

Professional Gap Analysis Worksheet

Current state	Desired State	Identified Gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
What is currently happening?	What should be happening?	Difference between what is and what should be	What evidence do you have to validate the current state	Why do you think the current state exists? What is the underlying or root cause?	What do you want learners to be able to do (demonstrate) as a result of participating in the activity?	How are you going to measure (evaluate) that change?

EXAMPLE:

Current state	Desired State	Identified Gap	Evidence to validate gap	Gap due to knowledge, skill and/or practice	Learning outcome	Method of evaluation
New monitors have been purchased for the ICU	Nurses know how to set up and use the monitors accurately and safely	Nurses currently do not know how to use the new monitors	The majority of nurses in the ICU have no experience with the new monitors; new technology	<p>Knowledge: have not had exposure to new monitor; do not know basic features of monitor system</p> <p>Skill: don't know how to use the new monitor</p> <p>Practice: have not used the new monitor in patient care</p>	Nurses will successfully demonstrate knowledge related to use of new monitoring system	Nurses will pass past-test with score of 90% or greater with content focused on safe use of new monitoring system