Professional Practice in a Shifting Landscape: Goal Setting and Self-Assessment

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OUTLINE

- Reporting on research
- Putting it into practice
DEFINITION

“Self-assessment is a means of developing internal standards and comparing performance to those standards [...] It requires looking in 3 directions:

• back at completed work
• down at present work to determine next steps
• and forward to the future to apply to the next learning opportunity what has been learned.”

(Donham, 2000)
WHY SELF-ASSESSMENT

Time and career management
- What’s my next professional step?
- Am I using my time well?

Performance
- Am I doing a good job in my role?
- Am I making an impact?

Work satisfaction
- Is my work meaningful?
- What is rewarding in my work?
“I’m sure many fields are like this but it feels like ours a lot is that things are changing so quickly…doing some looking forward I think is useful.”

“I think that there is a lot of jumping around, like, right now I think open data is the big thing so people are like “I better jump into open data…Oh wait, wait, wait, now this is the thing, I better jump over there…”

“There is a lot of… just trying to keep up… I know I can keep up but I don’t want to wake up in 10 years and keeping up is all I have done….”
WHY THIS STUDY

Adding to the research
Starting a conversation
**RESEARCH DETAILS**

**Goal:** To get a snapshot on current practices across our profession

**Interviews:** 4 academic, 3 special, 2 public librarians
- 3 librarians had 10+ years
- 4 librarians had 5-10
- 2 librarians had less than 2

**Questions:** focus on personal practices & reflections
SCOPE NOTES

1. Goal was to identify current self-assessment practices NOT provide prescriptive advice about the best approach

2. Self-selecting sample
PRELIMINARY RESULTS

Common themes:

• Self-assessment priorities included project management, career management, interpersonal management
• Personal desire for continuous growth and improvement
• Institutional assessments not a “catch-all”
• Common desire for peer networks as a framework for self assessment

Shared insights:

• Everyone is doing more than they think
• Formal (leadership) training can help with self assessment
• Tools are a good starting point. Follow through is necessary.
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What do we self-assess?

personal goals, careers, conflicts, learning, knowledge, life goals, interactions, meetings, projects, soft skills.
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PERSONAL DESIRE FOR CONTINUOUS GROWTH AND IMPROVEMENT

“I think it’s kind of your duty to think about how you’re doing your job … to celebrate what you are doing well and to think about where you might want to do better.”
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Institutional assessments not a “catch-all”

“I don’t think [formal evaluations] have done much for me... I don’t respect our process here a whole lot, so I don’t put a lot of faith into that. It feels more like a formality rather than a way to actually help me.”
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COMMON DESIRE FOR PEER NETWORKS FOR SELF ASSESSMENT

“I wish I could do self-assessment with someone else”

“The part that is missing for me is the people and the having someone to follow up with”
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SUPPORT FOR FOLLOW-THROUGH

How can institutions help with follow through?

• Acknowledging and discussing value of self-assessment
• Encouraging specific (optional!) techniques or activities
• Providing space for conversation, peer-process
• Structure:
  • More formal structure for self or peer check-in
  • More frequent check-ins with supervisors, and feedback
WANT TO SELF-ASSESS?

Get started
- Literature
- Leadership training
- Formal assessment tools

Follow through
- Evidence based practice
- Purposeful discussions
- Reflective practice
LEADERSHIP TRAINING

From your own institution

General programs:

- Chair Academy (University and college leaders)
- ACRL Harvard Leadership Institute for Academic Librarians
- PNLA Leadership Institute
FORMAL ASSESSMENT TOOLS

Personality:
  • MBTI, Enneagram…

Leadership:
  • DISC, CISS, LPI…

Team:
  • Parker Survey, MBTI Types & Teams…

Other
  • Strengths Finder
  • 360 reviews
  • …
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EVIDENCE BASED PRACTICE

Find evidence

Redefine the problem

appraise evidence

Evaluate change

Apply results

PURPOSEFUL DISCUSSIONS

- mentors
- peers
- coaches
REFLECTIVE PRACTICE

What?

So what?

Now what?
Goals this week:
- Lorem ipsum
- consectetur adipiscing elit.
- Curabitur feugiat fringilla dui non elementum.

Did I reach them?

Why not?

What next?
Faucibus sem tempus eleifend. Sed pharetra est eget odio pulvinar.
Reflective Practice Log Form

Meeting/event/project
Date

What happened

How I felt

What worked/didn’t work

What could I have done

What will I do next time
Welcome to the UBC PharmD Program Student Learning Portfolio.

As Preceptor for one of my up-coming rotations, I invite you to view my overall program goals and objectives, the list of rotations I have completed to-date, my CV, and / or simply select from the drop-down menu on the right the tab corresponding to your rotation, where you will see outlined my rotation-specific goals and objectives.

Support site for students:
Click here to visit the support site for setting up your Learning Portfolio

Template rom the UBC PharmD program at: http://blogs.ubc.ca/cspaul2/
FURTHER QUESTIONS

1. Is self-assessment something institutions can support – or is it just part of personal experience and individual growth?

2. Is self-assessment a useful area of inquiry, or are we just getting caught up in a pop-culture trend?

3. Can and should we measure the efficacy and impact of self-assessment?

4. What is gained/lost when you make the informal formal, the individual social, the private public?
BIBLIOGRAPHY

http://tinyurl.com/W01BCLA