

## PRACTICE PROFILE REFLECTION EXAMPLE

### Part 1 – Practice Profile Reflection

20 18 / 20 19

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The practice profile reflection gives the RD the chance to reflect on their practice role, challenges and changes that will affect current and future competence. Complete the practice profile questions below with the intention of using it to help you reflect on the Self-Assessment:

What is your job title: Director, Food Services

Describe your unique professional role(s):

In my role, I develop, guide and support the implementation of Food Services Strategy, Standards and Practice around the province.

Describe your practice setting(s):

Health Care Food Services (Provincial), administration, project development

Describe your clients (or intended service users) and their needs:

**Clients** refer to an individual, family, substitute decision-maker, team members, group, agency, government, employer, employee, business, organization, or community who is the direct or indirect recipient(s) of the Registered Dietitian's expertise.<sup>1</sup>

My clients range from staff at the site level to managers / directors of operations, members of Senior Management and occasionally other departments.

Describe your own unique specialized knowledge and/or areas of expertise (can be within your role, or complementary knowledge/expertise that supports your professional practice):

I have leadership experience in operations (foods services, clinical nutrition), project management and change management. In addition, I have front line clinical experience in adult & pediatric acute care as well as chronic disease, primary care and health promotion.

Describe the trends (short and long term), challenges, changes and/or risks in your practice role/setting/clientele that will have an impact on how you practice, on your competence and/or your learning needs now or in the future (think professionally, in society and/or environmentally):

Increased use of social media, changing workforce demographics, changing perceptions of healthcare (more immediate / more creative ways to meet needs of population)

Describe your professional areas of interest (think broadly):

Strategic Planning and Improvement Initiatives

Based on my clients, the trends, the challenges, my expertise and interests, what knowledge and skills do I need to stay current in my practice?

Project Management, Change Management, Strategic Planning, Evaluation & social media platforms

Contemplate these notes as you work through the Self-Assessment process.

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<sup>1</sup> Adapted from College of Dietitians of Alberta (2007). *Code of Ethics*. Available at: <http://collegeofdietitians.ab.ca/wp-content/uploads/2017/01/Code-of-Ethics-Master-revised-April-2008.pdf>

**This EXAMPLE shows how to complete the Practice Profile Reflection; please modify for your own experiences.**

## SELF-ASSESSMENT EXAMPLE

### Part 2 – Self-Assessment

20 18 / 20 19

### Area of Competence # 1: Professional Practice

Demonstrate professionalism.

**Competency 1.01: Comply with federal and provincial / territorial requirements relevant to dietetic practice.**

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of federal legislation, regulations and policies applicable to practice.	_____	<input type="checkbox"/>
b. Recognize non-compliance with federal legislation, regulations and policies.	_____	<input type="checkbox"/>
c. Demonstrate knowledge of provincial / territorial legislation, regulations and policies applicable to practice.	<i>I would like to learn more about provincial legislation as it applies to dietitians in FS</i>	<input type="checkbox"/>
d. Recognize non-compliance with provincial / territorial legislation, regulations, and policies.	_____	<input type="checkbox"/>
e. Identify federal and provincial / territorial requirements relevant to practice setting.	<i>I feel comfortable with this related to my practice and staff</i>	<input type="checkbox"/>
f. Comply with applicable legislation, regulations, and policies.	_____	<input type="checkbox"/>

**Competency 1.02: Comply with regulatory requirements relevant to dietetic practice.**

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of bylaws and regulations relevant to practice.	<i>What are the bylaws and regulations relevant to me?</i>	<input type="checkbox"/>
b. Recognize non-compliance with bylaws and regulations.	_____	<input type="checkbox"/>
c. Demonstrate knowledge of regulatory scope of practice, standards of practice and codes of ethics.	<i>Did some work on this, this past year</i>	<input type="checkbox"/>
d. Recognize non-compliance with regulatory scope of practice, standards of practice and code of ethics.	_____	<input type="checkbox"/>
e. Identify regulatory requirements relevant to practice setting.	_____	<input type="checkbox"/>
f. Comply with applicable regulatory requirements.	_____	<input type="checkbox"/>
g. Demonstrate knowledge of principles of confidentiality and privacy.	<i>I would like to review privacy legislation related to FS practices</i>	<input checked="" type="checkbox"/>
h. Demonstrate knowledge of scenarios on non-compliance with confidentiality and privacy requirements.	_____	<input type="checkbox"/>
i. Maintain client confidentiality and privacy.	<i>No learning needs</i>	<input type="checkbox"/>

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## SELF-ASSESSMENT EXAMPLE

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
j. Demonstrate knowledge of principles of informed consent.	<i>Could update knowledge and conduct staff education on consent</i>	<input type="checkbox"/>
k. Demonstrate knowledge of methods to obtain informed consent.	_____	<input type="checkbox"/>
l. Ensure informed consent.	_____	<input type="checkbox"/>
m. Demonstrate knowledge of the elements of professional boundaries.	<i>I set professional boundaries, not an issue</i>	<input type="checkbox"/>
n. Recognize non-compliance with professional boundaries.	_____	<input type="checkbox"/>

### Competency 1.03: Practice according to organizational requirements.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of the role and features of job descriptions.	<i>I feel confident in 1.03</i>	<input type="checkbox"/>
b. Provide services in compliance with designated role within practice setting.	_____	<input type="checkbox"/>
c. Demonstrate knowledge of policies and directives specific to practice setting.	_____	<input type="checkbox"/>
d. Comply with applicable policies and directives.	_____	<input type="checkbox"/>

### Competency 1.04: Practice within limits of individual level of professional knowledge and skills.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of principles of reflective practice.	_____	<input type="checkbox"/>
b. Reflect upon and articulate individual level of professional knowledge and skills.	<i>The new practice profile format helped me with this; could be an area for more learning</i>	<input type="checkbox"/>
c. Recognize situations which are beyond personal capacity.	_____	<input type="checkbox"/>
d. Address situations beyond personal capacity by consultation, referral, or further learning.	_____	<input type="checkbox"/>

### Competency 1.05: Address professional development needs.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of principles of self-assessment and learning plan development.	<i>This new self-assessment and CCP process is helping me re-look at my competence from a different perspective</i>	<input type="checkbox"/>
b. Self-assess to identify learning needs.	<i>What I'm doing here!</i>	<input type="checkbox"/>
c. Develop and pursue a learning plan.	<i>Do this every year for the College</i>	<input type="checkbox"/>
d. Integrate learning into practice.	<i>Same as c.</i>	<input type="checkbox"/>

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## SELF-ASSESSMENT EXAMPLE

### Competency 1.06: Use a systematic approach to decision making.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of the role of ethics, evidence, contextual factors and client perspectives in decision making.	_____	<input type="checkbox"/>
b. Demonstrate knowledge of ethical principles for decision making.	<i>Have reviewed code of ethics recently so this is fine</i>	<input type="checkbox"/>
c. Demonstrate knowledge of approaches to obtain and interpret evidence to inform decision making.	<i>Could enhance critical appraisal of evidence skills</i>	<input type="checkbox"/>
d. Demonstrate knowledge of contextual factors that may influence decision making.	_____	<input type="checkbox"/>
e. Obtain and interpret evidence.	<i>Do this regularly</i>	<input type="checkbox"/>
f. Apply ethical principles.	_____	<input type="checkbox"/>
g. Demonstrate knowledge of the rationale for and methods of including the client in decision making.	_____	<input type="checkbox"/>
h. Make and justify decisions in consideration of ethics, evidence, contextual factors and client perspectives.	_____	<input type="checkbox"/>
i. Take responsibility for decisions and actions.	<i>Yes</i>	<input type="checkbox"/>

### Competency 1.07: Maintain a client-centred focus.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of the legal and moral basis for respecting individual rights, dignity and uniqueness.	<i>Could use a refresher on legalities</i>	<input type="checkbox"/>
b. Respect client rights, dignity and uniqueness.	<i>Always on b through e</i>	<input type="checkbox"/>
c. Determine client perspectives and needs.	_____	<input type="checkbox"/>
d. Integrate client perspectives and needs into practice activities.	_____	<input type="checkbox"/>
e. Identify services and resources relevant to client needs.	_____	<input type="checkbox"/>

### Competency 1.08: Manage time and workload effectively.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of principles for managing time and workload.	_____	<input type="checkbox"/>
b. Prioritize professional activities and meet deadlines.	_____	<input type="checkbox"/>

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## SELF-ASSESSMENT EXAMPLE

### Competency 1.09: Use technologies to support practice.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of communication technologies relevant to practice, and their appropriate uses.	<i>Increase awareness about social media platforms, pros/cons and their potential use in this role</i>	<input checked="" type="checkbox"/>
b. Use technology to communicate.	<i>Learn about establishing a twitter or Instagram account to share relevant information re: meals matter</i>	<input checked="" type="checkbox"/>
c. Demonstrate knowledge of technologies to seek and manage information relevant to practice, and their appropriate uses.	_____	<input type="checkbox"/>
d. Use technology to seek and manage information.	_____	<input type="checkbox"/>
e. Demonstrate knowledge of technological applications used in practice settings.	_____	<input type="checkbox"/>
f. Use technological applications in practice.	_____	<input type="checkbox"/>

### Competency 1.10: Ensure appropriate and secure documentation.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of documentation principles.	_____	<input type="checkbox"/>
b. Document relevant information accurately and completely, in a timely manner.	_____	<input type="checkbox"/>
c. Demonstrate knowledge of principles of security and access.	<i>We have enhanced our systems recently re security and access</i>	<input type="checkbox"/>
d. Maintain security and confidentiality of records.	_____	<input type="checkbox"/>
e. Identify organizational requirements for record keeping.	<i>Yes, keeping service logs, QA audits, reports etc</i>	<input type="checkbox"/>
f. Demonstrate knowledge of legal requirements for record keeping.	_____	<input type="checkbox"/>
g. Document in accordance with legal and organizational requirements.	_____	<input type="checkbox"/>

### Competency 1.11: Assess and enhance approaches to dietetic practice.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of the role of evidence, self-reflection, and consultation in assessing effectiveness of approaches to practice.	<i>Evaluate my own "reflectiveness" in practice</i>	<input type="checkbox"/>
b. Demonstrate knowledge of sources of evidence to assess effectiveness of approaches to practice.	_____	<input type="checkbox"/>

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Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
c. Assess effectiveness of practice activities.	<i>Learn more about incorporating principles of evaluation into all initiatives.</i>	<input checked="" type="checkbox"/>
d. Recognize the importance of new knowledge to support or enhance practice.	_____	<input type="checkbox"/>
e. Seek new knowledge that may support or enhance practice activities.	<i>Intend to attend relevant conference this year</i>	<input type="checkbox"/>
f. Propose modifications to increase the effectiveness of practice activities.	_____	<input type="checkbox"/>

### Competency 1.12: Contribute to advocacy efforts related to nutrition and health.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of principles of advocacy.	_____	<input type="checkbox"/>
b. Identify advocacy opportunities and activities in dietetic practice.	<i>Could definitely use and update on advocacy in my service area</i>	<input type="checkbox"/>
c. Identify opportunities for advocacy relevant to practice setting.	_____	<input type="checkbox"/>

### Competency 1.13: Participate in practice-based research.

Performance Indicators: Reflect on how each indicator applies to your practice	Notes: Identify any learning needs (what I need to learn)	Priority Focus
a. Demonstrate knowledge of research and evaluation principles.	<i>I feel confident here but no plans for practice based research this year</i>	<input type="checkbox"/>
b. Identify research questions, methods, and ethical procedures related to dietetic practice.	_____	<input type="checkbox"/>
c. Source, critically appraise and interpret literature relevant to a research question.	_____	<input type="checkbox"/>
d. Summarize and communicate research information.	_____	<input type="checkbox"/>

### Area of Competence # 1: Professional Practice

Thoughts / reflections on Area of Competence #1: *priority focuses identified for 1.02 g, 1.09 a and b and 1.11 c... after looking at my entire self-assessment I am choosing 1.09a for this year*

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