

Professional Journey Plan

Where and How

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

Overall Aim

ⓘ Further Information *State what it is you aim to achieve*

Where am I

- ① **Further Information** *Consider where you are now and identify the areas for development or improvement in terms of knowledge and skills.*

Where do I want to be?

- ① **Further Information** *Break your overall aim down into a number of smaller, more specific objectives that detail exactly what it is that you want to achieve.*
Consider writing these as SMART objectives if it helps. 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?

How will I get there?

① **Further Information** *Outline the process by which you will undertake continuing development or improvement.*

What exactly are you going to do? Who/what will help? What barriers might there be and how will you overcome these? When will you have done this by?

How will I know that I am there?

① **Further Information** *Outline how you will know that you have achieved your aim.*

This may be done in a variety of ways, for example, peer review, patient feedback or as part of an appraisal process. What will you be feeling or doing differently?