


My Development Plan

Once you have your objectives set as part of your MPDC conversation, use this plan to log and guide your development.



Personal development planning should have three elements, as described in the [70/20/10 Model](#):

- **10% formal learning** - books, courses, workshops (classroom or online)
- **20% learning from others** - sharing ideas, seeking feedback, interacting with others; this can include coaching, peer learning, conferences, mentoring
- **70% on-the-job learning** - challenging tasks, special projects, applying new knowledge, secondments



You may also want to consider your development in relation to:

- Job Descriptions
- Academic Promotions criteria
- Heads of Department Criteria
- The [Researcher Development Framework](#) (external website)
- Professional competency frameworks (e.g. the [Association of University Administrators](#)) (external website)



	Short term 6-12 months	Medium term 2-3 years	Long term 4-5 years
What is/are my development objective(s)?			
What capabilities do I need to develop to achieve this objective?			
How will I develop this/these skills?			
What support do I need?			

	Short term 6-12 months	Medium term 2-3 years	Long term 4-5 years
How will I know I have improve my skills?			
What impact will developing these skills have on me personally?			
When will I undergo this development?			
Review of my development			



Notes

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