<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Ethics and Professionalism</th>
</tr>
</thead>
<tbody>
<tr>
<td>TSC</td>
<td>Reflective Practice</td>
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<tr>
<td>TSC Description</td>
<td>Conduct regular self-assessment of own competence in order to continuously develop as a professional</td>
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<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td>TSC Description</td>
<td>HCE-PVE-1009-1.1</td>
<td>HCE-PVE-2009-1.1</td>
<td>HCE-PVE-3009-1.1</td>
<td>HCE-PVE-4009-1.1</td>
<td>HCE-PVE-5009-1.1</td>
<td>HCE-PVE-6009-1.1</td>
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**Knowledge**

- Own strengths and weaknesses
- Importance of and attention to self-assessment
- Limitations and boundaries of own competence
- Competencies necessary for development

- Personal strengths and weaknesses, patterns of behaviour, emotional and cognitive biases, motivation, beliefs and values and how these may impact on clients and professional activities
- Individuals’ learning styles
- Professional development requirements of professional bodies governing one’s professional practice
- Methods on how to identify areas for improvement in professional development
- Dilemmas and conflicts that may arise in practice

- Self-assessment practices and principles
- Training resources available for professional development

- Supervision processes
- Performance appraisal and performance improvement systems
- Opportunities for staff personal and professional development
- Learning development plans of direct reports
- Awareness of learning styles and theories
- Factors to develop a learning culture within the department

- Principles of personal and professional development and reflective practice
- Approaches to learning that will allow transfer of knowledge to new and unfamiliar contexts
- Strategies to access and incorporate best practice
- Strategies to encourage reflective practice

- Procedures and policies to create a conducive environment for application of self-care and self-assessment skills
- Strategies for working in partnership with individuals, key people and others to enable development and enhancement of professional knowledge and practice
- Best practices and lessons learned from inquiries into both serious failures and successful interventions in professional practice
- Factors to develop a learning organisation or trans-organisation culture

**Abilities**

- Demonstrate emotional resilience
- Recognise impact of own attitudes, values and beliefs on work activities

- Identify and recognise limitations relating to current professional capacity

- Evaluate the efficacy of professional activities and service provision
- Plan own learning development and

- Reflect upon personal effectiveness
- Demonstrate self-awareness and sensitivity in working as a reflective professional

- Monitor, evaluate and reflect on professional practice including knowledge and skills, attitudes and behaviours, experiences,

- Create a climate of accountability and commitment for self-improvement
- Build a department of professionals with high

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<table>
<thead>
<tr>
<th>Skills</th>
<th>Specific Skills</th>
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| Personal Strengths and Weaknesses for Improvement | Recognise personal strengths and weaknesses for improvement  
Accept and use feedback effectively |
| Impact of Personal Characteristics on Professional Activities | Discuss development needs  
Utilise supervision, peer feedback, experience, knowledge and skills appropriately to improve professional practice and resolution of personal issues and conflicts  
Manage the complexities and sensitivities of client issues in professional practice  
Apply general self-awareness, self-assessment and self-monitoring skills  
Recognise own strength, weaknesses, values, beliefs and the impact they may have on professional practice |
| Professional Practice and Resolution of Personal Issues and Conflicts | Within ethical and professional practice frameworks  
Establish, prioritise, implement, and evaluate professional development plans to meet learning needs, and apply learning into own professional practice  
Practice effective self-care management to prevent burnout  
Seek out peer supervision  
Analyse what is required for competent, effective and safe practice, and provide active support for professional staff development |
| Professional Practice Improvement | Identify the supervision and support systems available within and outside the organisation  
Review effectiveness of development opportunities in meeting professional practice needs of the organisation  
Use supervision and support to continually assess the implications to inform personal and professional developmental needs  
Evaluate self-care strategies within the department for effectiveness  
Validate reflection with peers or supervisors  
Evaluate training resources to determine if they are appropriate for professional development  
Develop frameworks and action plans to prioritise aspects of professional practice for development  
Promote a safe environment for self-assessment and professional development and advocate for others to do so  
Evaluate support systems within and outside the organisation to enhance professional practice  
Evaluate self-care strategies within or across organisations for effectiveness  
Levels of professional accountability and commitment |