

## Professional Skills Matrix and Action Plan (PDP).

### A. Professional Skills Matrix

The Professional Skills Matrix was devised as a tabular representation, featuring the following columns:

1. **Skill:** This column denotes the specific skill being assessed.
2. **Soft/Hard:** This column serves as an identifier, categorising the skill type as either soft or hard.
3. **Before Module:** This column reflects the self-assessed proficiency level of the skill before commencing the study of this module.
4. **After Module:** This column indicates the self-assessed proficiency level of the skill after the completion of the module.
5. **Notes:** This column provides a space for recording personal observations and notes pertaining to skill improvements.

For the purpose of evaluation, a **ranking system** ranging **from 1 to 5** was implemented, where:

- 5 denotes a **high level of competence**, indicating extensive experience in the respective skill area.
- 4 represents a **moderately high level of competence**, indicating a substantial level of experience in the skill area.
- 3 signifies an **average level of competence**, reflecting some experience in the skill area.
- 2 indicates a **low level of competence**, suggesting limited experience in the skill area.
- 1 signifies **no level of competence**, indicating a lack of experience in the skill area.

SKILL	SOFT / HARD	BEFORE MODULE	AFTER MODULE	NOTES
Time management	S	5	5	
Commercial Awareness	S	5	5	
Critical thinking and analysis	S	5	5	
Communication and Literacy skills	S	4	4.5	Teamwork for assignments and collaborative discussions increased my level of this skill.
IT and Digital	H	4	4.5	Knowledge I gained from this module increased my level of this skill.
Numeracy	H	4	4	
Resilience	S	5	5	
Interpersonal	S	4.5	5	Teamwork (with different people and their behaviours) and collaborative discussions increased my proficiency in this skill.
Problem-solving	H	5	5	
Ethical Awareness	S	5	5	
Teamwork/Global Citizen and Leadership	S	5	5	
Critical Reflection	S	4	4.5	Teamwork (with different people and their point of views and opinions) and collaborative discussions increased my proficiency in this skill.

		<b>Total: 55.5</b>	<b>Total: 57.5</b>	
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*Table 1. Professional Skills Matrix*

**B.An Action plan (PDP).**

An Action Plan was delineated in tabular form, comprising the ensuing columns:

1. **Skill:** This column serves as an identifier for the particular skill undergoing assessment.
2. **Priority Order:** This column designates the prioritisation sequence of each skill as per my assessment.
3. **Skills to work on:** This column chronicles the skills deemed pertinent for my focus and development.
4. **My Goal:** This column encapsulates my individualised objectives pertaining to the selected skills.
5. **Action plan:** This column expounds a comprehensive outline delineating the steps I intend to undertake to achieve my designated goals.

SKILLS	PRIORITY ORDER	SKILLS TO WORK ON	MY GOAL	ACTION PLAN
Teamwork/Global Citizen and Leadership	1			
Problem-solving	2			
Time management	3			
Commercial Awareness	4			
Critical thinking and analysis	5		Never stop developing this skill.	Pass specific tests every month.
Communication and Literacy skills	6		To elevate this skill to a higher level.	To take an entrepreneur course.
IT and Digital	7		To know more.	Practice and read more.
Ethical Awareness	8		Understand it better.	Read more specific documentation.
Numeracy	9		To elevate this skill to a higher level.	Practise more.
Resilience	10			
Interpersonal	11		To elevate this skill to a higher level.	Ask my therapist to organise more sessions about the topic of 'Interpersonal'.
Critical Reflection	12		To elevate this skill to a higher level.	Create or participate in a group with people to peer review each other's work, academic papers, or scientific papers.

*Table 2. Action Plan for professional Skills.*

**References:**

effy.ai, (2023) The Ultimate Personal Development Plan Template That Will Get You Noticed. Available from: <https://www.effy.ai/blog/personal-development-plan-template> [Accessed 22 July 2023].

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zavvy.io, (2023) What Is a Skills Matrix and How to Create One? Available from: <https://www.zavvy.io/blog/skills-matrix> [Accessed 22 July 2023].