

Reflective writing hospital exemplar (Reflection on competency statement)

Chosen competency

M2.5 Facilitate Education of Colleagues

- M2.5.1 Promotes and supports opportunities for learning that enhances the practice of colleagues, pharmacy students and/or other healthcare professionals
- M2.5.2 Identifies and responds to gaps in knowledge, skills and professional behaviours of others
- M2.5.3 Uses educational content that is current and evidence-based
- M2.5.4 Employs appropriate tools and strategies to assess learning and provide feedback where required

Reflection

A year ago my initial impressions regarding this competence would have been that I have had a little experience in this domain, but could benefit by being more proactive to try and gain experience here. In the last 12 months I have taken these opportunities and believe I have contributed significantly to my skills in this domain.

In the past year I have demonstrated this competency by:

1. Mentoring an intern pharmacist throughout 2020 and teaching them how to work clinically on a ward. I believe this demonstrates M2.5.1, 2.5.2, 2.5.4.
2. Taken pharmacy students (2nd, 3rd, 4th year) on placements. I believe this demonstrates M2.5.1, 2.5.2, 2.5.4
3. Completed CLINED719 through University of Auckland to further my teaching understanding and ability
4. Presented a short session to general medicine house officers & consultants (this was assessed by one of my supervisors). I believe this demonstrates M.2.5.1, M2.5.3
5. Used the ADHB Pharmaceutical Care Assessment tool to undertake an assessment of a colleague at a similar level to myself. I believe this demonstrates M2.5.1, M2.5.4
6. Worked very closely with a newly qualified pharmacist on my ward and provided guidance. I believe this demonstrates M2.5.1, M2.5.2
7. Been a point of contact for a handful of colleagues, for questions regarding a particular area of our practice. I believe this demonstrates M2.5.2.

I am really happy with how I have progressed in the last year. I wouldn't have guessed that I would have had this much opportunity in a short space of time. This was partly due to enthusiasm and intent to be proactive. I was also well supported by my senior colleagues who gave me a lot of guidance. I also asked one of these colleagues to observe me assessing a newly qualified pharmacist and giving them feedback. This helped me understand where I am doing well and gave me pointers for where to develop next. M2.5.3 is the section in which I have had the least experience and would like to find more opportunities to work on this. I have never taken part in any formal teaching hence it is not too surprising that this is the area I am lacking most. I will look for opportunities in the coming years.

To develop further I need to work on time management, to try and avoid feeling over committed. I am not always confident in my teaching ability, particularly when I doubt my own knowledge of the content I'm teaching. I believe this is useful for me to have recognised. I am fairly confident that I will be able to progress my teaching better if the content is very familiar to me. In the next 12 months I hope to progress in this area primarily through being a preceptor for an intern. I will set up regular meetings with her and schedule time on the ward to do some clinical teaching. I will also likely be involved with taking undergraduate students on ward visits. I am completing my postgraduate diploma this year which may contribute to feeling more comfortable with clinical content that I may have the opportunity to teach in the future.

Prompt questions

What are your initial **impressions** of your competence?

What make you think that? Consider what aspects or **examples** of your practice might contribute to demonstrating this competency. While doing this think about how you approach your work, the interactions that you have with other people and your personal values.

Critically **evaluate** these examples considering how do they show your competence, what did you do well, what aspects might you still need to develop. You may find input from your manager, verifier colleagues, peers or team members useful in this process.

From this **identify** areas of strength and development (which can be gaps or further development of your strengths).

Plan how you will meet the development needs you have identified. You may need to prioritise your needs if there are more than you can realistically tackle at once.