

## Modes of Professional Development and Characteristics

	<b>Impact</b>	<b>Immediacy</b>	<b>Time and Effort</b>	<b>Interactivity</b>
<b>Face to Face</b>	High	Variable	High	High
<b>Book Study</b>	Moderate	Limited	Moderate	Moderate
<b>Podcasts and Webinars</b>	Moderate	Variable	Low	Moderate
<b>Printed Materials for Team Conversations</b>	Limited	Variable	Low	Limited
<b>Conferences</b>	High	Variable	High	High

Source: Adapted from Heflebower et al., 2014