## **2 minutes on Educational Change**

**What is change?**

* Change is a process and not an event.

**Why is change important?**

* We live in an environment that is continually changing.
* Understanding change is an essential part of professional practice.
* Change is a necessary part in the process of gaining new knowledge and skills and changing attitudes.

**What factors influence our ability to cope and manage change?**

* You are more likely to be motivated to make a change if:
* The change is simple
* It shows an advantage over your existing practice.
* It can be tried in practice and seen to work.
* It fits with other areas of established practice.
* Personal, profession, social and cultural factors, influence change.

**Why do we need to think about change when using a PDP?**

* It is learning not teaching that leads doctors to change their practice.
* In trying to meet your educational needs it is important to select an educational activity that will enable you to learn, and not just be a ‘bottom on a seat’ in a lecture theatre!
* The changes that results from your learning may be unintended or unintended. (See guide to evaluating learning)

**Something you already know**

* Personal reasons for change are associated with greater change.
* Professional and social reasons with simpler changes.
* Regulations produce only small change.

**Something to think about**

*‘The only man who is educated is the man who has learned how to learn; the man who has learned how to adapt and change; the man who has realised that no knowledge is secure, that only the process of seeking knowledge gives a basis for security.’*

*(Carl Rogers 1967)*