Professional Development

“…The continuous expansion of skills, knowledge and abilities aimed at long-term growth” (Southern Ontario Library Service, 2014).

- Focuses on the holistic development of the individual over task-related skills.
- Concerned with:
  - Critical faculties
  - Personal philosophies
  - Professional integrity and professionalism
  - Emotional intelligence and relational skills
  - Conceptual skills
  - Motivation
  - Leadership
- Broad in scope and characterized by a wide range of outcomes related to individual growth.

Training

“…Any learning activity focused on acquiring specific knowledge or skills required for a particular job or task” (Southern Ontario Library Service, 2014).

- Focuses on tasks and functions of a certain position.
- Designed to improve one’s technical knowledge to better carry out current job functions.
- Focused on the short-term with emphases on measurable and identifiable skills (e.g. better navigating a website, using certain software programs, better understanding institutional policies and procedures as they relate to one’s current position).
- Characterized by specific objectives and limited outcomes.

References