

## SFJAE2

### Evaluate and develop own practice



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#### Overview

This unit is for you if your role involves reflecting on own practice, reviewing own practice against goals, setting and prioritising goals and targets for self-development and adapting practice in the light of changes in professional practices.

#### **There are two elements**

- 1 Evaluate own practice
- 2 Identify self-development needs

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### Performance criteria

#### Evaluate own practice

*You must be able to:*

- P1 evaluate own practice against set targets and goals
- P2 use a range of valid and reliable evidence to assess own work, which includes an assessment of the effects of your own behaviour and values on others
- P3 involve others in the interpretation of evidence
- P4 use evidence to reflect on own practice and professional issues
- P5 accept criticism in a positive manner and assess its validity and importance
- P6 revise goals and targets in the light of reviewing evidence of performance

#### Identify self-development needs

*You must be able to:*

- P7 set and prioritise clear and realistic goals and targets for own development
- P8 base goals and targets on the accurate assessment of all relevant information in relation to own work and achievement, including developments in professional practice and related areas
- P9 devise a personal action plan and review it regularly
- P10 try out developments in own practice in a way that does not cause problems for others
- P11 evaluate developments in own practice and ensure continued self-development

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### Knowledge and understanding

*You need to know and understand:*

### Evaluate own practice

- K1 organisational policy in relation to professional practice and its implications for own development
- K2 appropriate people to support the interpretation of evidence of own performance
- K3 methods of self-assessment
- K4 how to interpret evidence of own performance
- K5 methods of reviewing and interpreting developments in professional practice
- K6 factors that impact on the ability to identify own development needs
- K7 methods of evaluating suggested changes in the context of one's own current work

### Identify self-development needs

*You need to know and understand:*

- K8 ways of identifying job and organisational needs
- K9 methods of personal action planning
- K10 how to apply external trends and developments into own performance

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### Additional Information

#### Skills

The skills you will need to enable you to deliver the service effectively are

#### **Evaluate own practice**

planning

evaluating

prioritising

involving others

reviewing

receiving feedback in a positive manner

#### **Identify self-development needs**

planning

evaluating

prioritising

involving others

reviewing

receiving feedback in a positive manner

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