

In the Process of Self-development

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Abstract: The main objective of this study is to identify how much the professionals are willing for their self-development. The researcher has conducted an online survey. This online test was an objective assessment test. The purpose is also to motivate the professionals to think over their strength and weaknesses. Thereafter, to identify the areas of their interests. The paper will support the reader to plan for their self-development. The researcher has also suggested to draw an outline for the continuous professional development (CPD).

Keywords: self-development, self-assessment, professionals, CPD, strength

Introduction

Continuing professional development (CPD) is something that is ongoing. It's in continuous practice. I've been teacher now for over 20 years, but I keep learning new things. I go to new situations, and all of that is part of my continuing professional development. But importantly, it's the people I meet that I find gives me new insights into what I thought I knew. I like to improve my practice all the time, and so everything is a challenge. If you feel like you understand the situation, and that your students or your children are learning, then there's always more for me. There has to be some other route that I can take as well to add even more to their environment.

Continuous Professional Development (CPD) is a valued activity. [4] CPD helps to facilitate learning and development among educators, specifically to learn to cope with new and changing roles and new approaches to teaching. [1] CPD was described as 'aspirational' (Bouch 2006), as owned by the individual.

I think for me, continuing professional development is the ability to change, to change the way I think, to change my practice, the way I do things. And that change is only possible when I'm able to learn from other people, and from research, and from observing other colleagues, for example. It also helps you know what is important to change. So, we're not saying that everybody should change everything they do. It helps you, through the discussion and talking about it, to know what needs to be changed.

We should try to answer these questions:

What do you think you need to change about your practice?

What do you like about your practice - what do you need to keep hold of?

Research Methodology

The researcher did an online self-assessment test or a survey and received 393 responses so far. The researcher found out that the test takers belong to different places of the country and from different professions. Most of them are teachers - 352 to be exact and teach primary, secondary and adult learners.

Self-assessment- a good start

In order to know which areas to focus on for professional development, it's necessary to take an honest look at where you are now.

Stage of development	Description
1. Awareness	You have heard of this professional practice.
2. Understanding	You know what the professional practice means and why it's important
3. Engagement	You demonstrate competency in this professional practice at work.
4. Integration	You demonstrate a high level of competency in this professional practice and this consistently informs what you do at work.

We should try to select one professional practice for each of the four levels: **Awareness, Understanding, Engagement, Integration**

An example answer would look something like this:

- Awareness: Integrating ICT
- Understanding: Using inclusive practices
- Engagement: Understanding learners
- Integration: Knowing the subject

Awareness and understanding indicate areas we need to develop in and Engagement and Integration are our strengths.

The only way, we can improve quality of professionals, is to create a culture of continuous improvement. Every teacher needs to get better. This job you're doing is so hard that one lifetime isn't enough to master it. So, every single one of us needs to accept the commitment to carry on improving our practice until we retire or die. That's the deal.

All teachers – newly qualified or very experienced – face challenges and continue to develop as teachers throughout their careers. Tell us:

- What do we love about our job?
- What are the challenges we face?

Identify yourself

As a person, we are well aware of our strengths/flaws. In the process it is very important to know that according to our work, what information we need and have the skills or what are our strength/strengths?

It is necessary to acquire and develop skills so that we can better ourselves.

List-

My Strength	My Weakness	Point of Development
...
...,

Self-development Action Plan

The first challenge that I think I'd face is really questioning myself, asking myself, is this really what interests me? And if I find that the answer is yes, then that's great. And if I find it's a partial answer or a partially positive one, so then I need to start looking at factors that would make, motivate me to learn further. So intrinsic motivation is a very big challenge before starting anything, especially when it comes to learning something. Well, professional development activities have always been fascinating to me. I can't resist myself going outside the school for doing it many times. For that, time and distance has never bothered me.



Decide

I will do to further enhance my qualities/skills

I will do to overcome my weaknesses

Set small time bound goals - in the process of self-development, it is necessary that we must have small goals with timeline.

What to achieve	How to achieve	Time Required

In this sequence, try to set new goals after achieving any goal. Let us keep ourselves on the path of continuous development.

Many such efforts are being made for the development of every person related to education. We just have to prepare ourselves for self-development.

One more point, in the process of self-development, continuous self-study, connect with technology and latest information. Staying familiar, honing your expression skills are some of the well-known tips that will help you continuously.

References

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