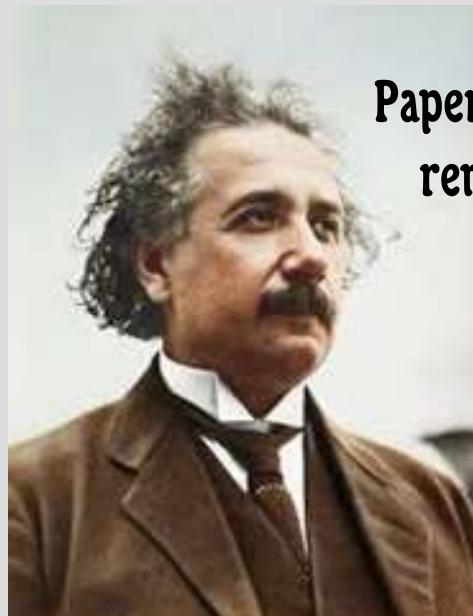
## Personal Plan Development

Write your PDP

How do I get  
there



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Paper is to write things down that we need to remember. Our brains are used to think

Albert Einstein



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## Personal Plan Development

How do I get  
there

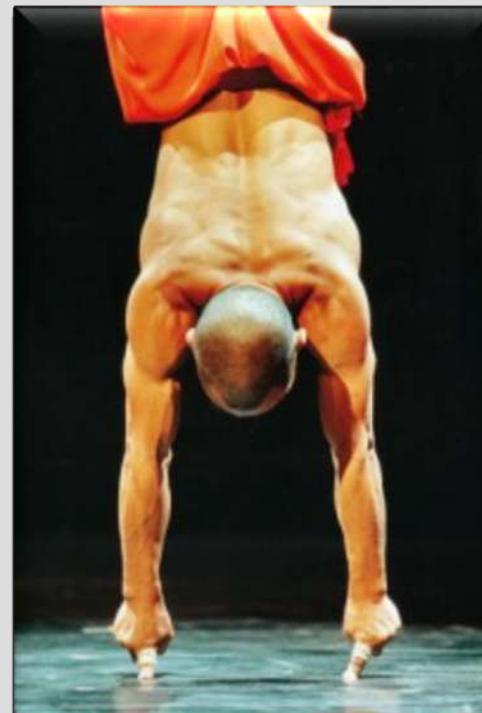
Write your PDP



List specific skills and  
strengths that you need to  
develop.



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## Personal Plan Development

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Write your PDP

How do I get  
there



- Define the Approaches and Time Frames to obtain the skills



Courses, technical skills, teaching, supervision



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## Personal Plan Development

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How do I get  
there

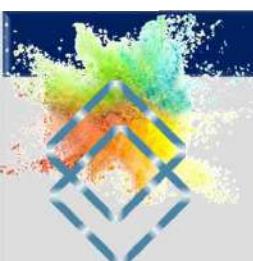


Write your PDP



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# Personal Plan Development



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## Presentation skills



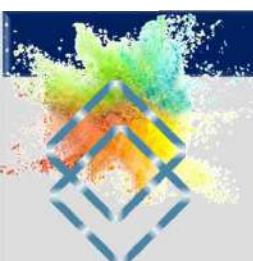
How do I get  
there



Task	How do I know?	Objective	How?	Evidence
Improve Presentation Skills	Feedback from my current presentation	To improve my English  To improve my handling of PowerPoint	English course  PowerPoint course	Feedback after my revised session



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# Personal Plan Development



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## Career specialisation



How do I get  
there



Task	How I do it	Starting date	Final date	Deliverable outcome
To become a surgeon	Pass part 1 Pass part II Surgical examination	?/?/2022 ?/?/2024	?/?/2026	



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## Personal Plan Development

How do I get  
there

### Write it down

The discipline of writing something down is the first step toward making it happen.

In conversation, you can get away with all kinds of vagueness, often without even realizing it.



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## Personal Plan Development

How do I get  
there



**Mentor**  
A wise and trusted  
guide  
and advisor



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## Personal Plan Development

How do I get  
there



**Write your PDP**

**Discuss** draft PDP with  
**The Mentor** and revise.

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## Personal Plan Development

How do I get  
there



Review the plan and  
your progress with  
your Mentor  
regularly.



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VanderHouwen

INTRO TO CAREER MENTORSHIP:

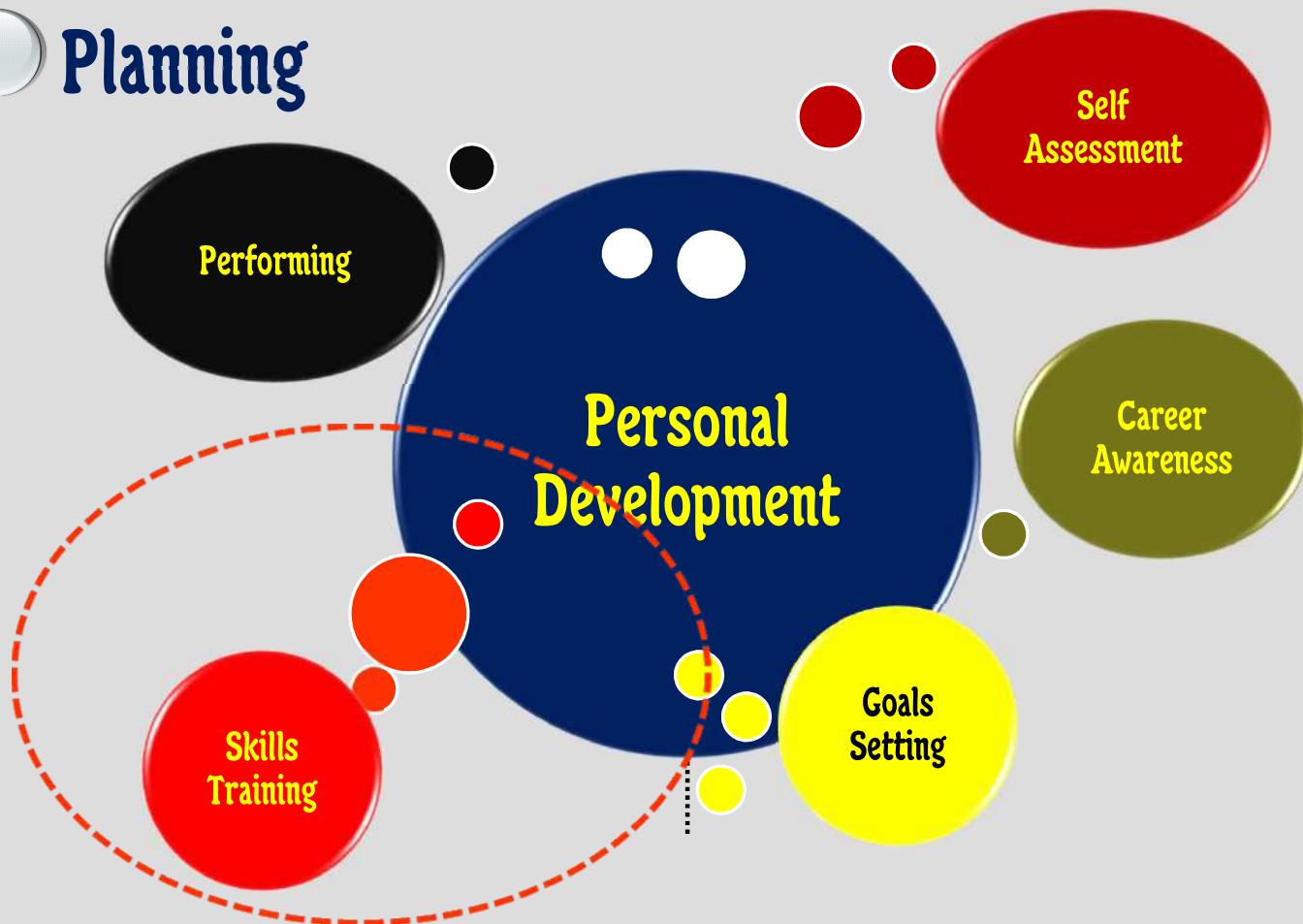
**How to Find a Mentor**

MENTOR



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# Planning



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## Personal Plan Development

How do I get  
there



Put your plan into action.

Revise the plan as  
necessary.



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## Personal Plan Development

How do I get  
there



What have you accomplished  
over the past year?

How has your plan changed?

What are your plans for the future?

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## Personal Plan Development

How do I get  
there



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## Career Monitoring



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# Personal Plan Development

How do I get  
there



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# Personal Plan Development

How do I get  
there



eportfolio

multimedia interests academic build share types reflect shared web-links point range  
electronic career technology portfolio worldwide broader archived learning work graphics  
responsible planning power archive assessment moved presenting experience  
life students video development web-based media display educational connect professional  
bridge involved wide also audio also

build share types reflect shared web-links point range  
electronic career technology portfolio worldwide broader archived learning work graphics  
responsible planning power archive assessment moved presenting experience  
life students video development web-based media display educational connect professional  
bridge involved wide also audio also

select process easily evidence context various  
powerful personal goals link  
enable culture actively become others

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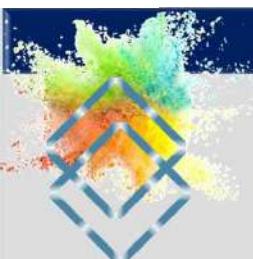
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Take Home Messages

SMART  
Goals



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## Take Home Messages

Personal Development  
Plan

Is not for broken people

It is for people who want  
a better life



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Goals



Personal Development Plan





## Take Home Messages



SMART  
Goals



Personal development plan is not for broken people,  
it is for people who want a better life



Personal Development Plan





## Take Home Messages

SMART  
Goals



Personal development plan is not for broken people,  
it is for people who want a better life

Personal Development Plan





## Take Home Messages

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Goals



Personal Development Plan





## Take Home Messages

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Goals

### فكرة سودانية

إذا أحسست بأن لديك رغبة في العمل..  
استرخي قليلا حتى تزول تلك الرغبة..



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## Take Home Messages

### The Sudanese Blame Culture



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Goals



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## Take Home Messages

### The Sudanese Blame Culture



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## Take Home Messages

The way to get it started is  
to **Quit Talking**  
and begin to work

Walt Disney



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## Take Home Messages



Bill Bradley

**"Ambition is the path to success.  
Persistence is the vehicle you arrive in."**



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2

**"Success is where  
Preparation  
and Opportunity  
meet."**

## Take Home Messages



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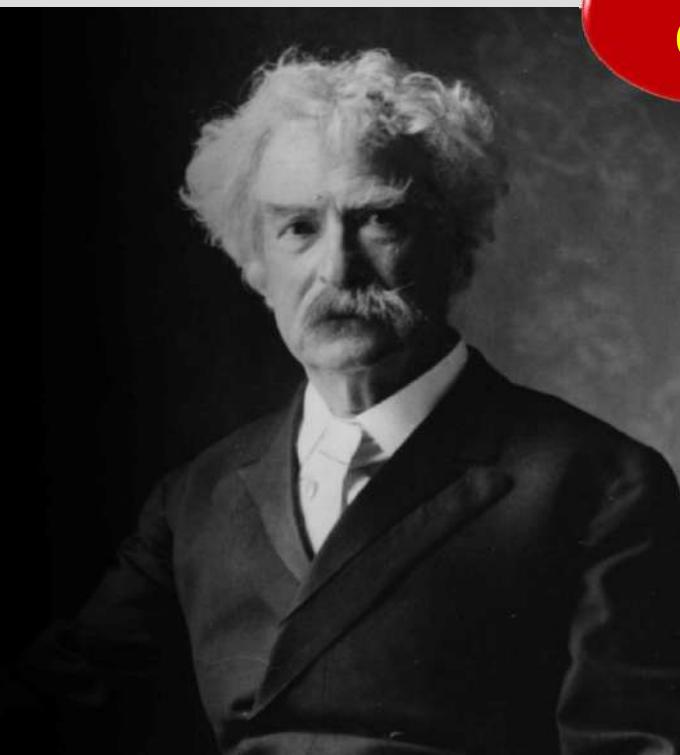
## Take Home Messages

2

“ To succeed in life,  
You need two things:  
ignorance and  
confidence.”

— *Mark Twain*

Your Self  
Quotes



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Goals



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## Take Home Messages

3

Time management  
Motivation  
Ignorance

Make an unbeatable combination for  
**Success**



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## Take Home Messages

3 Ps

Patience  
Persistence  
Perspiration

Make an unbeatable combination for  
**Success**



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Goals



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## Take Home Messages



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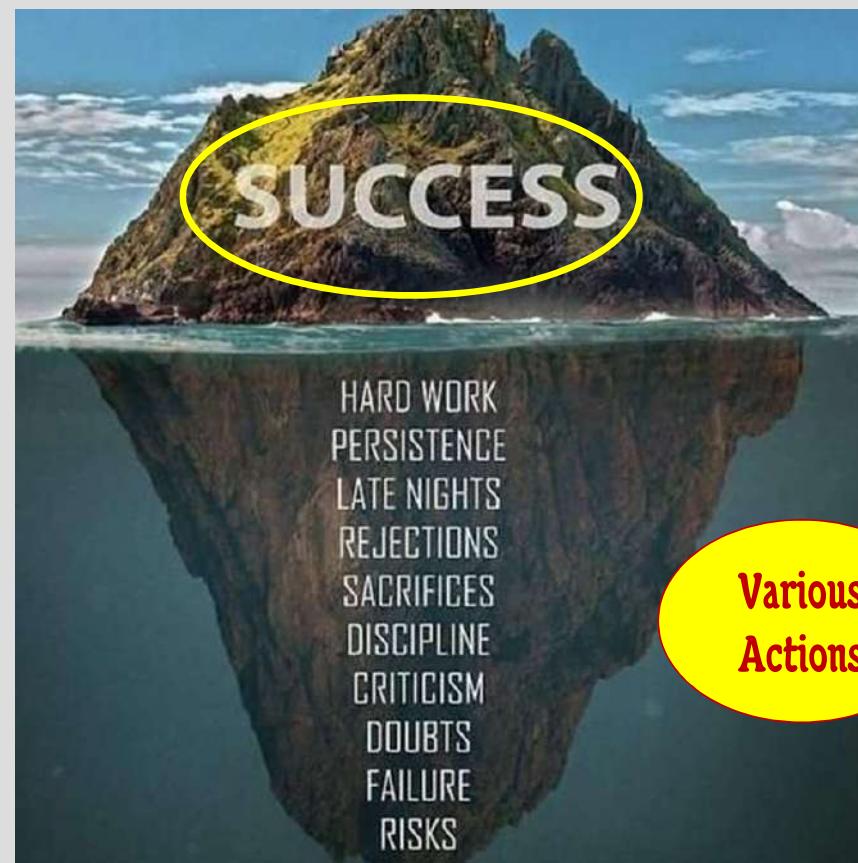
Various  
Actions

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## Take Home Messages



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Various  
Actions

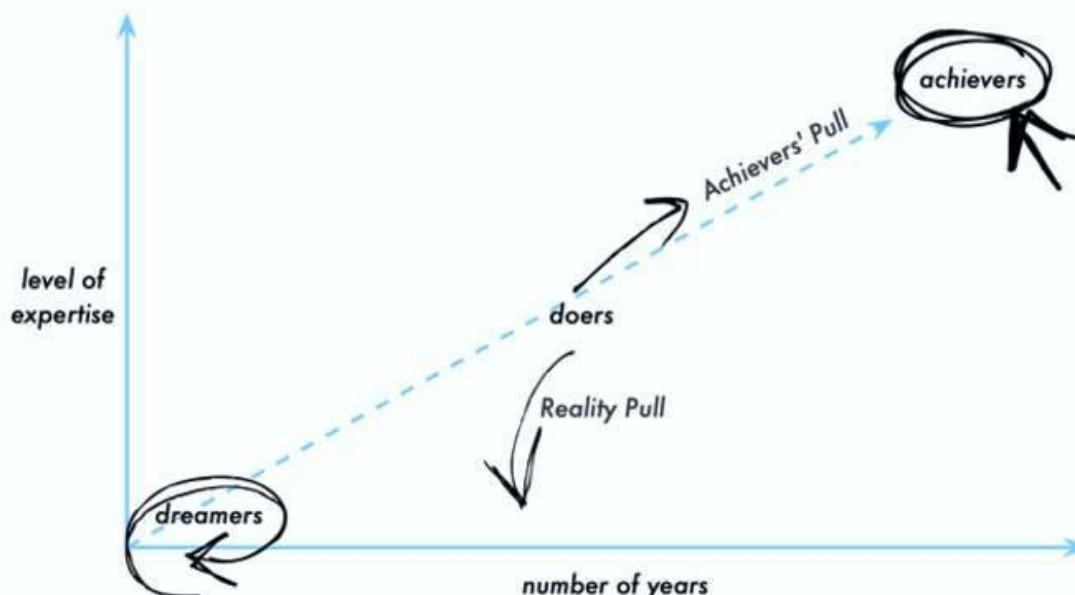


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# Take Home Messages

The Three Types: Dreamers, doers and achievers



A doer has to defy the pull of reality and the circle of dreamers in order to become an achiever. The Achievers' Pull is strongest when you're thinking and doing, and not just thinking.

Various  
Actions



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## Take Home Messages

Critics  
will watch



Doners  
will win



Dreamers  
will dream



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## Take Home Messages

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### Push Yourself

Because no one else  
is going to do it for  
you



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## Take Home Messages

Success is not final, Failure is not fatal.  
It is the courage to continue that counts.

Winston Churchill



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## Take Home Messages

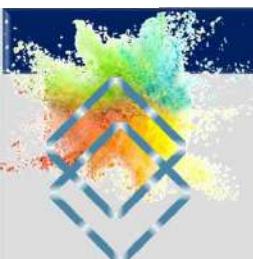


**SMART  
Goals**



**Personal Development Plan**





## ● In Conclusion

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## Conclusion

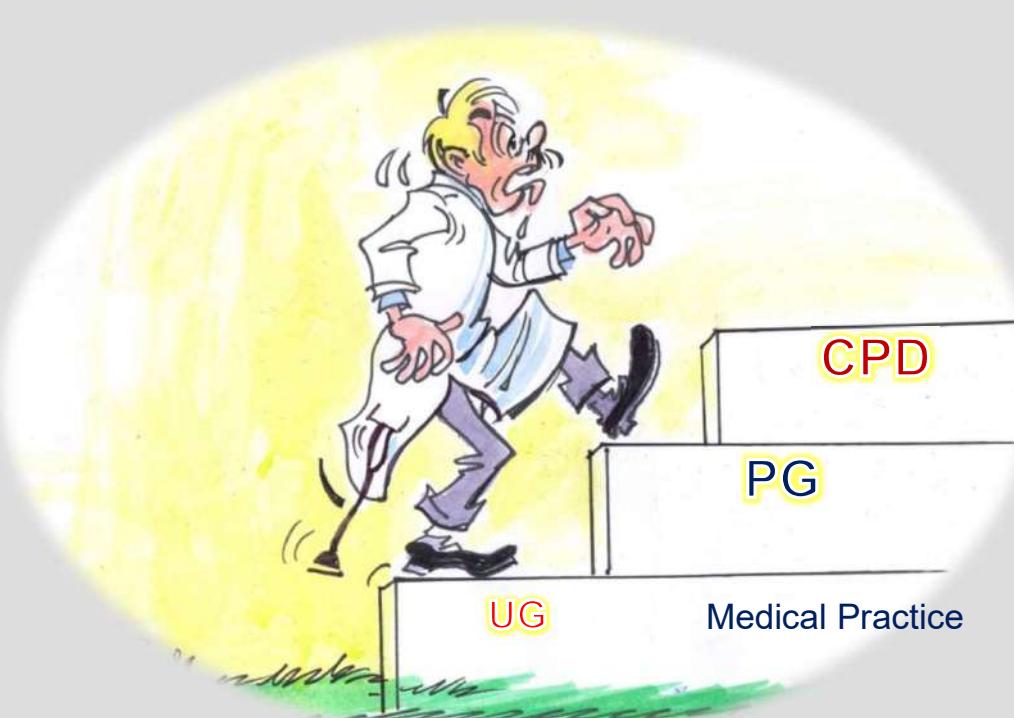
Have a career plan



Personal Development Plan

## Conclusion

Have a  
Career Plan



SMART  
Goals

Continuing  
Professional  
Development



Personal Development Plan

## Conclusion

Have a  
Career Plan



Overcome the  
Limitations

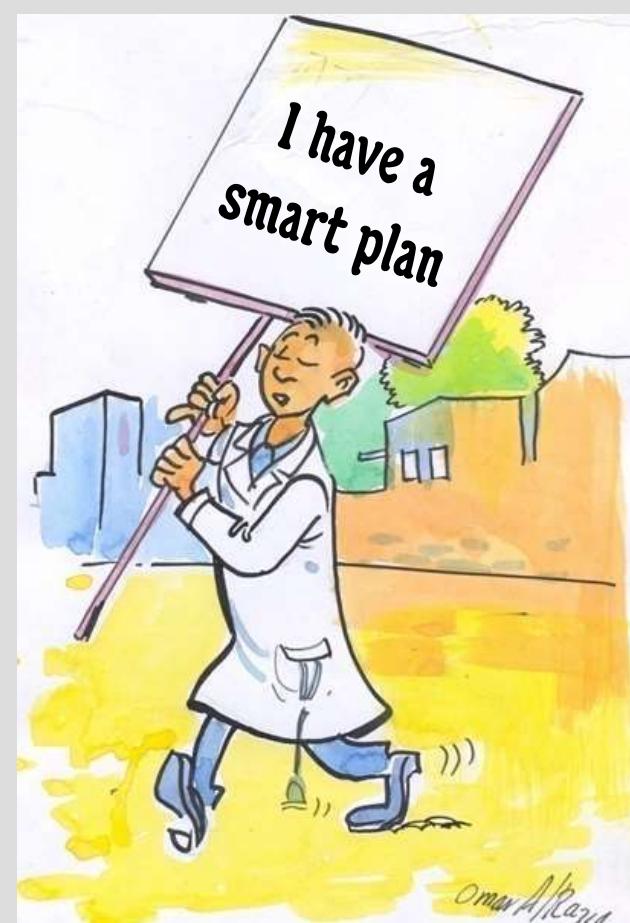
SMART  
Goals



Personal Development Plan

Have a  
Career Plan

## Conclusion

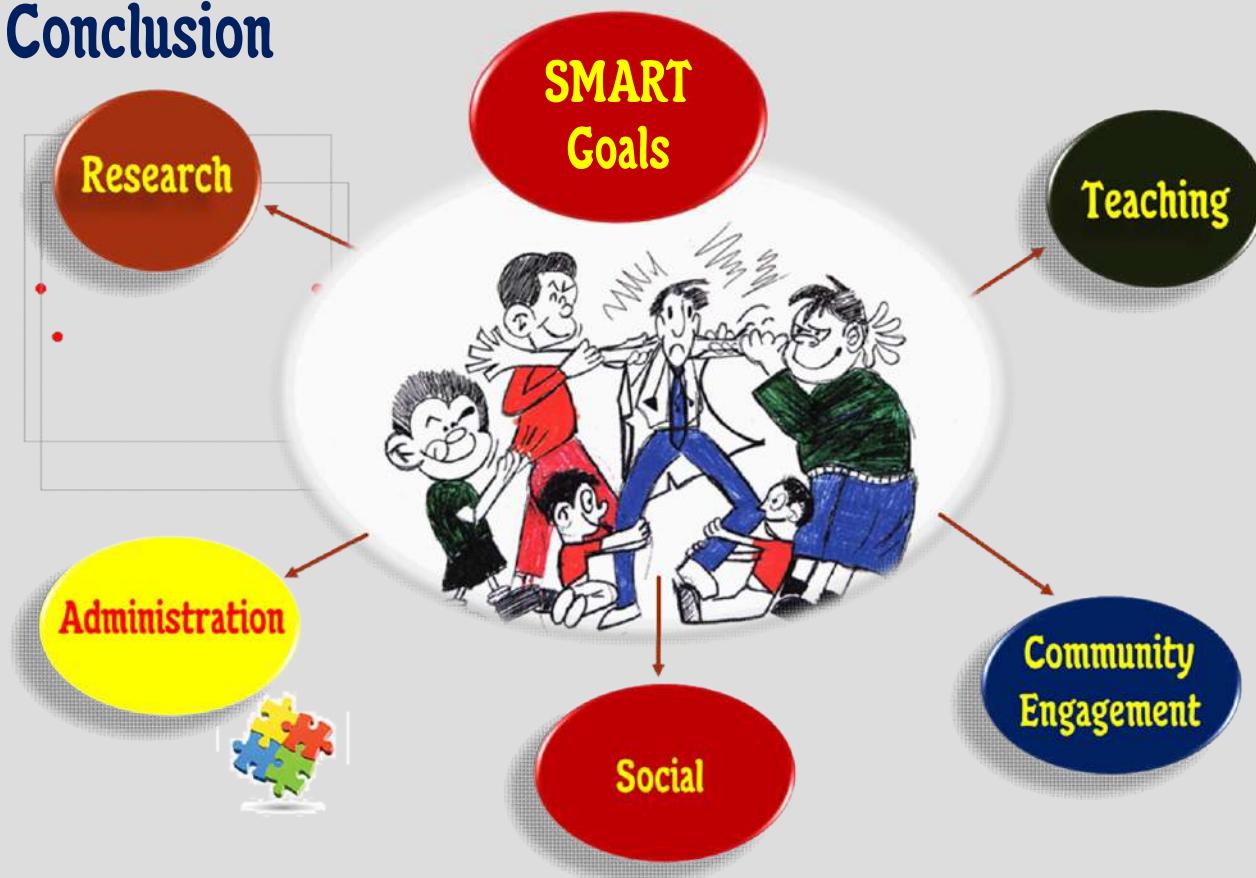


**SMART  
Goals**



Personal Development Plan

# Conclusion



Personal Development Plan

## Conclusion



Know your interest  
before it is too late



SMART  
Goals



Personal Development Plan



لما حياتك  
 تكون ما  
 طابطة بس  
 انت متمسك  
 ويتناول



SMART  
Goals



Personal Development Plan





## Conclusion

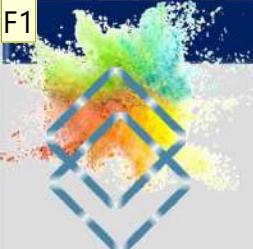


SMART  
Goals



Personal Development Plan





F1

## Conclusion



**SMART  
Goals**



**Personal Development Plan**







## Conclusion



SMART  
Goals



Personal Development Plan





## Conclusion

Indeed it is  
possible To Plan  
& Achieve an  
excellent career  
in life



SMART  
Goals



Personal Development Plan

# Conclusion

SMART  
Goals



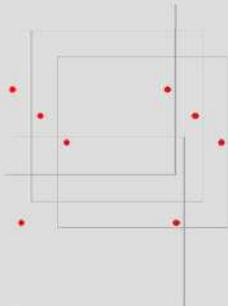
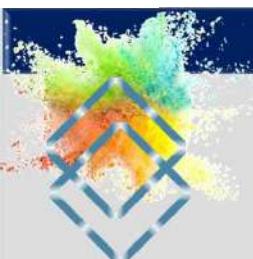
Personal Development Plan

## Conclusion

Let us wake  
up and smell  
the coffee



Personal Development Plan



SMART  
Goals



Thank you very much indeed for your kind attention



Personal Development Plan





[ahfahal@mycetoma.edu.sd](mailto:ahfahal@mycetoma.edu.sd)

[www.ahmedfahal.net](http://www.ahmedfahal.net)



Personal Development Plan





## Personal Development Plan



## How to achieve that

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How to achieve that

What are the messages ?



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Personal Development Plan

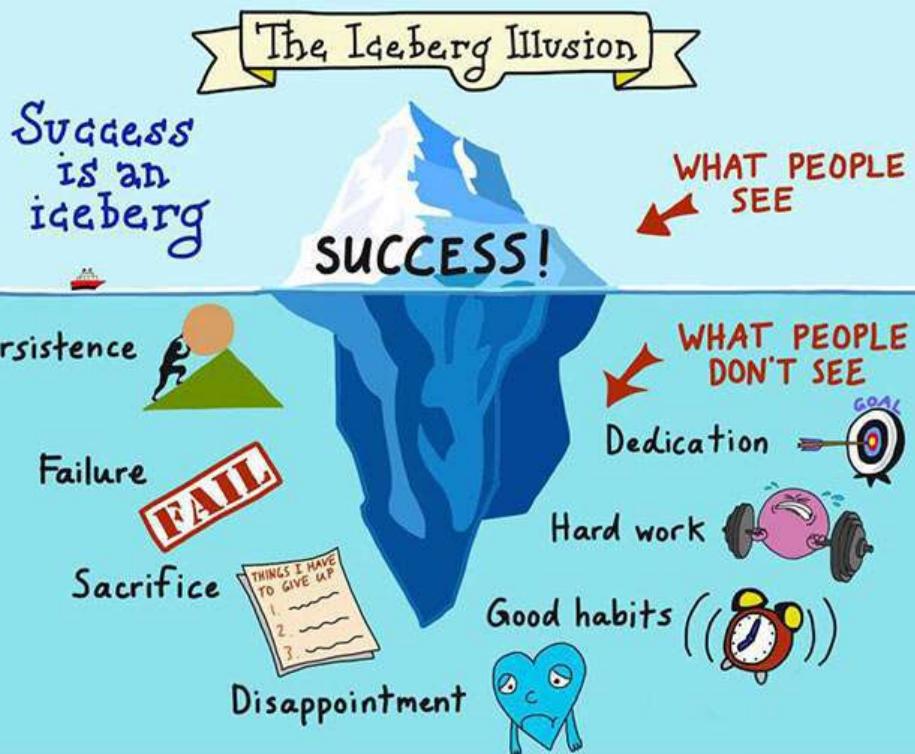


# Sudanese Blame Culture



Personal Development Plan

## Take Home Messages



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# Content

Become addicted to constant and never-ending self-improvement.

Anthony J. D'Angelo

BrainyQuote®

Excellence is a habit, therefore it can be developed.

Storymirror.co

"Even when we get different answers to the same question,

**LIFE IS ABOUT BECOMING A BETTER VERSION OF YOURSELF.**

KUSHANDWIZDOM

Personal Development Plan





## Take Home Messages



Personal development is not for broken people, it is for people who want a better life



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Personal Development Plan





## Take Home Messages



Personal development is not for  
broken people, it is for people who  
want a better life



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Personal Development Plan



## Take Home Messages



Personal Development Plan  
Personal Development Plan



## Take Home Messages

Personal development is not  
broken people, it is for people  
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Personal Development Plan  
Personal Development Plan



## Take Home Messages

Personal development is not for broken people, it is for people who want a better life



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Personal Development Plan





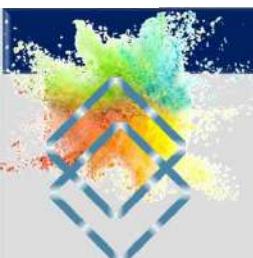
## Take Home Messages



Personal development is not for broken people, it is for people who want a better life



Personal Development Plan



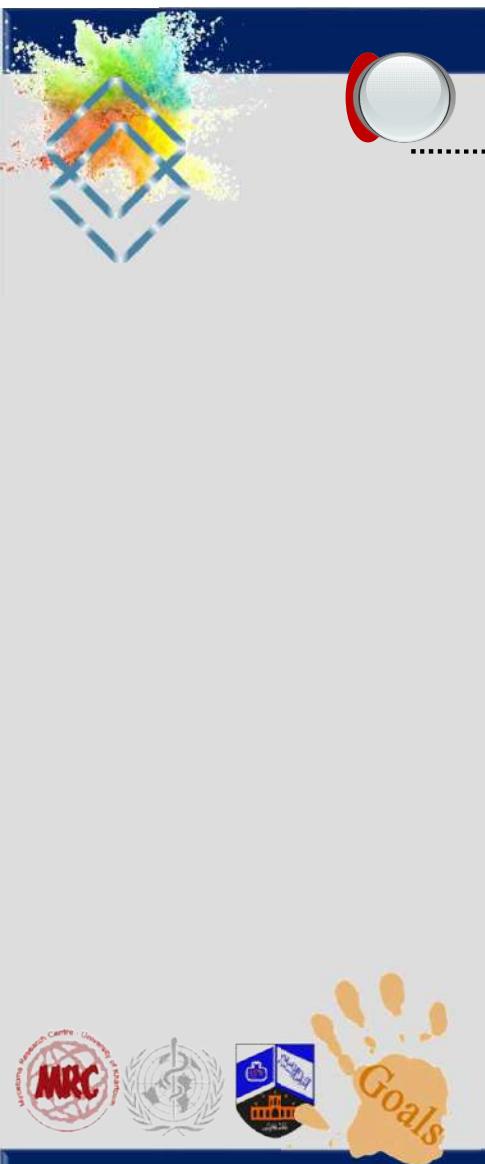
## Take Home Messages



Personal development is not for broken people, it is for people who want a better life



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# DREAM IT. WISH IT. DO IT.



SUCCESS.com

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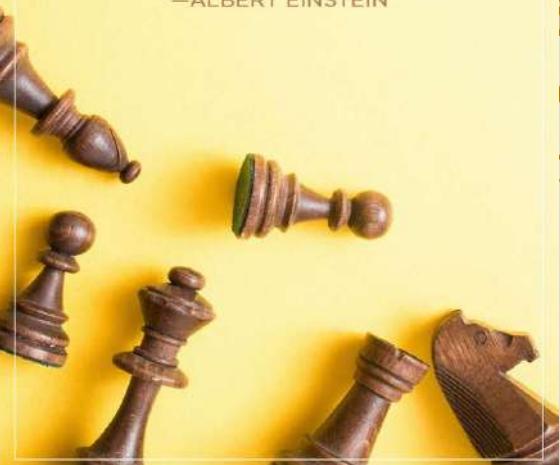
## Take Home Messages

CountryLiving

**"Try not to become  
a man of success,  
but rather try to become  
a man of value."**

—ALBERT EINSTEIN

development is not for  
ople, it is for people who  
ter life



Goals



Personal Development Plan  
Personal Development Plan





# OBJECTIVE RESULTS

- Sigma Xi Postdoctoral Survey
- Those with a plan were:
  - more satisfied
  - more productive
  - less likely to have conflict with PI

# Introduction



Bill Bradley

"Ambition is the path to success. Persistence is the vehicle you arrive in."

Bobby Unser  
Napoleon Hill

"Success is where preparation and opportunity meet."

"Patience, persistence and perspiration make an unbeatable combination for success."  
Colin Powell

"Success is the result of perfection, hard work, learning from failure, loyalty, and persistence."

Henry Ford

"Coming together is a beginning; keeping together is progress; working together is success."



Stephen Hawking

"However difficult life may seem, there is always something you can do and succeed at."  
success quote

Napoleon Hill

"Patience, persistence and perspiration make an unbeatable combination for success."

Wayne Huizenga

"Some people dream of success, while other people get up every morning and make it happen."

Winston Churchill

"Success is not final, failure is not fatal: it is the courage to continue that counts."

# Introduction



- This resource can be used as a stand alone aid to your own personal and professional development or to support an accredited prior (experiential) learning (APEL) claim.

# Personal Development Planning (PDP)



- Personal Development Planning (PDP) is defined as 'a structured and supported process undertaken by an individual to reflect upon their own learning, performance and/or achievement and to plan for their personal, educational and career development'. (Higher Education Academy, 2011).
- PDP is increasingly used in higher education to support learners with their on-going educational and professional development.
- PDP represents a policy initiative that grew out of the Dearing Review (1997)
- PDP aims to develop autonomous learners and workers who are able to plan their own career and personal future

# Personal Development Planning (PDP)



Adapted from Jackson, (2001) PDP is intended to support students to:

- Understand their learning in the wider political and social context
- Improve their study skills
- Clearly identify their future aspirations and evaluate their progress towards these aspirations
- Engage with the idea of life long learning

## What is it

- Where have I been?
- Where am I now?
- Where do I want to get to?
- How do I get there?
- How will I know I have got there?

Jackson (2001)



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Personal Development Plan



# Personal Development Planning (PDP) & Work Based Learning



The work place is seen increasingly as a site to gain academic credit and qualification, and the reflective, planning and development skills on which PDP is based lends itself well to work based learning. Jackson (2001) articulates this link around five simple questions:

- Where have I been?
- Where am I now?
- Where do I want to get to?
- How do I get there?
- How will I know I have got there?



## What can result from PDP?

It is anticipated that learners will:

- Develop a responsible attitude to their own personal and professional development
- Recognise opportunities for future development and learning
- Foster self-improvement
- Monitor and review progress towards the achievement of goals and targets
- Able to reformulate strategy and thinking if it isn't progressing
- Able to justify and account for their personal choices

# What are the benefits of PDP for learners?



- Integration of personal, professional and academic to enhance learning and foster future development
- Extra-curricula and pastoral can be included to present a more holistic picture of a learners full portfolio
- Learners can gain information on how their own evidence of learning can be eligible for accreditation
- PDP compliments students progress files and thereby engages with a variety of different information.
- PDP develops self appraisal skills
- PDP incorporates self-managed opportunities that include reflective portfolios (please make reference to the OER, *Understanding Professional Development*) and learning contracts, which are considered in the accompanying student guide that relates to this.

# References



Higher Education Academy (2011) *Personal Development Planning* Available at:  
<http://www.heacademy.ac.uk/resources/detail/pdp/pdp>

Downloaded on: 12 August 2011

Mansvelder-Longayroux, D.D., Beijaard, D. & Verloop, N. (2007) *The Portfolio as a tool for Stimulating reflection by Student Teachers*, Teaching and Teacher Education, Vol 23, p.47-62

Related presentations:

- Understanding Professional Development – 1. Developing Reflective Practice for Learning: <http://hdl.handle.net/10293/1329>
- Understanding Professional development 2 - Reflective Writing for Professional Development <http://hdl.handle.net/10293/1336>
- Understanding Professional Development – 3 Developing a Reflective Portfolio: <http://hdl.handle.net/10293/1331>

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Description	Presentation
Date Created	25 <sup>th</sup> August 2011
Educational Level	Level 5
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Educational Resources programme

# WHY?



- Personal
- Needs related
- Reflective
- Relevant
- Record for lifelong learning
- Reaccreditation



# STEPS

Step 1: What do I think I need to learn?

Step 2: What do I know I need to learn?

Step 3: How will I learn?

Step 4: How am I going to know if I have done it?

# Step 1: WHAT DO I THINK I NEED TO LEARN ?



- DO NOT FOCUS ON AREAS OF EXPERTISE, BUT ON AREAS OF DEFICIENCY.
- What areas of work make you anxious?
- What keeps coming up as a problem?
- What are you good at (and might enjoy learning more about)?
- What conditions do you wish would present to your partners rather than yourself?

## Step 2: WHAT DO I REALLY NEED TO LEARN?

- Staff views/observations.
- Consultants' comments.
- Partners' confidential appraisal.

## Step 2: WHAT DO I REALLY NEED TO LEARN?

- PUNS ("Patients' Unmet Needs")
- DENS ("Doctor's Educational Needs").
- SEA ("Significant event analysis")
- Audit data



## Step 3: HOW WILL I LEARN?

- An outline of how you plan to address your learning needs.
- Try to make these "SMART":
  - Specific
  - Measurable
  - Achievable
  - Relevant
  - Timed



## Example: presentation skills in English

What	How do I know?	Aims	How?	Evidence
Improve presentation skills	Feedback from my current presentation	To improve my English To improve my handling of Power point	English course Course on Power point	Feedback after my revised session



## Step 4: ASSESSMENT

- It is helpful to find a mentor with whom to discuss your plan before you implement it

or

- Have a discussion between peers

or

- You can do it alone as you already do when planning your CME



# ASSESSMENT OF NEEDS

- Educational needs are of relevance to primary care
- There is a balance of needs
- The need represents a deficiency
- There is evidence of need
- If a GP has a specialised role, this is being considered
- Addressing the needs seems feasible

# ASSESSMENT OF OBJECTIVES AND ACTIVITIES



- The objectives are SMART
- The activities are appropriate



# ASSESSMENT OF EVIDENCE

- There is evidence of learning
- Evidence arises from mainstream activity
- There is evidence of reflective learning
- Certificates



## AFTER ONE YEAR

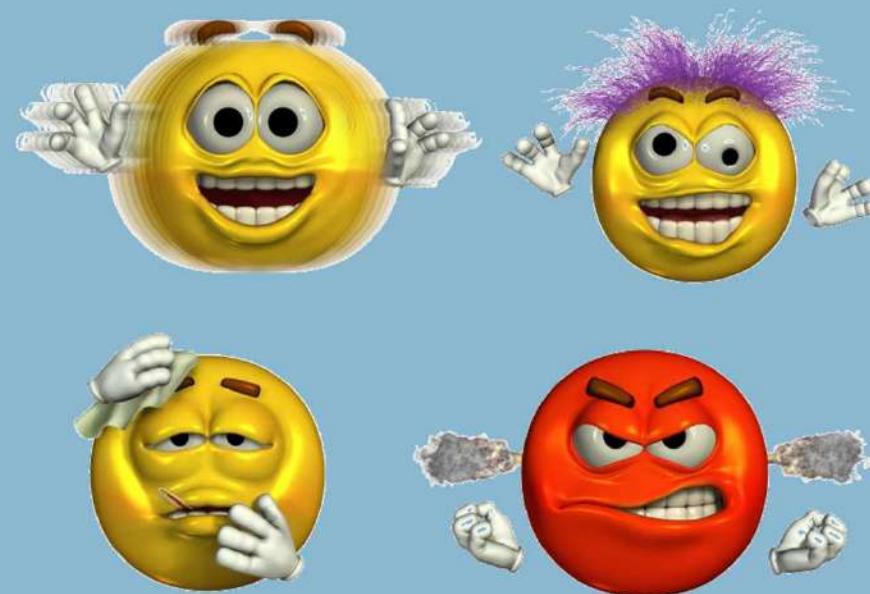
- Start again. Develop learning needs for next year's plan



## TIPS

- Make your first PDP simple
- Take time each week to work on the PDP
- Write!
- Review and edit it

## How to achieve that



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Personal Development Plan



## How to achieve that



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Personal Development Plan



## How to achieve that



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## How to achieve that



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## How to achieve that



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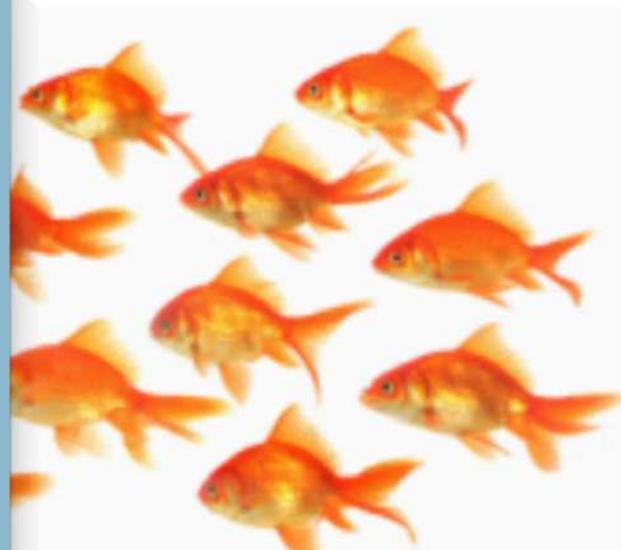
## How to achieve that



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## How to achieve that



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## How to achieve that

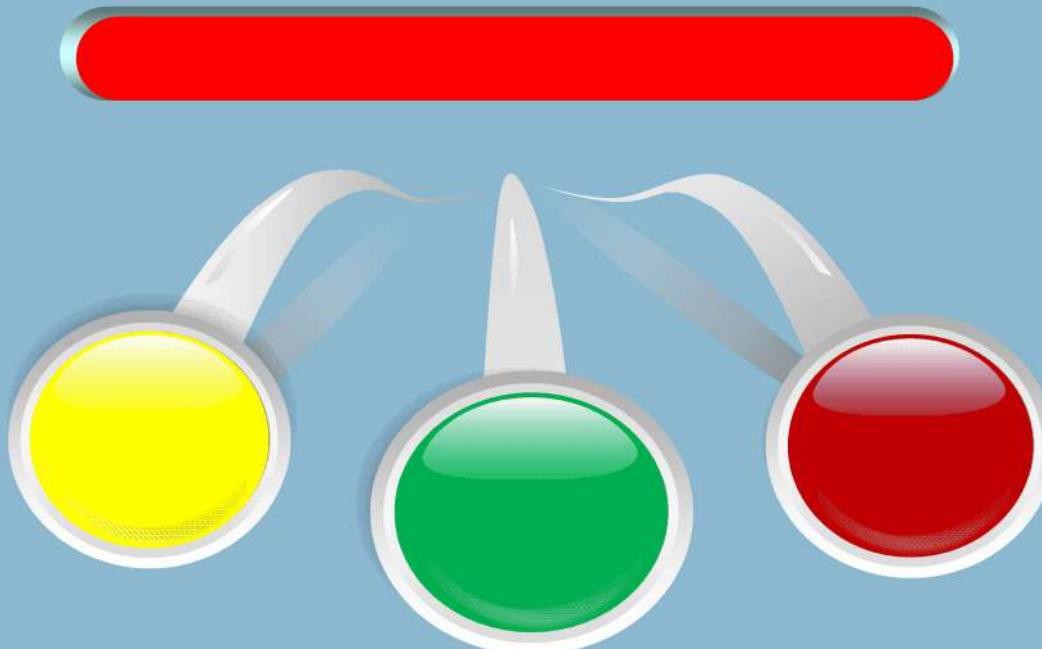


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## What is it



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# Logo



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**Personal Development Plan**



Logo



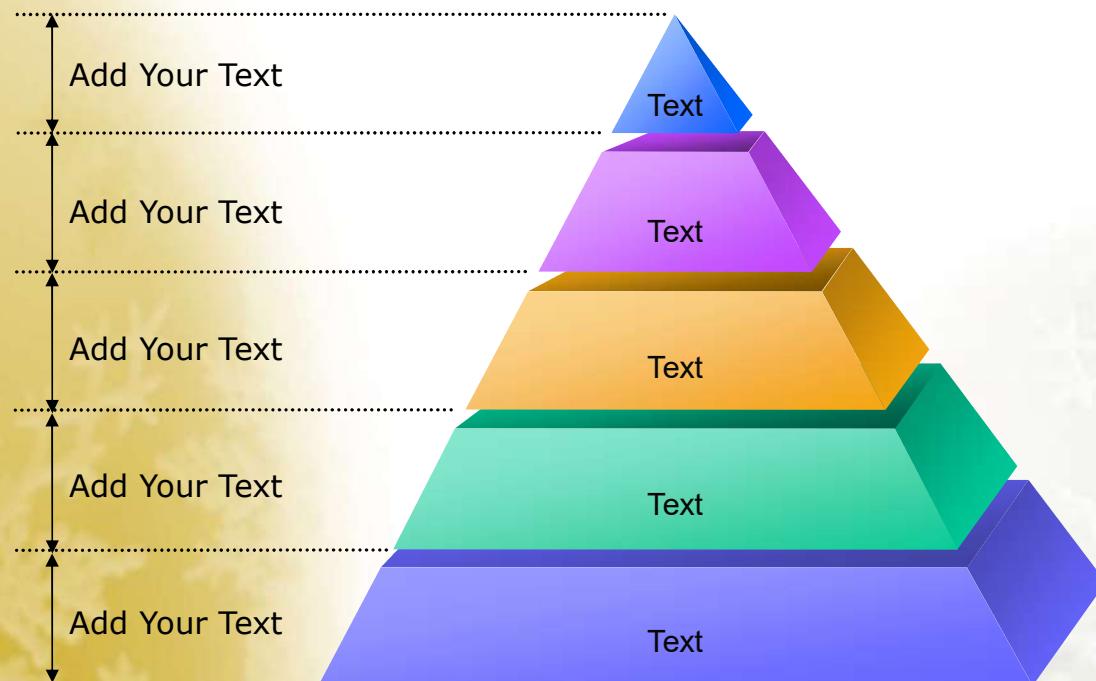
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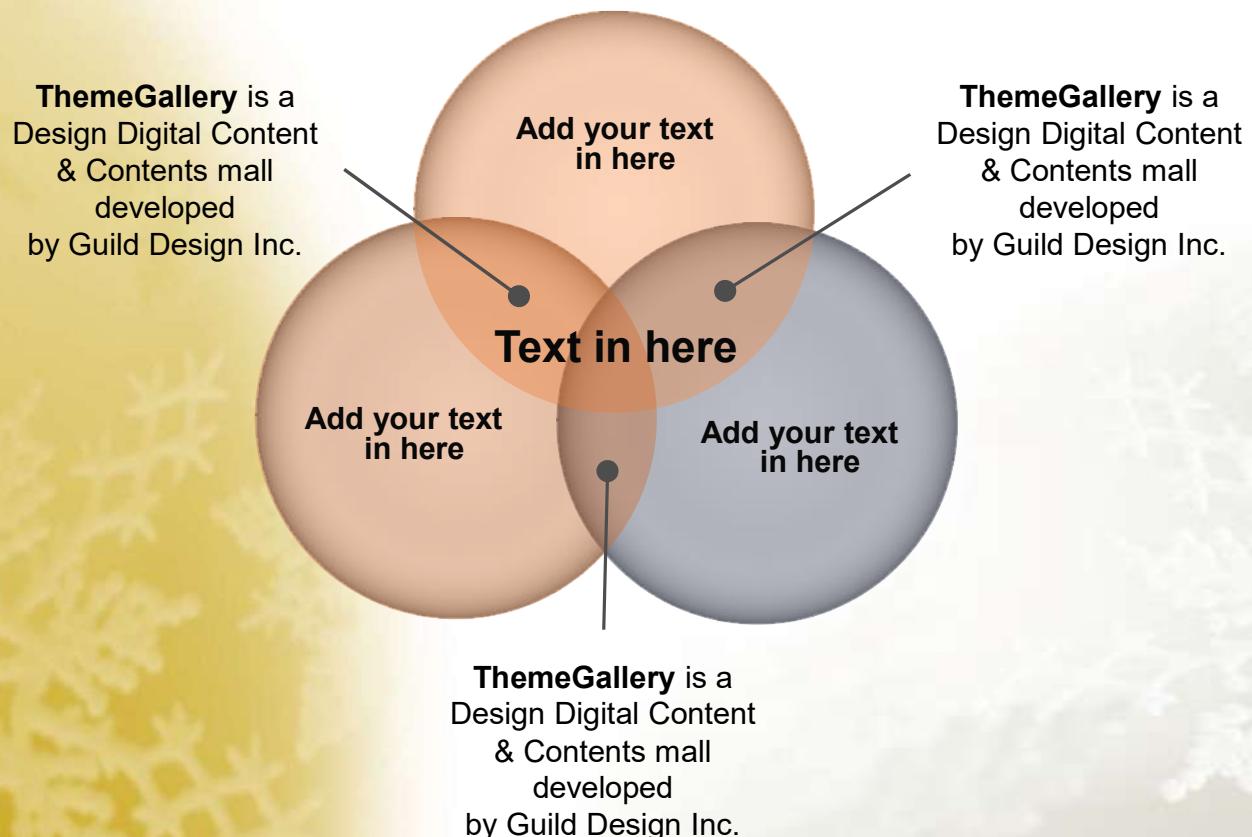
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# Marketing Diagram



# Diagram



# Diagram



# Diagram

