



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

ECCE4001

Pwy ydw i?: Archwilio Hunaniaeth Broffesiynol

ECCE4001

Who Am I?: Exploring Professional Identity

Thema 9: Cynllunio Datblygiad Personol
Theme 9: Personal Development Planning

Trawsnewid Addysg, Trawsnewid Bywydau
Transforming Education, Transforming Lives

www.uwtsd.ac.uk

Cynnwys y Thema

Theme Content

- Cynllunio Datblygiad Personol
- Datblygiad Proffesiynol Parhaus (DPP)
- Aelodaeth o Gorff Proffesiynol
- Eich Cynllun Personol
- Personal Development Planning
- Continuous Professional Development (CPD)
- Membership of a Professional Body
- Your Personal Plan

Cynllunio Datblygiad Personol (CDP) Personal Development Planning (PDP)

Pwynt Trafod

*Pam ydych chi'n meddwl ei
bod hi'n bwysig dechrau
cynllunio ar gyfer eich
dyfodol nawr?*

Discussion Point

*Why do you think it is
important to start planning
for your future now?*

Rydych chi eiso es yn gynlluniwr datblygiad personol.

You are already a personal development planner.

Astudio dan Arweiniad

Byddwch eiso es wedi gwneud cynlluniau i gyrraedd y pwynt hwn.

Gwnewch nodyn o'r rhain ar y Daflen Astudio dan Arweiniad yn ogystal â'r rhai yr hoffech eu datblygu

Guided Study

You will already have made plans to get to this point.

Make a note of these on the Guided Study Sheet as well as those you would like to develop

Cynllunio Datblygiad Personol (CDP) Personal Development Planning (PDP)

- Pa un ai a ydych chi'n gwybod ai peidio pa yrfa rydych chi am ei dilyn, bydd o fantais fawr i chi ddechrau paratoi ar gyfer eich dyfodol o ddechrau'r cwrs
- Bydd hyn yn rhoi mwy o amser i chi ymchwilio, meddwl a pharatoi
- 'Whether or not you know which career [...] you wish to pursue, you give yourself a big advantage if you start to [...] prepare for your future right from the start of the course'
- 'This gives you more time to investigate, think and prepare'

(Cottrell, 2023, p. 72)

Cynllunio Datblygiad Personol (CDP) Personal Development Planning (PDP)

- Nid yw Cynllunio Datblygiad Personol yn rhywbeth rydych chi'n ei wneud unwaith ac yn ei anghofio
- Mae *bob amser* newidiadau a chyfleoedd newydd i baratoi ar eu cyfer
- Gallwch chi fynd ati'n weithredol, creu cyfleoedd newydd a'ch paratoi eich hun i fod yn barod i weithredu ar gyfleoedd
- 'Personal Development Planning is not something you do once and forget'
- 'There are *always* changes and new opportunities to prepare for'
- 'You can be an active agent, creating new chances and preparing yourself to be ready to act on opportunities'

(Cottrell, 2023, p. 73)

Cynllunio Datblygiad Personol (CDP) Personal Development Planning (PDP)

- Mae'r broses Datblygiad Personol hithau'n datblygu sgiliau meddwl adfyfyriol, strategol, dadansoddol a chreadigol sy'n berthnasol i astudio a bywyd
- Wedyn cewch chi fwy na **dim ond** gradd o'ch addysg
- 'The Personal Development process itself develops reflective, strategic, analytical and creative thinking skills relevant to study and life'
- 'You then gain more than **just** a degree from your education'

(Cottrell, 2023, p. 74)

CDP: Y Manteision i Chi

PDP: The Benefits For You

Astudiaeth dan Arweiniad

*Beth yw manteision cynllunio
datblygiad personol i mi?*

Guided Study

*What are the benefits of
personal development
planning for me?*

Datblygiad Proffesiynol Parhaus (DPP) Continuous Professional Development (CPD)

Pwynt Trafod

Beth ydych chi'n deall bod yr ymadrodd hwn yn ei olygu?

Ydych chi wedi ei glywed o'r blaen?

Os ydych, ym mha gyd-destun?

Discussion Point

What do you understand this phrase to mean?

Have you heard it before?

If yes, in what context?

Datblygiad Proffesiynol Parhaus (DPP) Continuous Professional Development (CPD)

- Y Sefydliad Siartredig Personél a Datblygu (CIPD) yw'r sefydliad proffesiynol ar gyfer gweithwyr proffesiynol adnoddau dynol.

*Beth ydym yn ei olygu wrth
adnoddau dynol?*

- The Chartered Institute of Personnel & Development (CIPD) is the professional institute for human resources professionals.

*What do we mean by human
resources?*

Datblygiad Proffesiynol Parhaus (DPP) Continuous Professional Development (CPD)

- Mae'r CIPD yn diffinio DPP yn y modd hwn:
- Diffinnir datblygiad proffesiynol parhaus (DPP) yn brofiadau dysgu sy'n eich helpu chi i ddatblygu a gwella eich **ymarfer proffesiynol**.
- The CIPD define CPD as:
- 'Continuing professional development (CPD) is defined as learning experiences which help you develop and improve your **professional practice**'.

(Chartered Institute of Personnel and Development, 2026)

Datblygiad Proffesiynol Parhaus (DPP)

Continuous Professional Development (CPD)

- Maen nhw'n mynd ymlaen i ddweud:
- Gall hyn gynnwys adeiladu ar eich **cryfderau**, yn ogystal â'ch datblygu eich hun lle mae gennych **fylchau gallu**.
- They go on to state that:
- 'This can include building on your **strengths**, as well as developing yourself where you have **capability gaps**'.

(Chartered Institute of Personnel and Development, 2026)

Sut mae DPP o fudd i mi?

How Does CPD benefit me?

- Gall helpu i gadw'ch sgiliau a'ch gwybodaeth yn gyfredol;
- Yn eich paratoi chi ar gyfer cyfrifoldebau mwy;
- Rhoi hwb i'ch hyder;
- Eich helpu chi i ddod yn fwy creadigol wrth fynd i'r afael â heriau newydd;
- Eich galluogi chi i wneud gwell penderfyniadau,
- Eich helpu chi i fynd â'ch gyrfa ymhellach.
- 'It may help keep your skills and knowledge up to date;
- Prepare you for greater responsibilities;
- Boost your confidence;
- Help you become more creative in tackling new challenges;
- Enable you to make better decisions,
- Help you take your career further'.

(Chartered Institute of Personnel and Development, 2026)

Datblygiad Proffesiynol Parhaus(DPP) Continuous Professional Development (CPD)

Pwynt Trafod

*Ond pa weithgareddau a allai
gynorthwyo Datblygiad
Proffesiynol Parhaus?*

Discussion Point

*But what activities could
support Continuous
Professional Development?*

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

- Cyrff proffesiynol neu gynrychioliadol a chymdeithasau dysgedig yw rhai o'r adnoddau gyrfa mwyaf defnyddiol.
- Fodd bynnag, yn fy mhrofiad i, mae'r rhain ymhlith y rhai a ddefnyddia myfyrwyr a graddedigion leiaf.
- 'Professional or representative bodies and learned societies are some of the most useful career resources'.
- 'However, in my experience, are some of the least utilised by students and graduates'.

(Henderson, 2022)

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

Beth ydyn nhw?

- Yn fras, maen nhw'n bodoli i hyrwyddo a chynrychioli buddiannau sector neu broffesiwn penodol.
- Gallan nhw fod yn lleol, yn genedlaethol neu'n fyd-eang.
- Gallan nhw gyflawni swyddogaeth reoleiddio, bod yn fwy o grŵp diddordeb neu unrhyw beth rhyngddyn nhw.

What are they?

- 'Broadly speaking, they exist to champion and represent the interests of a sector or a particular profession.'
- They may be local, national or global.
- They may serve a regulatory function, be more of an interest group or anything in between'.

(Henderson, 2022)

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

Sut gallan nhw fy helpu?

- Cael gwybodaeth [benodol i'r sector]
- Derbyn cyngor a mentora
- Mynd i ddigwyddiadau
- Dysgu am gyfleoedd

How can they help me?

- Getting [sector specific] information
- Receiving advice & mentoring
- Attending events
- Learning about opportunities

(Henderson, 2022)

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

- Mynediad at gyfeiriaduron aelodau
- Ennill statws [proffesiynol]
- Darparu statws proffesiynol
- Gwneud cais am grantiau ac ysgoloriaethau
- Ennill gwobrau neu ddyfarniadau
- Access to member directories
- Gaining [professional] status
- Providing professional standing
- Applying for grants & scholarships
- Winning prizes or awards

(Henderson, 2022)

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

Pwynt Trafod

*Yn Thema 7 fe edrychon ni ar
rai Cyrff Proffesiynol y
gallwch chi ymuno â nhw yn
ymarferydd.*

Allwch chi eu cofio?

Discussion Point

*In Theme 7 we looked at
some Professional Bodies
that you can join as a
practitioner.*

Can you recall them?

Aelodaeth o Gorff Proffesiynol

Membership of a Professional Body

- Dewiswch un o'r Cyrff Proffesiynol sy'n berthnasol i'ch syniadau gyrfa cyfredol
- Beth gallwch chi ei ddarganfod am eu hagwedd at DPP?
- Choose one of the Professional Bodies that is relevant to your current career ideas
- What can you find out about their approach to CPD?

Eich Cynllun Datblygu Personol Your Personal Development Plan

Eich Cynllun Datblygu Personol Your Personal Development Plan

- Eich cynllun chi yw e, er ei fod e'n ofyniad asesu
- Dylai dyfu a datblygu trwy gydol eich astudiaethau
- gan na chewch chi ddau fyfyrwr sydd yr un peth, mae'r ffordd ymlaen yn bersonol ac yn benodol (Cottrell, 2023, t.13)
- Dylai adlewyrchu eich nodau, eich diddordebau, eich pryderon a'ch anghenion datblygu
- It is your plan even though it is an assessment requirement
- It should grow and develop throughout your studies
- 'as no two students are the same, the way forward [is] personal and distinct' (Cottrell, 2023, p13)
- It should reflect your goals, your interests, your concerns and your development needs

Eich Cynllun Datblygu Personol Your Personal Development Plan

Gobeithion a Phryderon

- Bydd gan bawb eu rhesymau eu hunain dros ymuno â'r cwrs (gobeithion)
- Efallai y bydd gan bob un ohonoch chi gwestiynau am y cwrs (pryderon)
- Gallwch chi gofnodi'r rhain yn Adran 3 o'r CDP a'u trafod gyda'ch Tiwtor Personol neu'ch Rheolwr Rhaglen.
- Efallai y byddan nhw'n eich cyfeirio chi at Dîm Hwb am gymorth pellach

Hopes and Concerns

- Everyone will have their own reasons for joining the course (hopes)
- Each of you might also have questions about the course (concerns)
- You can record these in Section 3 of the PDP and discuss these with your Personal Tutor or Programme Manager.
- They might refer you to the [Hwb Team](#) for further support

Eich Cynllun Datblygu Personol Your Personal Development Plan

Llesiant

- I bob un ohonom ni, bydd adegau pan fyddwn ni'n wynebu heriau personol
- Caiff unrhyw un ohonom ni fanteisio ar gymorth llesiant gan Wasanaethau Myfyrwyr
- Mae eich CDP (Adran 4) yn caniatáu i chi gofnodi a gwerthuso'r cymorth rydych chi wedi'i gael
- **Pwysig – ni ddylid cwblhau hyn ar gyfer cyflwyno'r aseiniad**

Wellbeing

- For all of us there will be times when we face personal challenges
- Any of us can access wellbeing support from Student Services
- Your PDP (Section 4) allows you to record and evaluate the support you have had
- **Important – this should not be completed for the assignment submission**

Eich Cynllun Datblygu Personol Your Personal Development Plan

Sgiliau Academaidd

- Mae'r sgiliau hyn wedi'u hadeiladu yn eich Modiwlau ar gyfer y radd
- Fodd bynnag, bydd gan bawb bethau y gallant eu gwneud yn dda a phethau y mae angen cymorth ychwanegol arnynt
- Gall pob myfyriwr gofnodi eu hanghenion yn Adran 5 a cheisio cymorth ar gyfer sgiliau academiaidd gan y tîm Cymorth Dysgu

Academic Skills

- These skills are built into your Modules for the degree
- However, everyone will have things they can do well and things that they need additional support with
- All students can record their needs in Section 5 and seek support for academic skills from the Learning Support team

Eich Cynllun Datblygu Personol Your Personal Development Plan

Syniadau Gyrfaedd

- Fel y gwelwyd eisoes, dyw hi byth yn rhy gynnar i ddechrau meddwl a chynllunio ar gyfer eich gyrfa yn y dyfodol
- Fel y gwelwn mewn Modylau eraill, gall eich cynlluniau gyrfa newid dros amser
- Gallwch chi gofnodi eich syniadau a'ch anghenion gyrfa yn Adran 6 a gwerthuso'r anghenion hyn wrth i chi symud ymlaen trwy eich astudiaethau

Careers Ideas

- As we have already seen, it is never too early to start thinking and planning for your future career
- As we will see in other Modules, your career plans can and will change over time
- You can record your career ideas and needs in Section 6 and evaluate these needs as you progress through your studies

Eich Cynllun Datblygu Personol Your Personal Development Plan

Proffil Proffesiynol a Rhwydweithio

- Fel y gwelsom, eich 'Proffil' yw'r hyn rydych chi'n ei gyflwyno i gydweithwyr ac eraill
- Gallwch chi ddatblygu hyn gyda chymorth gan DigiSkills, y Gwasanaeth Gyrfaoedd a'r tîm Profiadau Myfyrwyr
- Defnyddiwch Adran 7 i gofnodi eich nodau datblygu ar gyfer y wedd hon
- **Does dim rhaid i'ch proffil fod ar LinkedIn**

Professional Profile and Networking

- As we have seen, your 'Profile' is what you present to colleagues and others
- You can develop this with support from DigiSkills, the Careers Service and the Student Experience team
- Use Section 7 to record your development goals for this aspect
- **Your profile does not have to be on LinkedIn**

Eich Cynllun Datblygu Personol Your Personal Development Plan

**Sgiliau Gwaith a
Gwirfoddoli**

Work Skills and Volunteering

Discussion Point

Pwynt Trafod

*Why should you think about
volunteering?*

*Pam dylech chi feddwl am
wirfoddoli?*

Eich Cynllun Datblygu Personol Your Personal Development Plan

Sgiliau Gwaith a Gwirfoddoli

- Mae'r dystiolaeth yn glir, yn rhoi profiad gwaith go iawn i bobl ifanc ac mae'r siawns iddynt adeiladu gyrfa barhaol yn cynyddu'n ddramatig. (Yr Adran Gwaith a Phensiynau, 2026)
- Mae'n cael ei ystyried yn cefnogi naratif cyflogadwyedd personol myfyrwyr a chynllunio gyrfa (Jackson, 2023, t. 27)

Work Skills and Volunteering

- 'The evidence is clear, give young people real work experience and the chances of them building a lasting career increase dramatically'. (Department for Work and Pensions, 2026)
- It is seen as 'supporting students' personal employability narrative and career planning' (Jackson, 2023, p. 27)

Eich Cynllun Datblygu Personol Your Personal Development Plan

Sgiliau Gwaith a Gwirfoddoli

- Gall gwirfoddoli eich helpu chi i ennill profiad gwerthfawr a all roi mantais i chi dros eraill
- Mae hefyd yn ffordd o wneud gwahaniaeth i eraill
- Gallwch chi gofnodi a gwerthuso eich cynnydd yn Adran 8 o'r CDP
- Mae ffynonellau gwybodaeth yn y CDP hefyd

Work Skills and Volunteering

- Volunteering can help you gain valuable experience which can give you an advantage over others
- It is also a way of making a difference for others
- You can record and evaluate your progress in Section 8 of the PDP
- There are sources of information in the PDP as well

Eich Cynllun Datblygu Personol Your Personal Development Plan

DigiSkills ac InfoSkills

- Gofynnwyd i chi gwblhau rhai o'r gweithgareddau hyn yn rhan o'r Modwl
- Gallwch chi gadw golwg ar eich defnydd o'r rhain yn Adran 9 o'r PDP a gallwch chi hefyd gasglu tystysgrifau a bathodynau ar gyfer eich Proffil.

DigiSkills & InfoSkills

- You have been asked to complete some of these activities as part of the Module
- You can keep track of your use of these in Section 9 of the PDP and can also collect certificates and badges for your Profile.

Tro CAMPUS Making it SMART

Pwynt Trafod

*Ydych chi wedi clywed am
gynllunio gweithredu
CAMPUS?*

*Os ydych chi, ym mha gyd-
destun?*

Discussion Point

*Have you heard of **SMART**
action planning?*

If you, have in what context?

Tro CAMPUS

Making it SMART

- **C** Cyflawnadwy
- **A** Amserol
- **M** Mesuradwy
- **P** Penodol
- **U** Uchelgeisiol
- **S** Synhwyrol

- **S** Specific
- **M** Measurable
- **A** Achievable
- **R** Realistic
- **T** Timebound

Tro CAMPUS

Making it SMART

- **Penodol**

- gwnewch yn siŵr bod y pwynt gweithredu'n fanwl gywir;
- mae gweithredoedd amwys yn llai tebygol o ddigwydd

- **Mesuradwy**

- Dylai fod deilliant pendant i'r cam gweithredu
- Dyma sut rydych chi'n gwybod eich bod chi wedi cyflawni eich pwynt gweithredu

- **Specific**

- make sure the action point is precise;
- vague actions are less likely to happen

- **Measurable**

- There should be a definite outcome to the action
- This is how you know you have achieved your action point

Tro CAMPUS

Making it SMART

- **Cyraeddadwy**

- Oes gen i (neu a allaf gael) y sgiliau, y wybodaeth a'r gallu i wneud hyn ar hyn o bryd?

- **Realistig**

- Ydy hyn yn ymarferol o ystyried fy amser, fy mlaenoriaethau a'm hadnoddau?

- **Rhwym Amser**

- Erbyn pryd bydd hyn yn digwydd?
- Gellir anwybyddu fframiau amser amwys

- **Achievable**

- Do I have (or can I obtain) the skills, knowledge, and capability to do this at this time?

- **Realistic**

- Is this practical given my time, priorities, and resources?

- **Timebound**

- When will this happen by?
- Vague time-frames can be ignored

Pob Lwc gyda'ch Cynllunio

Good Luck with your Planning



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Yr Athrofa
Institute of Education
Addysg i Gymru Education for Wales

www.athrofa.cymru

Cyfeiriadau

References

Chartered Institute of Personnel and Development (2026) *About CPD: Helping You Develop Your Professional Practice*. [Website] Available at: [What is Continuing Professional Development \(CPD\) | CIPD | CIPD](#) [Last Accessed 19/06/2026]

Cottrell, S. (2023) *Critical Thinking Skills : Effective Analysis, Argument And Reflection*. 4th edition. Bloomsbury Academic. Available at: [ProQuest Ebook Central – Reader](#) [Last Accessed 23/06/2026]

Department of Work and Pensions (2026) *Press Release* Available at [Employment lifeline for young people across the country as Government offers 300,000 new work experience and training placements - GOV.UK](#) [Last Accessed 24/06/2026]

Henderson, J. (2022) *9 Reasons To Engage With Professional Bodies And Learned Societies* University of Glasgow Careers Available at: [\(13\) 9 reasons to engage with professional bodies and learned societies | LinkedIn](#) [Last Accessed 19/06/2026]

University of Wales Trinity St. David (2026a) *Academic and InfoSkills* Available at: [Academic and InfoSkills | Digital Services | University of Wales Trinity Saint David](#) Last Accessed 24/06/2026]

Jackson, D. (2023) 'The relationship between student employment, employability-building activities and graduate outcomes' *Journal of Further and Higher Education* 48:1 pp.14-30 Available at: [The relationship between student employment, employability-building activities and graduate outcomes](#) [Last Accessed 24/06/2026]

Cyfeiriadau

References

University of Wales Trinity St. David (2026b) *Careers Service* Available at: [Careers Service | University of Wales Trinity Saint David](#) [Last Accessed 24/06/2026]

University of Wales Trinity St. David (2026c) *DigiCentre: Improve your digital skills* Available at: [Home - DigiCentre | University of Wales Trinity Saint David](#) [Last Accessed 24/06/2026]

University of Wales Trinity St. David (2026d) *Learning Support* Available at: [Learning Support | University of Wales Trinity Saint David](#) [Last Accessed 24/06/2026]

University of Wales Trinity St. David (2026e) *MyCareer* Available at: [Welcome](#) [Last Accessed 24/06/2026]

University of Wales Trinity St. David (2026f) *Student Experience* Available at: [Student Experience – Home](#) [Last Accessed 24/06/2026]

University of Wales (2026g) *Student Hwb* Available at: [Student Hwb | University of Wales Trinity Saint David](#) [Last Accessed 24/06/2026]

University of Wales Trinity St. David (2026h) *Wellbeing Support* Available at: [Wellbeing Support | University of Wales Trinity Saint David](#) [Last Accessed 24/06/2026]