

2. Maximising CPD

CPD is optimised when you identify the knowledge and skills needed for professional competence, use appropriate educational methods, and develop individualised strategies when applying what has been learned to professional practice.

You will learn best when you are motivated, and your CPD:

- Is highly self-directed, you are responsible for deciding what CPD activities you want to do
- Is based on your learning plan and the learning needs you have identified for yourself
- Builds on your existing knowledge and experience
- Links your learning to practice
- Includes evaluation of the effect of your learning on your practice
- Involves review of your learning plan in response to your experience.

Tips for Making CPD Work

- Be fully engaged
- Give and accept the gift of feedback graciously
- Learn from your mistakes
- Recognise prior knowledge and experience without being blinded by preconceptions
- Support claims with multiple sources, methods and perspectives
- Ask big questions
- Challenge mental models (real learning happens when assumptions are challenged and model change is based on new evidence and insights).

CPD & You

After every CPD opportunity, there are several questions you can ask to maximise learning:

- What did I learn?
- How has this improved my professionalism?
- What aspects of my work practice will change as a result?
- Will I do anything differently in light of my learning?
- How will I know when this has happened?
- What was the benefit to the business or client?
- How does it link with my previous learning?
- Has it changed how I think about my professional competence?
- Have I identified further learning needs?
- How will I address these?