

The Expectation and Learning Impact Framework (ELIF)

FOR IMPROVING PROFESSIONAL DEVELOPMENT EVENTS (PDES)
RELATED TO DIVERSITY, EQUITY, AND INCLUSION



FOUNDATION OF ELIF

ASPECTS TO ADDRESS IN
DESIGNING IMPACTFUL
PROFESSIONAL
DEVELOPMENT

- The Cognitive Aspect: Awareness and Learning
- The Social Aspect: Interaction and Networking
- The Behavioral Aspect: Action
- The Personal Aspect: Self-Awareness and Self-Improvement
- The Affective Aspect: Emotion

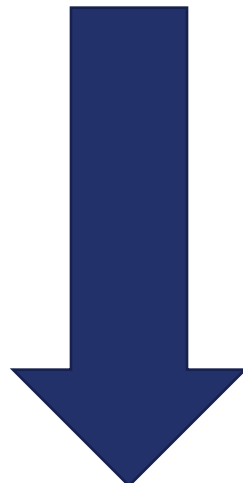
1. Cognitive (Awareness & Learning): The largest category of factors that made the PDE memorable and ensuing learning significant

3. Personal (Self-awareness/improvement): The category that encompassed improved self-awareness of personal biases and privileges

2. Behavioral (Action): The second largest category across all questions that mentioned lessons applicable in professional practice and workplaces

4. Social (Interaction & Networking): The category showing the importance of interactivity, socialization, networking

5. Affective (Emotion): The category highlighting that both positive and negative emotions made events memorable



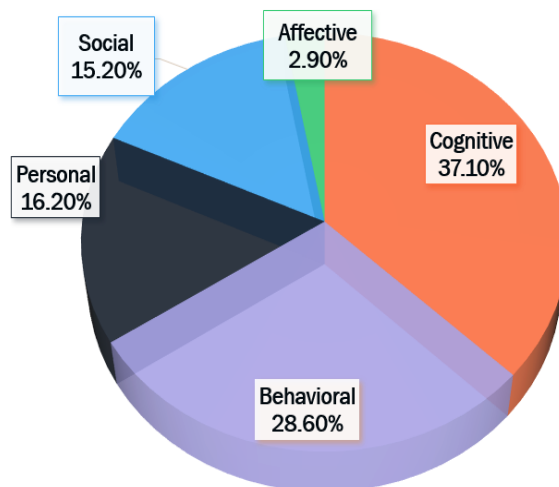
EXPECTATIONS

REASONS AND GOALS FOR ATTENDING PDE

N = 105

Participants expected learning experiences related to the

- Cognition (37.1%)
- Behavior (28.6%)
- Personal change (16.2%)
- Social interactions (15.2%)
- Emotions (2.9%)



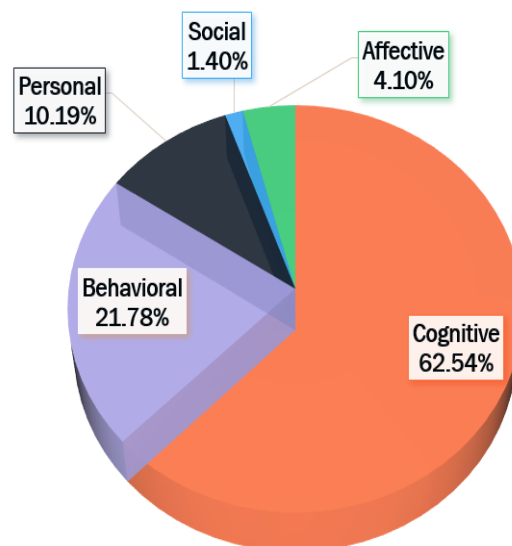
LEARNING

LESSONS LEARNED FROM PDE

N = 147

Participants learned important lessons related to the

- Cognition (62.6%)
- Behavior (21.8%)
- Personal change (10.2%)
- Emotions (4.1%)
- Social interactions (1.4%)



IMPACT

FACTORS THAT MAKE PDE IMPACTFUL

N = 140

What participants reported as impactful about the event resulted from :

- Cognitive factors (45%)
- Social factors (20.7%)
- Affective factors (15%)
- Behavioral factors (12.1%)
- Personal factors (7.1%)

