

Your CPD / Registration Log
- Why and How !



Jerry Dixon

AFPsSI, Reg. Psychol.(PsSI), Reg. W/O Psychol.(PsSI), Fellow HEA.

Division of Work & Organisational Psychology

Coaching Psychology Group (DWOP)

Division of Teachers and Researchers of Psychology

EAWOP IAAP

Why?

A Metaphorical Analogy



Why?

An Iceberg !

- Symbolic representation of the expertise of probably most, if not all, the people reading this !
Of which perhaps.....
- 10% is Conscious knowledge
 - **Visible.**
- 90% is Tacit Knowledge (Polanyi, 1962)
 - **Beneath the Surface.**

So What !

- Tacit knowledge reduces our awareness.
- Awareness however facilitates self efficacy.
- Self efficacy builds situational confidence.
- Confidence predicts performance.
- Performance builds Competence.
- Despite the over simplicity, even as psychologists, we are not necessarily immune from such process's.

Ethics and CPD



- Immanuel Kant argued adherence to ethical values was a obligatory duty.
- Tronto (1993) associated professional ethics with competency via training and development.
- If a care ethic demands the obligation of competency and development, then we are equally bound to remain aware of our own ethical values via mindful awareness.
- Awareness that can be developed via explicit CPD workshops, reflective learning, and shared knowledge / experience.

Solution – *The Reflective Practitioner* (Schön, 1983)

- Do we practice what we preach, or, preach to others what we only aspire to ourselves !
- ‘...*looking to our experiences, connecting with our feelings, and attending to our theories in use*’. The result of which is....
- Double Loop Learning (Argyris & Schön, 1978).
- *Reflective learning and personal exploration is the essence of **Continuing Professional Development.***

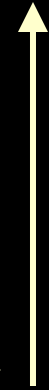
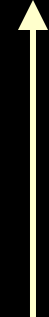
CPD – A Mechanism for Reflection

- ‘...Reasons for Attending Event’
- Forced reflection to elicit justification.
- Objectification helps make tacit knowledge explicit.
- Explicit knowledge assists semantic memory to enhance integration potential.
- ‘How was learning integrated...’
- ‘Attend to our theories in use’.
- Reflect & Evaluate.
- Reframe Governing Theories with new awareness (Double Loop Learning).
- Cite examples of learning integration.
- Advance Practice !

CPD – The Reflective Practitioners Psychological Contract.

- Builds Conscious Awareness.
- Awareness Builds Self Efficacy.
- Self Efficacy Builds Confidence and Professionalism.
- Professionalism Builds Performance.
- Reflection on Practice.

CPD



The Issues

- The more experienced you become, the more tacit your knowledge and awareness is likely to be.
- Many Psychologists often conduct work on the fringes of mainstream psychology.
- Many Psychologists conduct mainstream psychology in passive or non-clinical environments.
- ??? So How do we Demonstrate we are still Psychologists practicing Psychology ???
- Since we can not assume Registration Board will instantly recognise our endeavours, we have to offer information and describe ourselves in such a fashion so that they can !

HOW?

What are they looking for ?

- *To... 'Keep themselves up to date with relevant knowledge, research methods, and techniques, through the reading of relevant literature, peer consultation, and continuing educational activities'.*
- 120 points over a 3 year cycle.
- 40 points per year (30 via attendance, and 10 via application of learning).
- CPD Activities attended, activities delivered, related activities, and self directed activities.
- Inputs (Time spent on activity), and, outputs (applied learning into practice).

Job Description

- The psychological role of the Work / Organisational Psychologist is not always explicit (*or well understood for that matter !*).
- At the top of your log it is prudent to outline each of your work roles to help the registration board recognise the appropriateness of activities (particularly those only allied to psychology in your view).
- Include concrete data, stats, client details, roles, responsibilities etc.
- You know when you've got it right when a 3rd party can read it and visualise the psychologist in you '*in action*'.
- Add as a preface to your log.

- E.g. Re-employment Psychologist.

Recruiting and organising group assessments & individual programme planning to coach, counsel, and train disaffected clients in & through the job seeking and interview process. Creatively adapting and applying a range of psycho-therapeutic interventions to meet contextual / client needs. Services are focussed on developing self efficacy, subjective competence / confidence, loci of control, and self actualisation (120 group participants p.a., 200 + individual clients p.a.). Programme design and evaluation (Applying Psychometric evaluation tools). Qualitative / quantitative criteria related record keeping, Profile report writing (inc. legal / medical / rehabilitative). On going quantitative and qualitative research projects to explore the psychological impact of unemployment upon job seeking ability and developing advanced therapeutic methods of enhancing employability and accelerating reemployment.

• Current Areas of Professional Development.

- **Active Research Interests** – Exploring and Developing Reemployment Strategies, Trait Analysis of Pro-active Job Seeking Competencies, Identifying Flaws / Bias in Organisational Entry and Decision Making. Verifying Environmental Factors that Mediate Subjective Competency, Self Attribution, Self Efficacy, and Loci of Control. Developing Techniques to Reduce Skill Amnesia / Mindlessness.
- **Research Methodologies** – Quantitative group comparison, Qualitative group and individual semi-structured & unstructured interviews, Narrative Analysis, Twenty Statement Tests, Thematic Analysis.
- **Therapeutic Methods Applied** – Solution Focused Brief Therapy, Cognitive Behavioural Therapy, Positive Psychology, Humanistic Counselling, Career Guidance & Coaching.

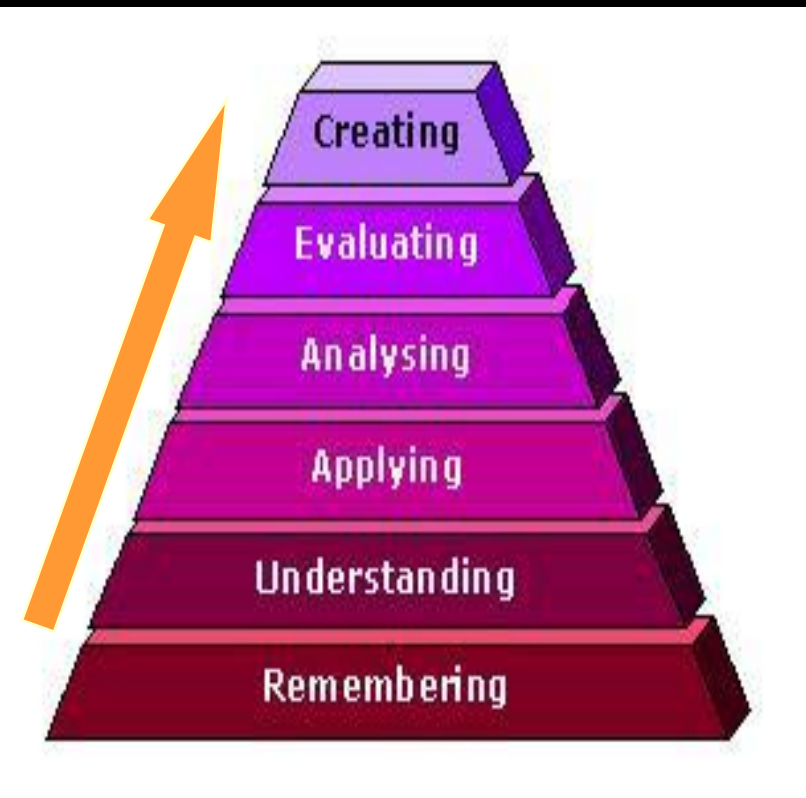
Learning Statement

- If early in your career, or changing direction; to highlight your learning journey may be prudent.
- Highlights, clarifies, & communicates that you may be following a specific theme(s) in your CPD activity.
- List your areas of interest, research, or client practice (client area of need, methods / techniques used, types of activity with client groups).
- NOTE: Be declarative using ‘psychological terms’ and associated language & relevant citations.
- Emphasise personal commitment, energy, & enthusiasm through appropriate verbs.
- Compare / edit along with completed CPD activity to insure a strong degree of consistency.

SMART Goals.

- *Demonstrate a logical consistency between what you want to learn about and the overall aims / plans for the CPD / Registration Process.*
- **S**pecific – What exactly do you want to learn and why.
- **M**easurable – Where are you at, and where do you want / need to be.
- **A**ttainable – Can you achieve your goal within the CPD timeframe, can you source the training / knowledge necessary.
- **R**ealistic – On top of work / life commitments, can it be done.
- **T**imely – Planned & organised consistency is preferable.
- *Edit before submission to emphasise achievement and progress.*

The Language of Learning



- *Mind Your Language !*
- Different verbs indicate different levels of learning.
- Important to select the correct type of verb in relation to your level of skill / activity (*akin to psychometric test dialogues*).
- Even more important to demonstrate 'progression' if following a series of themed activities.

Anderson & Krathwohl (2001),

Based on Bloom (1956).

Levels of Knowledge



PSI request you declare your level of knowledge for each goal / area of development you declare.

- **Expert** – Requires peer supervision of affirm status.
- **Skilled** – Requires expert supervision to advance learning.
- **Competent** – Good, but still learning.
- **Capable** – Sufficient, but still being guided by an expert.
- **Familiar** – Ideal for further formal training.
- **Aware** – Requires training & regular supervision.
- **Unaware** – Baseline when moving into a new subject.

Log Lingo

Professional Development reasons for attending event/undertaking the activity

- What did you intend to learn.
- Why ?
- Prospective Verb.

How was learning integrated into work practice?

- What did you learn.
- How did you apply what you learned.
- Retrospective Verb.
- So What ? Link to your CPD.

Supplementary Information

- Other useful information you might consider including if relevant to your circumstances ; -
 - Future career aspirations.
 - Perceived / aspired changes to your work role.
 - Plans for post graduate study / research.
 - Notification of any significant career breaks.
- A word of caution, be realistic, and only express changes / ambitions that are logically achievable, or are likely to occur within the current registration period.
- Remember the cycle is 3 years retrospectively, therefore it may be useful to track your progress over that period and edit to show an appropriate progression.

Approach



- There is no defined approach on entering data the CPD log. Therefore, you have two choices;-
- **Chronological** – All activities are intermixed, but presented in Date Order.
- Or you might prefer;-
- **Categorical & Date Ordered*** – Where all related activities are clustered together e.g. all supervision meetings, all journals read, all DWOP CPD events etc.
- * *Often easier for demonstrating progression.*

(Some) CPD Categories



- **DWOP & Related CPD Activity**
 - DWOP AGM, Workshops, Master Classes, Non Accredited Professional Workshops
- **Research Activity / Conferences**
 - PSI Conference, NI BPS Conference, Presenting your own Independent Research.
- **Psychology Courses & Formal Training**
 - Emotional Intelligence, Coaching, Counselling, SFBT, CBT, Level A / B etc, etc.
- **Supervision / Peer Learning**
 - Offering Supervision, Being Supervised, Formal Peer Learning Group, Personal Counselling / Psychotherapy.
- **Self Directed Activity, Reading & Learning**
- **References (for Self Directed Reading).**
 - Record your reading activity as a full reference (APA Style of course !).

Self Directed Activity.

- Reading journal articles (would recommend entering APA style reference as an appendix to the log), Psychology related books etc.
- Reading the *'The Irish Psychologist'*.
- Keep your own self reflective 'Learning Journal' / diary.
- Cite only respected / peer refereed sources.
- Self directed activity is calculated at 1 point per hour spent, and then 0.25 points per point for incorporating learning into practice (rather relative – may be best to indicate how many pages read / notated etc.).
- Be conservative, if the title / subject is NOT clearly psychological – you will have to justify yourself in depth. May be better to describe the activity as 'Critical analysis of media / secondary data for research literature review'
- *(That way reading the 'The Phoenix' becomes analysing socially constructed attributions of environmental stressors during social economic decline; the use of humour as a anxiety buffer to protect self esteem !?!).*

Recording Self Directed Activity

Job Title – Re-employment Psychologist, Arklow Job Club, Arklow, Co. Wicklow.

Job Description - Group assessments & individual programme planning to coach, counsel, and train disaffected clients in & through the job seeking and interview process. Applying a range of psych-therapeutic interventions. Services are focussed on developing self efficacy, subjective competence / confidence, loci of control, and self actualisation. Curriculum design and evaluation (Applying Psychometric tools). Budget (€120k p.a.) and staff management, Qualitative / quantitative criteria related record keeping & programme evaluation, Report writing, Facility management. On going quantitative and qualitative research projects to explore the psychological impact of unemployment upon job seeking ability and developing therapeutic methods of enhancing employability.

Active Research Interests – Exploring and Developing Reemployment Strategies, Identifying Flaws / Bias in Organisational Entry and Decision Making. Verifying Environmental Factors that Mediate Subjective Competency, Self Attribution, Self Efficacy, and Loci of Control. Developing Techniques to Reduce Skill Amnesia.

Research Methodologies – Quantitative group comparison, Qualitative group and individual semi-structured & unstructured interviews, Twenty Statement Tests, Thematic Analysis.

Therapeutic Methods Applied – Solution Focused Brief Therapy, Cognitive Behavioural Therapy, Positive Psychology, Humanistic Counselling, & Coaching.

Name: Jerry Dixon	Year of Log: 2011	Date of Submission: 1st January, 2013
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Date	Title of Event	Professional Development Reasons for Attending Event?	How was learning integrated Into work practice?	Total Hrs of Learning	PSI Ref. No.	PSI Credits	Learning Credits
2/8/09	Read ‘The web of coping resources and pathways to reemployment following job loss’ Vinokur & Schul (2002).	<ul style="list-style-type: none"> To integrate understanding of authors findings with own client experiences. E.g. financial strain increased job seeking motivation, but also depressive symptoms. 	<ul style="list-style-type: none"> Questioned the ‘quality of motivation’ i.e. level of job applied for. Inspired search for other articles regarding quality of job search over time. Approached MABS for promotional literature. Incorporated financial strain as part of client assessment interview. 	1.5 hrs (15 pages)		1.5	.25

References

2/8/09 Vinokur, A.D., & Schul, Y. (2002). ‘The web of coping resources and pathways to reemployment following job loss’ *Journal of Occupational Health Psychology*. 7, 68-83.

Informal Group / Interpersonal Activity

- Peer Meetings, Interdisciplinary Meetings.
- Journal Club, Book Club.
- Propose yourself for part supervision of a M.Sc. Dissertation (*cite name and PSI membership number*).
- Seek out and Supervise a trainee psychologist (*As above*).
- Offer yourself as a Guest Lecturer.
- Community presentations / workshops (*Take psychology out to the people !*).

Ideas & Suggestions

- Look to subscribe to an academic library (where you did your M.Sc. will be cheapest), or a source of respected on-line journals to maintain your knowledge of chosen areas. More recently, free academic databases are becoming available e.g. Pubpsych (Germany).
- Approach universities and offer yourself to assist as a supervisor for a masters student in their research (Subject should be of course within your realm of competence).
- Create or join a ‘research group’, qualitative methods require few resources and are now a fully recognised and advocated method.
- Create / join a virtual peer meeting / supervision site on *Facebook, Twitter, Linked-in, The Research Network* etc. (*Make journal completion & discussion a formal part of the group meeting activity*).
- Network with Psychologists from outside your professional domain, but within your locality.

Ideas and Suggestions II

- *Keep your CPD log as a file on the Desktop of your computer, use your log like a diary.*
- Write down ideas / thoughts / points of learning at the time – you won't recall them at the end of the year.
- Emphasise 'New' learning, don't just recycle what's already there.
- Highlight and make explicit where new learning / research findings has generated 'new' questions and fields of enquiry for future learning objectives (*isn't that the name of the game*).
- Leave your learning statements open ended – you haven't 'learnt' anything ! The day learning is in the past tense, you'll start to stagnate. As usual it is an area, '*open to further research and critical enquiry*'.
- Share what you have learned. If you've trained in or become enthused by a new method or theory – design a CPD activity around it and submit the proposal to your division (worth several points).



Unemployment & CPD

- Read, research, and up-skill on-line.
- Read the *Irish Psychologist* and other free journal sites e.g.
 - Pubpsych.
 - IUPSYS, Psychology Resources Around the World.
 - Yale University, Health, Emotion & Behavior Laboratory.
 - Researchgate.
 - OpenLearn (Free short courses from The Open University).
- Keep a self reflective diary.
- Attend organised coaching / supervision groups.
- Volunteer your skills to a community group / join a volunteer bureau.
- Seek out free work shops, public events, and seminars of a psychological nature.

CPD & Statutory Registration

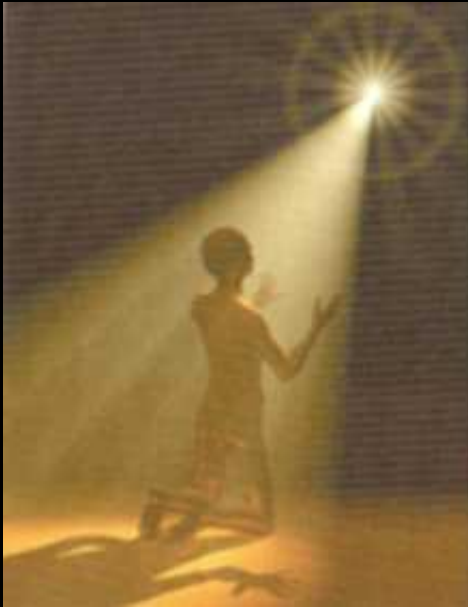
Arise ! you are now officially registered to do what you do

- Simply stated, the precise process and verification criteria has yet to be decided.
- However, abide by recording the CPD log and you won't be very far off the mark and the transition will be fairly straight forward.

Verily, my life is now truly Gestalt !



A Simple Declaration.



- The CPD Log is not just a licence to practice.
- CPD is a significant coping mechanism when used to network with fellow psychologists.
- CPD will help you maintain & remain aware of professional & ethical standards.
- CPD will help evade stagnation and burnout.
- CPD helps validate your personal, social, & professional identity.
- Simply stated, your log is a mnemonic cue of your achievement, learning, development; a public statement that declares and recognises your skills, fields of expertise, and range of competencies.
- It should be completed not merely out of duty, but also with a sense of profound pride.

*Thank you for your valued
attention.*

*Questions &
Answers*

Jerry Dixon

*“If I had only ‘Learned’,
I would have been a watch maker”. A.E.*

