INTRODUCTION

The Personal Development Plan (PDP) student portfolio is a practical tool to help you reflect on your learning, performance and achievements. This process is important for all university students and it will help you organise your personal, educational and career development. When you graduate from university, you will have a good understanding of your subject discipline (major). Although this is very desirable, it is only part of the story… Being at university provides opportunities for you to mix with a wide range of people, to learn and develop skills, to take part in new activities, to manage positions of responsibility and to broaden your outlook on life. Many of these lie outside the curriculum. The PDP portfolio encourages you adopt a broad-based approach to the university experience and to use your time and opportunities in positive and imaginative ways.

PDP

Anyone can have a PDP and the benefits are numerous, helping you to: build self-confidence and credibility, track your progression, increase your earnings by showcasing your achievements, achieve your career goals and to cope positively with changes by regularly improving and updating your skillset.

Pdp

**Personal Development Planning** is a structured process of creating an action plan based on individual’s learning, performance & achievements, to plan for his personal, professional and educational development.

**Benefits of personal development**

Personal development begins with self-awareness. You get to know who you really are; your [**values**](https://www.coachingpositiveperformance.com/confirmation-values-based-living/), beliefs and the purpose you wish to pursue. True fulfilment can never come from chasing other people’s dreams. If you want to achieve lasting happiness, you need to design your life based on who you are. Then you can chase your own goals and objectives. When you are chasing your own goals, there is as much pleasure to be derived from the journey as there is to be derived from reaching your destination. Self-awareness is the first fundamental step in the personal development process.

#### 2. A sense of direction

Once you have raised you self-awareness, you are clearer on the things you wish to achieve from life. Decision-making becomes a lot easier. Tasks which used to take a great deal of your time, no longer make it onto your to-do list. You now realise that they do not move you towards your objectives and therefore are not worthy of your time.

#### 3. Improved focus and effectiveness

With personal development comes [clarity](https://coachingpositiveperformance.com/clarity-of-vision-the-first-step-in-goal-setting/). Even with an improved sense of direction, there will always be multiple tasks looking for your attention. As your personal development improves, prioritisation becomes much easier. You are clearer on your objectives and you can quickly identify which task will give you the best result with the resources available to you at that moment.

Improved focus and effectiveness comes with knowing and playing to your strengths

#### 5. Greater resilience

There will be tough times in life. When these tough times occur, you need to have the skills and attributes to deal effectively with them.  Personal development cannot prevent all bad things from occurring but it will help you deal with them when they do. You will have greater confidence, [resilience](https://coachingpositiveperformance.com/building-resilience-in-8-simple-steps/), personal and interpersonal skills to cope with any eventuality.

#### 6. More fulfilling relationships

Relationships are a double-edged sword. They either lift you up or drag you down. When you improve your personal development, you are better able to see which relationships are worth investing in and which need to be cut loose. You also develop the skills to make the most of those relationships which have the most positive impact on your life.

Personal development requires the setting of effective goals which inspire and motivate. Learn more with the [***Ultimate Guide to Goal Setting***](https://www.coachingpositiveperformance.com/store/personal-effectiveness/personal-effectiveness-ebooks/ultimate-guide-goal-setting/).

Personal development is a much used and much maligned term. It is about taking the time and, making the commitment, to invest in your greatest resource – you. When you put the effort in to developing yourself, the rewards are amazing. Many people are put off personal development because the results are not always measurable. However, the greatest achievers in life know that the key to success is the ability to manage yourself in a variety of situations. That ability comes through personal development.

<https://www.coachingpositiveperformance.com/6-core-benefits-personal-development/>

# OBSTACLES TO PERSONAL DEVELOPMENT

**Avoid Common Obstacles to Personal Development and Many Self-destructive Behaviors that Can Hinder Your Growth**

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| [Order My Dream Book or download the E-Book instantly](http://www.tatepublishing.com/bookstore/)  Self Improvement, Personal Development And Success Strategies [Click Here!](http://a1d989-z0u4rfwc2o1w-xr9y9-.hop.clickbank.net/)  [Books On Goal Setting](http://www.one-stop-dream-shop.com/self-improvement-ideas.html)  [Personal Development Tests](http://www.one-stop-dream-shop.com/inspirational-stories.html)  [Obstacles to Personal Development](http://www.one-stop-dream-shop.com/obstacles-to-personal-development.html)  [Click Here to Email author Lisa Boyd-Wykes](http://www.one-stop-dream-shop.com/contact-us.html)  [Developing Self-Awareness](http://www.one-stop-dream-shop.com/developing-self-awareness.html)  [Inspirational Stories of SBI Success](http://case-studies.sitesell.com/Lisa1.html166.html) |

Do you have the same miserable experiences ever so often as if you're stuck in an unhealthy cycle? Repeating the same mistakes over and over without realizing it seems to go right along with being human. You may need to step back and consider that you're getting in your own way. Awareness of your own self-destructive behaviors can set you free from a cycle of failure and stagnation.

Some of the barriers to self-improvement or personal development include:

 Poor Time Management

 Disorganization

 Unresolved/unfaced fears resulting in self-destructive or self-sabotaging behaviors

 Procrastination

 Blaming: blaming others or your external circumstances for your problems or unhappiness

 Self-pity; feeling sorry for yourself and forgetting to be grateful

 Ego Issues: No self-confidence or fragile ego that can't be told anything and has to know it all; inability to laugh at ones self or see ones own faults

 Victim's Mentality -- It is them against you and without some guts you'll deny this issue is holding you back until the very end

 Entitlement Mentality: You're not sure why but everyone in your life owes you, should be able to read your mind and anticipate your needs. After all, they are all only thinking of themselves and ignoring what you need to make it through yet another crisis (that you probably caused yourself)

 Lack of a written plan: no personal-professional development plans, your goals are not written down

 Giving your power away, enabling, accepting abuse and remaining in unhealthy, codependent relationships

 Escaping and avoiding personal development through your addictions

Seeking genuine personal development takes guts. It's not for the faint at heart but it is definitely worth every moment that you put into it. It does take time, creating a plan and getting more honest with yourself and even others than you've ever dared.

No matter what your experience has been, tell yourself that YOU are worth taking time for to face and overcome the obstacles to your personal development. Facing your own issues, may not be as difficult as it first appears and I believe you will be amazed and pleased at the results in your life when you begin genuinely and honestly working on your personal development.

**WHEN YOU'RE AT THE BOTTOM, THE ONLY PLACE TO GO IS UP!**

Decide today to get organized, make a plan and overcome any obstacles to your personal development that are holding you back from finding your passion for living and living the life of your dreams.

[Wikipedia on Self-Destructive Behavior](http://en.wikipedia.org/wiki/Self-destructive_behaviour" \t "_blank)

<http://www.one-stop-dream-shop.com/obstacles-to-personal-development.html>

# Role of Assertiveness in Career Building

By [Exforsys](http://www.exforsys.com/author/Exforsys" \o "Posts by Exforsys) | on February 4, 2009 | Comments: 0

[Assertive Skills](http://www.exforsys.com/career-center/assertive.html)

Being assertive is a critical skill for building one’s career. In the workplace environment, being assertive is incredibly important. When it all comes down to it, your superiors will care little about your attendance record, or how nice of a person you are.

In most cases, your employers will remember you if you are an individual who is capable of working towards your own goals and ideas. While being assertive is important in your work environment, this is not the only place where it should be used. Having an assertive attitude is necessary in most situations, whether you are at home, at work, or even on vacation.

One reason why assertiveness can allow you to enhance your career is because those who are assertive tend to be those who are able to reach higher goals and achieve bigger ambitions. To become more assertive, there are a number of important things that you will want to keep in mind.

The very first thing that you must remember, and probably the most important, is that assertiveness is not equal to aggressiveness. The biggest difference between being assertive and being aggressive is that being aggressive will often backfire.

It causes resentment and anger among people, who will either try to avoid you or perhaps even fight you. If you show aggressive behavior in your place of work, you will alienate yourself from both your co-workers and employers, and this will definitely act as a barrier when it comes to enhancing your career.

One important tip for becoming more assertive is to be subtle. When you have an idea, you should pitch it to others in a very soft manner. But it is always a bad idea to force your idea on others.

#### Self Confidence and Assertiveness

You will never become more assertive if you do not have confidence in yourself. To become more assertive, there are a lot of separate skills that you will need to develop, and it can be argued that self confidence is the most important of these.

If you are the type of person who has low self esteem, or you’re constantly worried about what others think of you, then you’re an individual who is lacking when it comes to self confidence. You can’t become assertive without first developing faith in yourself and your abilities.

In addition to becoming more assertive in the workplace, you will also want to be assertive when dealing with anyone in a social standing. The key thing to remember with being assertive is that you must always be moderate. You cannot allow yourself to be a push over, but you also do not want to be overly aggressive.

The biggest mistake that people make is that they fall under either one of two categories, they are either far too passive, or they are far too aggressive. Those who are a balance between the two are quite rare.

Despite this, these are the individuals who are mostly likely to get the promotions. These are the individuals who are most likely to get dates, and they are the individuals who are the most likely to get raises and high paying jobs.

As long as you are too aggressive, or too passive, you will always find opportunities passing you by. This is a terrible thing, because it means that you’re not living life to the fullest. What is the point of living if you’re going to live a life where you cannot reach your potential?

#### Getting What You Want in Life

We live in a world where everyone looks out for themselves. This means that no one has any problem walking over you at any time. It is up to you to go out and get what you want in life, no matter what that is. But to do that, you have to become an assertive individual. You must be able to get what you want without stepping on all the toes of those around you. While being aggressive can get you far, you will often fall, and when you do, you tend to fall very hard.

<http://www.exforsys.com/career-center/assertive/role-of-assertiveness-in-career-building.html>

**Conclusion** 

Professional development is a remarkably accurate barometer of a school's educational health. It also has a profoundly positive effect upon the amorphous beast we call "staff morale". It is hard to imagine a teaching staff which is passionate about its own learning but is disinterested in the learning of its students.

Effectively including diverse learners in the regular classroom unquestionably poses a demanding challenge. But the nature of this challenge makes it relatively impervious to the traditional teacher training session that follows the transmittal model. Instead, inclusive teaching practice is directly supported by school cultures that encourage reflection, where teachers are provided occasions for critical contemplation of their beliefs about content, their observations on instructional practice and their thoughts about learning itself. Inclusive teaching flourishes when professional development is embedded in the daily collaborative interaction of colleagues, when there are continuous and meaningful conversations about learning and teaching; and when the responsibility and leadership for adult learning come from the individuals most concerned - the teachers themselves.

<https://www.state.gov/m/a/os/45726.htm>

Though a variety of terms have been used to describe strategies to encourage students to reflect upon and evaluate their own learning experiences and plan for their own development, the use of the term Personal Development Planning (PDP), and its introduction as an applied educational policy, is directly located within recommendations made by the National Committee of Inquiry into Higher Education, or the Dearing Report as it is better known (NCIHE 1997). Importantly, while the term originated here, the practice(s) themselves did not; evidence suggests that much practice pre-dated Dearing and was essentially local and ‘bottom-up’ in origin (see for example Ward, 2001).

The report was dominated by issues of funding and economic sustainability (Grace and Shepherd, 2007; Barnes, 2010) and it was through these issues that the role of Higher Education was to become more clearly defined both in terms of personal learning and as a provider of knowledge and skills for the knowledge economy. Lord Dearing’s report visualised Higher Education as a key socio-economic driver within a learning society, a society in which personal and social wellbeing become inextricably combined in a lifelong relationship. Through the adoption of such an interpretation personal learning carries with it a social and economic responsibility in which the acquisition of knowledge and skills must at least in part be responsive to our increasingly fluid socio-economic situation. As the economic and political awareness of globalisation grew so did the vision of a ‘learning society’ as a response to it (Simons & Masschelein 2008). In addition, by relocating Higher Education within a dialogue of social accountability, the ability of the sector to evidence its responsiveness to that learning society has become important in maintaining its worth. If education is to retain its social position then it must be able to account to a wider range of socio-economic stakeholders in a far more explicit and responsive way (Jackson & Ward 2004).

https://en.wikiversity.org/wiki/Personal\_Development\_Planning:\_A\_Summary\_of\_Research\_and\_Evaluation