

Creating a personal development plan: what color was that parachute?

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"I've tried to be passionate about my career,
but my career just wants to be good friends."

Objectives

- Explain the value of assessing current situation
- Identify tools for career planning
- Determine resources and strategies for goal development
- Develop a plan to personal success



Definition of profession

pro-fes-sion

noun

1. a paid occupation, especially one that involves prolonged training and a formal qualification.
2. a calling requiring specialized knowledge and often long and intensive academic preparation.

Definition of profession

1. A **profession** is a disciplined group of individuals who adhere to ethical standards. This group positions itself as possessing special knowledge and skills in a widely recognized body of learning derived from research, education and training at a high level, and is recognized by the public as such. A profession is also prepared to apply this knowledge and exercise these skills in the interest in others.

<http://www.prc.gov.au/what-is-a-profession#footnote1>

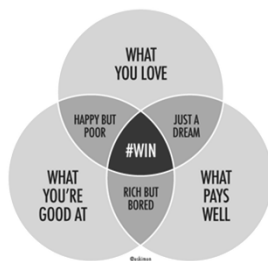
Our journeys...

- Determined, driven individuals
- Stumbled upon



High-School/College

- How did you land on pharmacy?
 - Exposure:
 - Family
 - Friends
 - Intellectual Curiosity
 - Characteristics of the profession:
 - Stability
 - Demand
 - Benefits









- University of Oregon BS in Biology/Chemistry
- Biotechnology Research & Development
- Medical Research – Immunology
- OSU College of Pharmacy



- OHSU PGY1 Pharmacy Residency

- Drug Information/Drug Policy

- PGY1 Residency Program Director



The Grass is Greener...



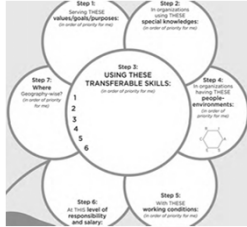




contained in the Parachute

- Finding your mission in life
- Understanding more fully who you are
- Five ways to change careers
- You get to choose where you work
- A guide to choosing a career coach
- Developing your resume
- Negotiating your salary

Worksheets: The Flower



Worksheets: Prioritizing Grid



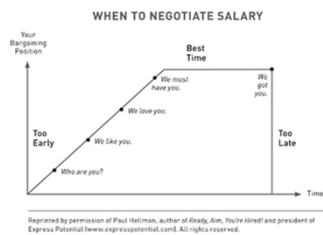
Worksheets: Skills Grid



Other helpful items



Other helpful items



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Definition of Continuous Professional Development

Continuous Professional Development (CPD):

Ongoing, self-directed, structured, outcomes-focused cycle of learning and personal improvement.

AHP, 2016, 73:1777-9.

Why *should* you care?

- CPD can advance and sustain an individual and a team's professional development and improve employee engagement
- **Engagement:** culture where employees are passionate, creative and entrepreneurial and in which enthusiasm fuels growth
- Increasing **Employee Engagement** can lower turnover, improves productivity, and increases employee satisfaction



Continuous Professional Development

- Cleveland Clinic developed a plan of CPD that mirrors the requirements for ASHP Fellowship status
- Improved engagement of upper level managers, who then rolled it down to their staff

AJHP. 2016;73:1777-9.

Fellowship and Academic & Professional Record

- Fellowship
 - Contributions to excellence in pharmacy practice
 - Contribution to total body of knowledge
 - Educating others
 - Active involvement and leadership in professional orgs
- Academic & Professional Record
 - Recognition in area you precept
 - Contributions to improving practice
 - Membership in professional orgs
 - Presentations, Reviewer, Author
 - Precepting/Teaching

How did they do it?

- Discussed the criteria for fellowship and brainstormed the categories and examples
- Updated CVs
- Met with independent facilitator
- Discussed strengths of each person and gaps
- Developed action plans

AHP, 2016/731777-9.



Pharmacist Career Ladder Program (PCLP)

- Yale New Haven created a ladder
- Opportunity for frontline pharmacists to advance professionally and increase participation/leadership in clinical and process improvement projects
 - Drug use policy and medication safety initiatives
- Increased the number of pharmacists with specialty board certification and peer-reviewed publications

AJHP. 2016;73:1524.

PCLP

- 4 distinct tiers:
- Clinical Pharmacist → Clinical Pharmacist II → Clinical Specialist → Clinical Specialist II
 - Portfolio of 5 categories: Level of training and experience, pharmacy practice, drug information, education and scholarship and leadership
 - Letter of intent
 - At least 2 letters of peer support

AJHP. 2016;73:1524.

PCLP

- Apply voluntarily, each year
 - only those with manager endorsement
- A PCLP review committee reviews the information and decides on advancement
 - Feedback on criteria for pharmacists who do not advance successfully
- Monetary compensation is provided with advancement

AJHP. 2016;73:1524.



Mentoring

- A mentor provides:
 - Positive career role model
 - Professional growth opportunities
 - Advice
 - Career challenges
 - Access to learning resources
 - Encouragement
 - Feedback

AJHP. 2007;64:1258.

Finding a mentor

- Admire professionally
- Respected
- Established professional network
- Comfortable with them
- Trust
- Candidness about your career
- May need several
- Get to know them personally and professionally
- Formally ask them
- Ask for what you need
- Be open to their advice
- Frequent contact

AJHP. 2007;64:1258.

Being a Mentor

- Reciprocal relationship
- Paying it forward
- Mutual respect and trusting
- Permission to ask anything
- Resist making decisions
- Encourage mentee to take calculated risks
- Be willing to use your network for mentee
- Be available
- Teach self-reliance, but a sense of community
- Suggest growth opportunities
- Seek feedback on mentor-relationship

AJHP, 2007;64:1258.

Career Plan and Action Plan

- Crucial elements to creating a 5 or 10 year plan is that it is written and concise
 - Critically and honestly evaluate the current stage of your career and life
 - Perspectives change as your progress through life and your professional career
 - Re-evaluating every 5 years is **VERY** important

Step 1

- Understand your professional and personal situation
 - Critically and honestly evaluate your personal and professional strengths and weaknesses
 - Think of experiences you are proud of, and achievements
 - Consider areas that you avoid or have little experience in

Step 2

- Examine yourself in 5 years and evaluate your future situation
 - 5 year plans should include expanding your scope
 - Consider "What qualities, skills, or abilities will I need to be a successful _____ in pharmacy in 5 years?"
 - What type of image do you want to project?
 - Think of your personal life (significant other, children, etc.).
 - Write down your ideal situation/characteristics

Step 3

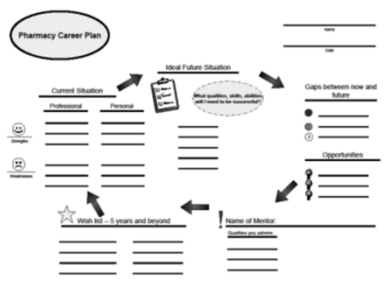
- Seek out mentorship
 - This is vital in the progression of your 5-year plan
 - Identify the desirable professional/personal qualities of a prospective mentor
 - Ask them to be a mentor
 - Make time for the relationship, and ensure it is functioning
 - Mentor succession may be necessary

Step 4

- Make a "wish list" of everything you want to accomplish in 5 years
 - Determine the areas of improvement
 - "Wish list" items should be anything that would provide you pleasure in accomplishing

Step 5

- Re-evaluate your plan in 5 years
 - After 5 years examine any gaps in your accomplishments and your original plan
 - Explore reasons for why some elements may not be accomplished
 - Create a new plan



Ideas for enhancing your practice skills

- Board Certification
- Residency or fellowship
- Certificate Training (Diabetes Educator, etc.)
- "Become an expert"
- Shadowing experiences
- Tracks at conferences
- Precept
- Volunteer to give presentations for colleges
- Publish/Reviewer
- Post-bac PharmD (if RPh)

Ideas for enhancing leadership skills

- Pharmacy Leadership Academy
- MBA, MPH, MHA, etc.
- Pursue leadership position in professional orgs
- Network at meetings
- Fellowship in a professional org
- Say “Yes” to extra projects
- Volunteer for higher profile positions (Board of Pharmacy, Board of Directors, etc.)

Self-Assessment Questions

- How often should a career plan be assessed?
 - A. 1 year
 - B. 3 years
 - C. 5 years
 - D. 7 years
 - E. Never: set it and forget it!

Self-Assessment Questions

- What value does a mentor play in career planning and professional development?
 - A. They provide you with a life plan.
 - B. They require you to sign a contract of participation
 - C. They provide encouragement and support
 - D. They may ask you thought provoking questions around your motivation for professional development
 - E. C and D

Self-Assessment Questions

- Continuous Professional Development can benefit an individual and a team by:
 - A. Encouraging competition among staff
 - B. Lower turnover rate due to increasing employee engagement
 - C. Costs excessive amounts of money to implement
 - D. Is such a unique process, that only models with specialists can participate.

Self-Assessment Questions

- Tools, such as those within the reference, "What color is your parachute?" and the 5-year career plan worksheet are useful for:
 - A. Understanding underlying motivation and keys to professional happiness
 - B. Assessing gaps in current state and desired future state
 - C. Provide no meaningful insight into professional development
 - D. All of the above
 - E. A and B

References

- Bolles RN. What color is your parachute? 2015 edition. Ten Speed Press: New York. 2014.
- Knoer SJ, et al. Using ASHP fellowship criteria as a template for continuous professional development. AJHP. 2016;73:1777-9.
- Heavner MS, et al. Implementation of a pharmacist career ladder program. AJHP. 2016;73:1524-30.
- White SJ, et al. How to find and succeed as a mentor. AJHP. 2007;64:1258-9.
