

## Professional Journey Plan

### Structured Learner Plan

The plan for your professional journey will assist you to consider what areas you want to develop or achieve in your current and future role. These areas can be about small short-term planning or wider aspirations for your professional or career development. This plan can therefore complement your annual learning/personal development plans that you have as part of your job.

You can have several plans e.g. one for a service improvement you want to progress; one for your career aspirations over the next 5 years; or one for your academic development not necessarily related to your current post.

There are two forms you can chose from:

- Structured learner plan - This format follows a structured approach aligned to objective setting and performance development planning
- Where and How plan - This format follows a straightforward approach to help you consider where you are now, where you want to be, how you will get there and how you will know that you have achieved your goal.

**Title**

**Date From**

**Is this related to  
your objective/  
development plan?**

*Yes / No / Partially  
(please circle)*

**What specific  
measurable,  
achievable and  
realistic outcome do  
you want to achieve,  
and in what  
timescale? (SMART)**

① Further Information

*These are more specific objectives to meet your learning needs. They should be:*

- **Specific** - Objectives should specify what you want to achieve.
- **Measurable** - You should be able to measure whether you are meeting the objectives or not.
- **Achievable** - Are the objectives you set, achievable and attainable?
- **Realistic** - Can you realistically achieve the objectives with the resources you have?
- **Time-Bound** - When do you want to achieve the set objectives?

**What actions do you need to take and who can help you?**

**What learning needs do you have and how will you meet them?**



**What barriers might  
there be and how will  
you overcome  
these?**

**How will you know  
that the outcome has  
been achieved?**