



**I'm not a robot!**

## Personal development plan examples for nurses

### Personal development plan examples. Personal development plan example for nursing students. How to write a personal development plan for nurses. What is a personal development plan in nursing.

Career Resources / Nursing Goals & Professional Development No matter what career path you choose, it's crucial to come up with professional development goals. It is important to ensure these goals align with your overall life plans. Having objectives in place is the foundation of your potential success. The earlier you plan, the greater the possibilities. Remember, goals can change over time, so you need to reevaluate them on a regular basis. In this article, we will cover: What professional development looks like for nurses Professional development in any line of work tends to evolve as time passes, and the specialty of nursing is no exception. One factor affecting the evolution of professional development in nursing is the rapid technological advancements that have occurred over the past few decades. As technology advances so do treatment capabilities which makes staying up to date on best practices so important. Professional development is critical! Some common nursing goals include: Acquiring skills in advancing technology/Fulfilling continuing education unit requirements (CEUs)Refining interpersonal skillsHoning a specific skill set to an expert levelTaking a management/leadership positionObtaining professional certificationsThe more you advance in your nursing career, the more money you could make. Our easy online CE courses are ANCC-accredited and 100% free for nurses. Get started! Nursing goals for improving communication Strong communication skills are vital to improving your nursing practice. As you interact at work, paying attention to different ways you communicate can be helpful. Strong communication skills can also help you earn extra money in a nursing side hustle. You can polish your skills to become a nurse writer, a nurse educator, or even use your medical terminology knowledge as a transcriptionist. Some nurses even make a career by doing chart reviews or testifying in court. As you consider what direction you want to take your career, identify the skills that will make the biggest impact on your goals. Do you want to provide more effective patient education? Become a nationally known speaker? Teach nursing students? Something else? Some communication goals you can consider include improving your: Active listening skillsNon-verbal communicationSpecific techniques like asking for a return demonstration or teach-back Nursing goals for improving skills Professional development goals can focus on nursing skills too. You can work on improving basic nursing skills, deep dive into skills needed for a particular nursing specialty, or learn how to use new technologies. Hands-on skills may have been covered in nursing school, but learning how to care for patients and their medical devices is a lifelong process. You can learn at work, take a continuing education class, or decide to work towards an advanced nursing degree. There are nursing skills checklists available for you to review and determine where you have the biggest opportunity for growth. For example, you can set goals to improve different skills including: Improving your assessment skills for different body systems including lung sounds, cardiac murmurs, or abdominal assessmentsMastering the use of technology like cardiac monitors or communication devicesAdding on a clinical skill to improve patient care like ultrasound-guided IV access or learning to place intraosseous access devicesLearning how to use and troubleshoot medical devices in your patient population like chest tubes, continuous glucose monitors, or ostomy care suppliesSkills specialized to a nursing role like management, education, or quality improvement Nursing goals for advancement Some nurses spend their entire careers in one role; others look to change directions and advance. If you are interested in advancement in your career, research to see what opportunities are available. Find out what is required to advance to your desired next level or role. There are tons of career resources available for nurses. Healthcare is always changing, and achieving your goals for communication and skill improvement may open future doors that don't even exist today. For example, telehealth and remote work have become much more common since 2020. Working towards your nursing goals may have up-front costs, especially if you return to school. However, improving your skills opens opportunities for you to earn more money in the long run. As you decide on your goals, it's important you understand the costs of pursuing them and the benefits you'll get when you achieve them. Only you will know what career path is right for you. As a nurse, some examples of some advancement goals would be: Your nursing degreeBy earning a specialized certificationFrom the floor to ICUFrom working as a Registered Nurse (RN) to Advanced Practice Nurse (APN)Your role from staff nurse to management and nursing leadership BACK TO TOP SMART goals Nursing SMART goals will help you identify your goals and come up with a plan of action. SMART stands for: SpecificMeasurableAttainableRelevantTime-based BACK TO TOP Importance of SMART goals Setting SMART goals will give you a much better chance of advancing your career and reaching new heights. Additionally, setting these goals can help you provide better care for your patients because you will be motivated to progress as a nurse. Taking classes on technological advances in medicine or the need for bilingual nurses are great examples of how to better serve your patients. Learning ever changing best practices is critical! When you are incentivized internally it makes everyone's job easier and improves overall nursing care. BACK TO TOP How to set SMART goals Be specific: When crafting your goals, include details that allow them to be clearly defined. Goals lacking concrete details cause a lack of focus on what needs to be accomplished. For example, say you are mapping out goals paving the future of your career as a nurse. Simply writing that your goal is to advance in your career is too vague. Try something like: I want to obtain my Master of Science in Nursing (MSN) degree. Make it measurable: To achieve your short (weeks, months) and long (years) term goals, it's important to know how to measure your progress. This allows you to stay motivated and keep going. Keep it attainable: Not everyone can become the president of the American Nurses Association. It's important to set goals that showcase your capabilities.

#### Personal Development Plan:

What are my development objectives? (what skills, knowledge or experience am I missing?)	What activities do I need to undertake to achieve my objectives? (what can the course offer?)	What support/resources do I need to achieve my objectives? (what can the course offer?)	Target date for achieving my objectives	Actual date of achieving my objectives
To gain confidence in taking to larger groups about my own work	Practice	Assign briefs which centre on to present or speak about our work	April 2014	
Learn more about how to use the studio correctly and to its full ability	Experiment and practice	Put on better sessions on different lighting to be used in the studio etc.	April 2014	
Technical training		Explaining the range of lenses etc that are available to me and how to use them into what works best for what	April 2014	
Learn more about the world of photography and photographers	Research, read, go to galleries	Give us names to research that may be in my work (they already do so)	Ongoing throughout my life	
Learn how to get my work out there after graduation	Attend guest speakers, create a website, better account, business cards etc	Supply guest speakers and their own knowledge	February 2014	

Though it's important to have ambition, you don't want a goal you can't possibly achieve. You want to create a practical goal that you can accomplish in the timeline you choose (weeks, months, years). Be relevant: Make sure you set goals that align with your needs, desires, and short- and long-term goals. Ask yourself if you have the resources required to achieve it. Make it timely: Creating goals won't work if they don't have time stamps or deadlines. For example, if you want to get your MSN, choose a date you want to finish it by. Choosing a date will give you a sense of urgency and help motivate you to get it done. Examples of nursing SMART goals Now that you understand the SMART goal definition, it's time for some examples: Become a nurse practitioner within 3 years: This goal is concrete and has a timestamp. The nurse will have a firm understanding of what they want to achieve and when they want to achieve it. Earn a Bachelor of Science in Nursing within 4 years: With the goal of obtaining a BSN, a nurse is able to grow and expand career opportunities. This goal works because it's specific and has a deadline. Become a nurse mentor within 1 year: Finding an opportunity to mentor another nurse is a great way to help improve your job satisfaction and help someone else. This is a great SMART goal because it's attainable, realistic, and time-sensitive. Earn a certification in the next 2 years: Nurses who pursue certification have a better chance of moving up the ladder or being able to switch to a different specialty. For example, Informatics is a fast-growing field so obtaining your Informatics Nursing Certification (RN-BC) would be a great way to advance your career. BACK TO TOP Align professional goals with personal goals When developing your professional goals as a nurse, it's important to investigate your personal goals as well. Sometimes, these two things conflict. Aligning personal and professional desires can bring you a greater sense of joy and increase motivation. What's the sense of working so hard to achieve a goal if it won't make you happy?

#### Training and development plan

Date January 20XX - 20XX				
Objective	Action	Resources	Criteria for Success	Report Date
What do I need to achieve?	What do I have to do?	Where help and support will I need?	How will I measure the successful completion of this objective?	When will I complete or review my progress?
Complete 3rd year of BA (Hons) Leadership & Management, Jan 20XX - Jan 20XX	Full course requirements: Northumbria university programme staff 1 x 1500 word dissertation proposal Dissertation tutor	Successful completion will be measured by the completion of the course.	Progress has been reviewed throughout the period Jan 20XX - Jan 20XX.	
This course is a lead on from the Warmer Officer CLM course, as this course gives you the 6 diploma credits you need to enter onto the final year of the degree course	1 x 13000 word dissertation 1 x dissertation poster 1 x 3500 word leadership essay 1 x 3500 word contemporary management essay 1 x 3500 word understanding strategy essay	Current line manager (Maj XXXX)	It will also be measured by how well all skills, theory, models and tools learnt migrate into my work environment.	Graduation is likely to be July 15.

Note: In order to make sure your personal and professional goals agree with each other, ask yourself the following questions: What do I want out of life? How will my work affect the relationships in my life? What makes me happy? What are the pros and cons of my professional development goals? What are the pros and cons of my personal goals? What resources are available to me? When your personal and professional goals align, you are more likely to lead an enriched life. Try to write your goals in ways that capture your life passions. BACK TO TOP Final thoughts Professional development for nurses can take your nursing career to places you never thought possible. From obtaining new nursing certifications to managing more than 100 nurses, your nursing career possibilities are endless. No matter the professional development plan you put into place, you'll need to maintain an active nursing license to achieve your career goals. This includes keeping up with your CEUs, certification specifications, and licensing requirements. Let Incredible Health help you on your path to success. We're behind you all the way. You've got this! Boston, MA | \$77,000 to \$161,000/year Dublin, OH | \$55,000 to \$90,000/year San Diego, CA | \$46,000 to \$150,000/year Geneva, IL | \$65,000 to \$100,000/year Hagerstown, MD | \$69,000 to \$109,000/year BACK TO TOP