

PERSONAL DEVELOPMENT PLAN(PDP)



Component 2: Individual video – study skills

Module: ESCP4018

Karen

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What this video will entail:

Hello, my name is Katie and today I will be discussing the concept and purpose of creating a personal development plan or a PDP. I will provide an extensive overview of this approach, including a description of how it promotes and encourages self awareness and personal growth, as well as the ways in which it can be utilised and applied to both academic and personal aspirations. More specifically, I'll explore how beneficial this strategy is and how it is supporting me on my personal journey by sharing my own PDP that I am adhering to in order to achieve both my short and long term objectives.



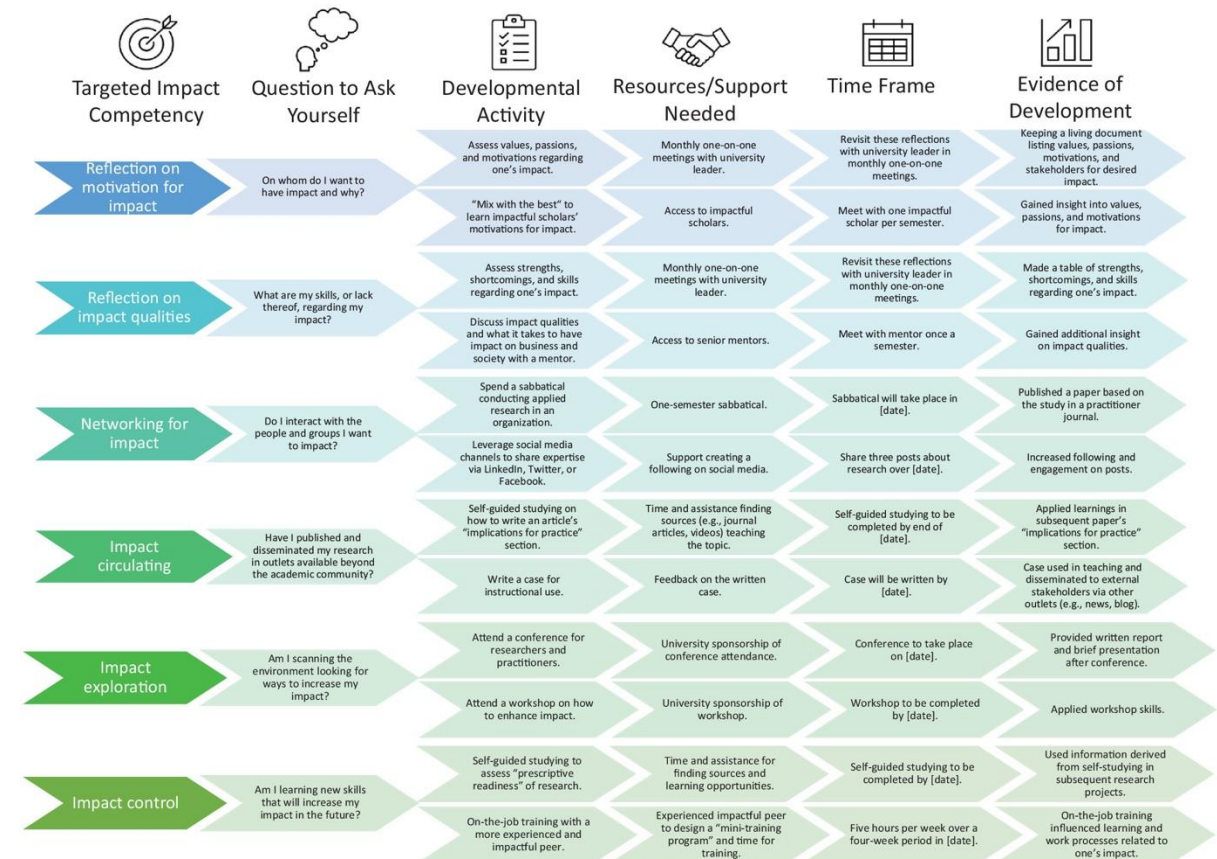
What is a PDP?

- Structured approach
- Self improvement and awareness
- Establish our strengths and weaknesses
- Identify both our short and long term goals
- Help us to reach our full potential and enhance reflection
- Prioritize our goals in a timely manor

(Rimmer, 2018)

(Cottrell, 2024)

By making use of this tool, we can modify and tailor our pdp to suit our own preferences and goals in a way that will support us to succeed. Here is just one example:



(Aguinis & Gabriel, 2021)



1. SELF ASSESSMENT

This includes identifying our own personal goals, while considering other factors that may play a part in achieving these including our current skills and interests.

2. INCORPORATING SMART GOALS

S - specific
M - measurable
A - achievable
R - relevant
T - time bound

CREATING THE PERFECT PDP

3. ACTION PLAN

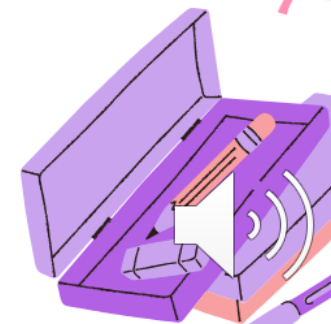
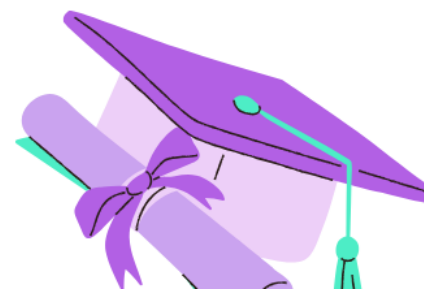
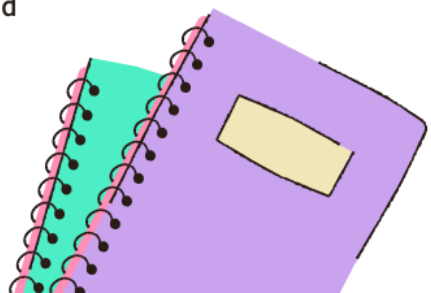
Creating an action plan is key to success! It not only allows us to break down the steps, but it will help us achieve in a more structured and effective manor.

5. REFLECTION

Reflection plays a crucial role in personal development, including self awareness and accountability.

4. MONITORING AND REVIWING

This step will allow us to adjust the plan if needed and regularly review our progress to ensure we stay on track!



SMART goals:



- Identify specific objectives: clearly define what you want to achieve
- Make goals measurable: how can we track our progress? Are they practical?
- Ensure goals are achievable: realistic targets, break down into smaller steps if needed
- Align goals with relevance: set objectives that support academic achievement and consider how
- Set timebound deadlines: when do you want to achieve a specific goal by?

Some may be a higher priority

By incorporating SMART goals into a PDP, it will ensure:

- Clarity and focus
- Motivation
- Efficiency
- Accountability
- Reflection
- Structure
- Realistic expectations
- Sustainability
- Progress/improvements



My PDP:

Name: Katie Harris

Student number: (2408461)

Dates: 13/12/24 – 13/12/25

GOAL:	SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANCE	TIMEBOUND
Participation in class:	- Contribute to class discussions twice a day, ask questions and offer my own insights during lectures	- I will note the number of times I contribute to class discussions weekly, while asking for regular feedback from my lecturers	- I plan to prepare more thoroughly, take notes and review the topic before lectures to ensure that I can achieve this goal	- Actively participating in class will enhance my learning and open up more opportunities	3 months
Develop effective study habits:	- Develop a structured study routine, including regular breaks and active recall to improve my retention and performance	- I will measure my progress by tracking the consistency of my study sessions and monitoring improvements in my grades and understanding	- I aim to identify areas for improvement and focus on balancing studying and my personal life effectively to achieve this goal	- Developing effective study habits will allow for greater academic success, personal growth and sustainability in levels five and six	6 months
Build my confidence:	- I will participate in lectures at least twice a week and engage with questions and expand on someone else's views to begin with	- I aim to examine my progress by keeping a journal and setting aside time to revisit what is working well and how I can adapt any strategies if needed	- I will determine and reflect on my current confidence levels, setting short term goals to ensure I am moving in the right direction	- Improving my confidence will allow for a better learning experience, reduce stress and anxieties and contributes to my other goals	9 months
Achieve a 2:1 or above in all first year assessments:	- I will attend all lectures and revise weekly, identifying my strengths and weaknesses. I will also catch up on any work I have missed	- I will track my grades and take all feedback into consideration to identify areas for improvement and apply them to future assessments	- I plan to set manageable targets based on my previous grades. Considering all steps noted, achieving a 2:1 is a realistic goal	- Attaining good performance is crucial for future opportunities and employment	12 months
Progress to group presentations:	- I will engage with group discussions in class at least twice a week	- I will assess my progress and participation based on feedback from my lecturers	- Taking smaller steps including speaking for a minute in class will help	- Progressing to group presentations during my first year will allow	12 months



Notes:

- Describe what a PDP is in a general context
- Emphasize the importance of incorporating smart goals into a PDP
- Discuss my own PDP and the role it will play in helping me achieve and perform well academically, including essential skills
- Demonstrate that I understand the role of a PDP for academic success

- Identify and evaluate the progress I have made so far
- How my own PDP has allowed me to improve my academic skills
 - The benefits I have seen so far
- Discuss the role of reflection using Gibb's theory



Reference list:

Aguinis, H., & Gabriel, k. p. (2022). If You are Serious About Impact, Create a Personal Impact development Plan. *Business & Society*, 61(4), 818-826. <https://journals-sagepub-com.ezproxy.uwtsd.ac.uk/doi/10.1177/00076503211014482>

Cottrell, s. (2024). *The Study Skills Handbook* (6th ed). Bloomsbury Publishing Plc. <https://ebookcentral.proquest.com/lib/trinity/reader.action?docID=31357862&ppg=1>

Rimmer, A. (2018). How do I prepare a personal development plan? BMJ, k4735. <https://www.proquest.com/docview/2132559310?accountid=130472&parentSessionId=l%2BrxQzKk8lviJOB5zFcWOVM3DAMpYQWo2kXibpwRomw%3D&pq-origsite=primo&sourcetype=Scholarly%20Journals>



AI acknowledgment:

I confirm that I did not use any form of AI, and that all work presented is my own.