

## Ten Ideas for Self-Assessing Against the PSI's Core Competency Framework (CCF)

Self-assessing against the PSI's Core Competency Framework (CCF) is a process that can be complemented by seeking feedback and input from others to obtain a comprehensive evaluation of their competences by using a combination of the methods outlined below. Choosing these options should help ensure a well-rounded self-assessment against the CCF.

1. **Reflective Practice:** Engage in regular reflection on your professional practice, identifying areas where you excel and areas where you could improve. Consider how your actions align with the PSI's core competencies and identify specific actions or learning opportunities to enhance your skills.
2. **Peer Feedback:** Seek feedback from trusted colleagues, or mentors (for example, if taking part in the IOP's mentoring programme) within the pharmacy profession. Ask them to provide insights on your performance and how well they think you meet the PSI's core competencies. Constructive feedback from peers can offer valuable perspectives and help identify areas for improvement.
3. **Continuing Education:** Engage in continuous professional development activities that are relevant to the PSI's core competencies. Attend conferences, workshops, or webinars that address specific areas of practice and ensure that your knowledge and skills remain up to date.
4. **Self-Assessment Questionnaires:** Use self-assessment questionnaires available through professional organisations, online platforms, or reputable educational resources. These questionnaires typically cover various aspects of practice and can help you evaluate your proficiency against the PSI's core competencies.
5. **Case Studies and Simulation:** Engage in case-based learning or simulation exercises to assess your competency in different practice scenarios. Evaluate your ability to apply the PSI's core competencies in realistic situations and identify areas where further development may be needed.
6. **Professional Development Plans:** Create a personal professional development plan that aligns with the PSI's core competencies. Set specific goals and objectives for enhancing your skills in each competency area that's applicable to your practice area. Regularly review and update your plan to track progress and identify areas that require additional attention.
7. **Performance Appraisals:** If you work in a pharmacy setting with a structured performance appraisal process, use it as an opportunity to assess your competence against the PSI's core competencies. Review the performance criteria and feedback provided by your supervisors, or managers, to identify areas where you excel and areas that require further development.
8. **Professional Networking:** Engage with other pharmacists through professional networking events, conferences, or online forums. Discuss and exchange experiences related to the PSI's core competencies. By interacting with colleagues, you can gain insights into different perspectives and identify areas for improvement in your own practice.
9. **Quality Improvement Projects:** Engage in quality improvement projects within your practice setting. These projects often involve evaluating current practices, identifying areas for improvement, and implementing changes. By participating in such projects, you can assess your ability to apply the PSI's core competencies to enhance patient care and optimise pharmacy services.
10. **External Assessments:** Consider participating in external assessments, or audits, that evaluate your competence against recognised standards or guidelines. These assessments may be conducted by regulatory bodies, professional organisations, or accreditation bodies. By undergoing external evaluations, you can gain an objective assessment of your proficiency in meeting the PSI's core competencies.