

Are You and Your Team Really Engaging in Continuing Professional Development (CPD)?

Defining Attribute 2

Please note: Deb Hearle and Sarah Lawson are both practicing Occupational Therapists with a passion for CPD. This work is undertaken in our free time and our TRAMmCPD resources which include the TRAMm Model, TRAMm Tracker and TRAMm Trail (TRAMmCPD) are downloadable *free of charge* from our [web-site](#) for use by anyone who needs to engage in CPD. Our work is protected by a [Creative Commons licence](#), therefore you are free to share the material, provided you attribute it to us; you may not use any material for commercial or financial gain.

Any proceeds from the sale of our book *Hearle, D; Lawson, S and Morris, R (2016) A Strategic Guide to Continuing Professional Development for Health and Care Professionals: The TRAMm Model* are used towards the further development of TRAMmCPD and [web-site](#).



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Defining Attribute 2: The individual feels rewarded either intrinsically (e.g. enjoyment) or extrinsically (e.g. promotion) whilst or after undertaking CPD.



Have you felt/been rewarded as a result of the CPD activities you have undertaken? If not do you know why not? What have been/could be the rewards of your CPD? If you are looking for external awards such as promotion or advancement of your qualifications it may be you have not sought the right type of CPD required or have not provided the right information to evidence your learning and development.

Try some of the following to find out how you could feel greater reward from your CPD:

TELL:

- Have a chat with others who are where you would like to be in your future career or in areas you might be interested in. Ask them how they got there and what they believe helped them to achieve their position.
- Ask your line manager to point you in the direction of the sort of qualifications expected for promotion e.g. within practice, to go to the next band do you require a Masters or doctoral level qualification? It may be that they just require evidence of certain skills or credibility e.g. in education you may need to boost your international reputation or increase the level of impact of your research. In practice you may need evidence of leadership qualities or management.

RECORD:

- It may be useful to undertake a reflection on the CPD activity to explore the reasons for your lack of engagement or reward. See ideas for models of reflection which might help you (see defining attribute 4).

ACTIVITIES:

- If you are in practice and struggling to secure funding for traditional CPD activities, try to think creatively about how you might develop your skills effectively without charge. Joining special interest groups are always a good way of sharing skills with likeminded people; you might even meet your next boss!! Or consider the use of social media such as [#OTalk](#) on [Twitter](#). Pursuing areas of interest may provide the reward you need.
- If you are in Education and you want to increase your education standing but are not in the position to undertake formal courses at this point, take a look at the [Higher Education Academy \(HEA\)](#). You could apply for fellowship of the HEA or if you are already a fellow, why not look at the processes for Senior Fellow or higher.



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MONITOR:

- If you haven't felt rewarded is it because you are choosing the wrong type of CPD activities and you need to find out what your preferred learning style is: Try visiting the following web-sites to discover your learning style:



Vark: <http://vark-learn.com/>

Honey and Mumford:

<https://www.talentlens.co.uk/develop/peter-honey-learning-style-series>

- Revisit your TRAMm Trail (available for free download <http://www.trammcpd.com/cpd-engagement.html>) Can you update it or are there things you said you would do that you haven't yet done?
- Have a good think about where you are in your career and what you are hoping to achieve in the future. Have a look at your June edition of OT News and see the article on CPD by Stephanie Tempest and Zoe Parker about maximizing the potential for CPD in your workplace. (Tempest & Parker 2016)

mEASURE:

- Consider what you could measure in terms of a reward. You may have been rewarded but just not been aware of it. E.g. you may be completing tasks more quickly as a result of your CPD or you may have grown in confidence. Have a look at defining attribute 4 where we identify a few ways to measure the impact of CPD on yourself to see if there are any other ways you may have been rewarded.

Here at TRAMmCPD our own CPD journey continues, we continue to develop TRAMmCPD and are working to submit the results of the CPD Engagement concept analysis for publication. We are interested to hear your thoughts and ideas about what we have written. If you have any comments or queries please [contact us](#):

Email: enquiries@TRAMmCPD.com

Via our website: <http://www.trammcpd.com/contact-about-us.html>

Twitter: [@TRAMmCPD](#) [@SLawsonOT](#) [@HearleD](#)

To download the full additional 'Are you and Your Team Really Engaging in Continuing Professional Development' information please visit:

<http://www.trammcpd.com/cpd-engagement.html>



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REFERENCES:

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Tempest S and Parker Z (2016) Time to get personal - (re)claiming CPD as a reflective mind - set. *OTnews* June 2016 24. 6

