

UEA Doctorate in Clinical Psychology

# Personal and Professional Skills and Values (PPSV)

Personal and Professional Development across Training

Module co-ordinators: Dr. Gillian Bowden, Dr. Imogen Rushworth  
2017, 2018, 2019 Cohort

# PERSONAL AND PROFESSIONAL SKILLS AND VALUES (PPSV)

## Personal and Professional Development across Training

Module co-ordinators: Dr. Gillian Bowden, Dr. Imogen Rushworth

2017, 2018, 2019 Cohort

Overview of EVBP 1.....	<b>Error! Bookmark not defined.</b>
EVBP1 Teaching Sessions .....	4
References: .....	8

**Module:** **PERSONAL AND PROFESSIONAL SKILLS AND VALUES**

**Module co-ordinators:** Dr. Gillian Bowden and Dr. Imogen Rushworth

### **Aims and Learning Objectives of Module**

The module will follow the developmental trajectory and progression of trainees through the three years of the Programme with an emphasis in the Senior Year on individual learning needs, the development of broader specialist skills and practitioner identity towards qualified status.

The aims of the module are:

- To enhance development of professional identity through reflecting on previous learning achievements and applying this to future learning objectives, via a self-directed learning approach.
- To enhance development of meta-competencies and the transferability of these across multiple systems through reflection on individual learning.
- To increase understanding and appreciation of differing perspectives and how these can apply to complex systems and organisations.

- To support individual transition to qualified status and the development of an identity as an autonomous practitioner.

On completion of this module by the end of training, trainees will:

- Have an understanding of why PPSV are an essential part of being a Clinical Psychologist i.e. to ensure development in leadership roles and developing psychological skills to apply to systems and organisations.
- Be able to reflect critically on experiences, roles and settings, and to have developed an appreciation of the broader role of the psychologist in health and social care settings, leadership, service development etc.
- To have developed transferrable skills to promote organisational learning.
- To have a complex understanding of the self within an environment of competing biases, which may influence decision-making and judgements.

This module will complement teaching sessions in the First Year on PPSV, and the Senior Year Leadership and EVB-Advanced Practice modules, e.g. Quality Improvement, Leadership Style, Working with Complexity.

**The teaching on this module will contribute to trainees learning the following standards of proficiency in line with the HCPC (2015) standards:**

1. Be able to practice safely and effectively within their scope of practice
2. Be able to practice within the legal and ethical boundaries of their profession
3. Be able to maintain fitness to practice
4. Be able to practise as an autonomous professional, exercising their own professional judgement
5. Be aware of the impact of culture, equality and diversity on practice
6. Be able to practice in a non-discriminatory manner
7. Understand the importance of and be able to maintain confidentiality
8. Be able to communicate effectively
9. Be able to work appropriately with others
11. Be able to reflect on and review practice
15. Understand the need to establish and maintain a safe practice environment

**The teaching on this module will contribute to trainees learning the following standards of proficiency in line with the BPS Competencies:**

1. Generalizable meta-competencies
7. Personal and professional skills and values
8. Communication and teaching
9. Organisational and systemic influence and leadership

## PPSV Teaching Sessions

TIME ALLOCATED	TEACHING SESSION TITLE	LEARNING OBJECTIVES
1	PPSV Personal and Professional Issues	<p><i>Trainees will be encouraged to bring personal experiences of critical incidents pertinent to their development of personal and professional skills and values to discuss with their peers:</i></p> <ul style="list-style-type: none"> <li>- To facilitate and support the development of reflective capacity</li> <li>- To identify future learning goals related to development as an independent and autonomous clinician</li> <li>- To facilitate demonstration of skills development and application of transferable learning across settings</li> </ul> <p><i>During the first year, discussions will relate to experiences that have influenced the choice to train as a clinical psychologist.</i></p>
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.
1	PPSV Personal and Professional Issues	As detailed above.

TIME ALLOCATED	TEACHING SESSION TITLE	LEARNING OBJECTIVES
1	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	<p><i>Trainees will be encouraged to bring personal experiences of critical incidents pertinent to their development of personal and professional skills and values to discuss with their peers:</i></p> <ul style="list-style-type: none"> <li>- To facilitate and support the development of reflective capacity</li> <li>- To identify future learning goals related to development as an independent and autonomous clinician</li> <li>- To facilitate demonstration of skills development and application of transferable learning across settings</li> </ul> <p><i>During the second year, discussions will relate to experiences that have influenced training since starting the programme.</i></p>
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.
2	PPSV Personal and Professional Issues	As detailed above.

TIME ALLOCATED	TEACHING SESSION TITLE	LEARNING OBJECTIVES
3	Personal and Professional Skills and Values 3	<p><i>Trainees will reflect on issues related to resilience and how to promote their own and others' through consideration of:</i></p> <ul style="list-style-type: none"> <li>- What resilience means and how to sustain wellbeing</li> <li>- Strategies that have helped to manage the emotional and physical impact of practice</li> <li>- Discussion of cultures that promote resilience</li> <li>- Critical incidents in training which have helped develop resilience</li> <li>- Factors and approaches that have been valuable and could be developed</li> <li>- How to promote resilience in other professionals</li> </ul>
3	Personal and Professional Skills and Values 3	<p><i>Trainees will reflect on the application of NHS and personal values to promoting a positive working culture and moving towards qualified status through considering.:</i></p> <ul style="list-style-type: none"> <li>- Personal values and motivations</li> <li>- Changes and development of PPSV and influencing factors during training</li> <li>- Impact of values base on clinical practice</li> <li>- Meaning in work</li> <li>- Promotion of positive engaging culture</li> </ul>
3	Personal and Professional Skills and Values 3	<p><i>Trainees will consider how they may develop their own personal leadership, facilitation and consultation styles through discussion on:</i></p> <ul style="list-style-type: none"> <li>- Leadership as a set of skills, values and competencies or an emerging social phenomenon</li> <li>- Effect of power imbalances on relationships in health and care settings</li> <li>- The transient and contextual nature of leadership</li> <li>- Engaging leadership</li> <li>- Co-production</li> </ul>

TIME ALLOCATED	TEACHING SESSION TITLE	LEARNING OBJECTIVES
3	Personal and Professional Skills and Values 3	<p><i>During this final review session, the aim will be for trainees to consolidate the content of the three earlier sessions, developing links between the themes of those sessions. Trainees will be encouraged to reflect on:</i></p> <ul style="list-style-type: none"> <li>- The process of engaging in these sessions</li> <li>- What they gained from them</li> <li>- What they learnt in terms of their own PPSV from doing so</li> <li>- How the experiences discussed influenced their development as a clinical psychologist</li> <li>- What they may have done differently when reflecting back on critical incidents experienced during training</li> <li>- What was missing from the sessions and this process of reflection</li> <li>- If the process could have been facilitated differently</li> </ul>