

## **BRYST Professional Development Protocol**

Examples of activities that contribute to professional growth and development:

### Continuing Education

- Enrollment in formal instructional/educational programs, courses or workshops
- Pursuing certificates, accreditations or other credentials through educational programs

### Participation in professional organizations

- Attending local, regional, national and international meetings, conferences and workshops offered by professional organizations
- Presenting materials at conferences and workshops
- Serving as a board member or committee member
- Coordinating events sponsored/offered by the organization

### Research/ Informational Data

- Conduct and/or participate in conference data meetings
- Present findings of data/research to partners and associate members

### Improve job performance

- Keeping up with technology, systems and processes
- Learning about new developments in respective industry fields
- Improving existing skills and competencies

### Increased duties and responsibilities

- Taking on new challenges in current position, projects, long or short-term assignments

### Approaches to professional development:

#### Skill Based Training

- Effective skill-based training allows for learning of conceptual information or necessary behaviours, practice learning new information or behaviours and receive feedback on performance
- Making the most of a training program- having discussion/meeting with superiors regarding reasons for attending, what is hoped in outcome, post-meeting/ discussion – debrief the experience. Discuss what is learned/shared during sessions and how it may be applied in practical operations. Practice skills learned.

### Job Assignments:

- Learning by doing – by working on real problems and dilemmas
- May be an entirely new job, a responsibility added to an existing job such as a short-term project
- The key element in a developmental assignment is challenge, something that stretches people, pushes them out of their comfort zones, and requires them to think and act differently

### Developmental Relationships

- Learning through interaction with others. Three major roles that a person can play include: (1) assessment (feedback provider, sounding board, point of comparison, feedback interpreter), (2) challenge (dialogue partner, assignment broker, role model), (3) support (counselor, cheerleader, reinforcer, cohort).

### Critical Components -Professional Development Plan:

- Assessment

There is an established standard of success to describe what/ who is successful looks like. There is a means of assessing where the individual is against this standard and continual assessment of progress that has been made. What are the standards against which you assess performance and what measures will you use to assess the individual against these standards?

- Challenge

It must be something that stretches people, pushes them out of their comfort zones, and requires them to think and act differently.

- Support

We tend to think only of monetary support, but environmental support mechanisms are pertinent. Provide guidance, feedback, and assistance during acquisition of new skills, or takes on responsibilities that are beyond the scope of their current skill level? Is there a tolerance for risk taking and some failure?