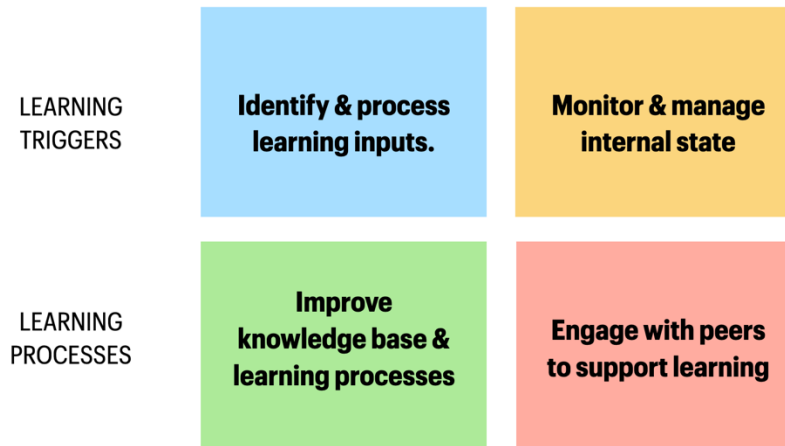


As physical therapists, it's important to take a broader view of what influences our learning and growth efforts, beyond information consumption.



First off, we typically don't learn something new unless there is a specific trigger to spur us to learn. While we can have an internal motivation or curiosity, learning is normally influenced by interactions by our peers, employers, patients, and regulatory prompts.

These external triggers can be helpful inputs to shape our learning and growth efforts, but if we are unable to tune in and become aware of these learning triggers then we miss opportunities for learning and growth. That's why it's important to look at our emotional state, our decision-making processes, our burnout risk, and our sleep health.

As mentioned earlier, PD efforts typically focus on acquisition of knowledge, skills and abilities. But as important (if not more important) is the 'how' of learning. Looking at how we learn and grow is critical to sustain both learning and integrating new knowledge, skills and abilities in the future. This aspect of the framework looks at how we approach just-in-time learning, as well as our approaches to informal and formal learning experiences.

One of the biggest risk factors for competence drift over time is isolation. We learn best when we are engaging and interacting with others. The framework provides an opportunity to reflect on how we engage with our peers and colleagues.

All these elements come together to help give us a clear picture of potential areas to consider in developing self-directed activities to support growth and career engagement.