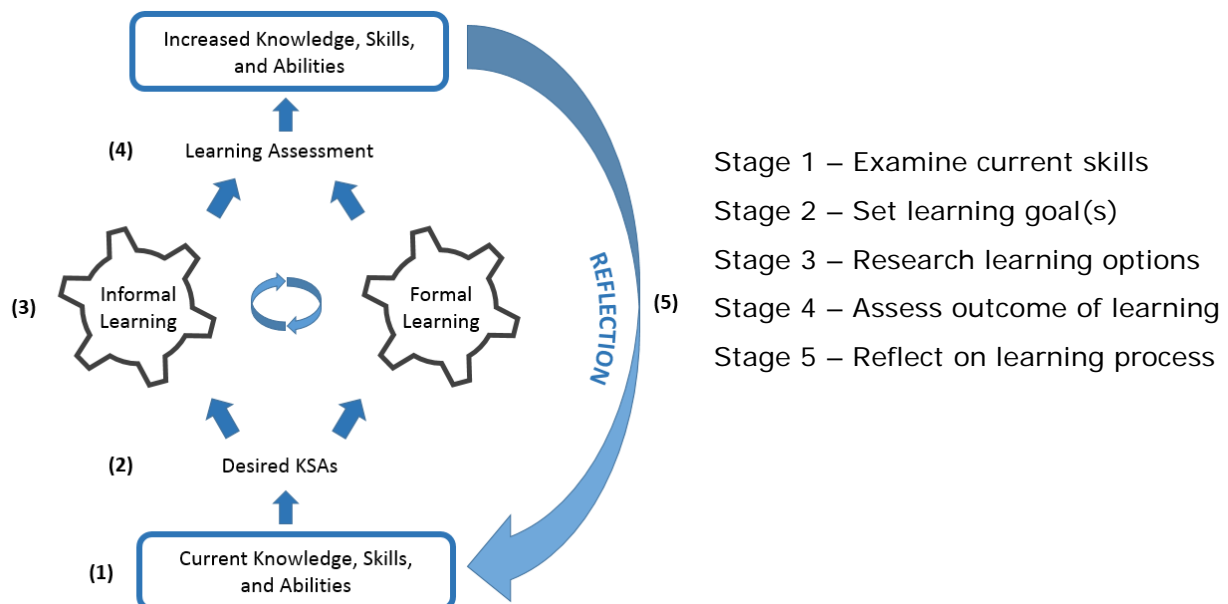# Crafting your own Professional Development Plan

Two Goals – Competence & Capability
Competence means you have new knowledge & skills.
Capability means you can apply the new knowledge & skills to *unfamiliar* circumstances

Development Dozen

- ✓ Explore and read
- ✓ Take notes
- ✓ Create a reference library
- ✓ Practice frequently
- ✓ Annotate your code
- ✓ Dig into other's code
- ✓ Create boilerplate code
- ✓ Tackle new platforms
- ✓ Join a SAS community
- ✓ Schedule time for learning
- ✓ Be accountable
- ✓ Get out of your comfort zone

Stage 1 – Examine current skills

Stage 2 – Set learning goal(s)

Stage 3 – Research learning options

Stage 4 – Assess outcome of learning

Stage 5 – Reflect on learning process

Self-Determined Professional Development Cycle (Smith, 2019)

Kelly D. Smith, kelly.smith@cpcc.edu, kds.aewas@gmail.com

Self-Determined Professional Development Cycle

Stage 1
What term best describes my professional field?
Which SAS® platform(s) do I use?
What is my current comfort level with SAS?
How do I currently use SAS?

Stage 2
What are my personal SAS goals?
What are my mentor's and/or supervisor's SAS goals for me?

Stage 3
Always consider your learning preferences and schedule (time) in addition to cost.

Learning Source	Informal Learning	Formal Learning
SAS	Video Tutorials	Classroom (face-to-face)
	Books	Live Web Classroom
	Webinars	e-Learning
	Documentation Manuals	Global Academic Programs
	Support Communities	
	Global Forum	
	User Groups	
Other	Lynda.com	Two-year College
	Mooc.org	Four-year College / University
	Lexjansen.com	

Stage 4

What proof do you have of your learning? Can you share your new knowledge / skills with others?

Stage 5
Don't skip this step! Think about the whole process …

I expected to learn X, Y, Z – was I successful?

Was there a good match between the learning experience and my learning preferences?

Do I have a useful and usable set of reference material from this learning experience?

Did this learning experience give me what I needed? Why/why not?

How can I use X, Y, Z in the near future?

What did I learn that was unexpected?

Does what I learned change my thoughts about my next steps or my future career goals?

Want to become SAS® certified? Check out https://www.sas.com/en_us/certification.html

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