

Personal Development Plan for Multicultural Competences

Name:

Date of PDP:

Date of review of PDP

In the following PDP look at each competence descriptor and think about what you do or have done in practice (including outside careers work) to show your level of competence. In the next column put what further development you feel you might need. In the last column you will update this PDP after the review date you have chosen.

	Competence descriptor	Evidence	Development needed	Evidence following review
1	Awareness of own assumptions, values and biased			
2	Respect the clients' beliefs, values and views about career counselling, and what their community can also offer.			

3	Aware of the impact of negative reactions and treatment experienced by different cultural groups and seek not to devalue that experience			
4	Understanding of the world view of culturally different clients; actively seeks to understand world view			
5	Ability to use appropriate intervention strategies and techniques			
6	Ability to work with differences in communication styles and their impact			
7	Engages with training opportunities to enrich cultural understanding			

8	Able to seek out approaches other than traditional and established approaches to engage with different clients and their needs			
9	Engages with clients outside normal working setting to gain understanding and familiarity with different cultural norms and perspectives			
10	Extends communication skills beyond a single cultural approach			
11	Utilise the resources of community groups when working with a client from that community			