

PROFESSIONAL CAREER DEVELOPMENT

BMSW4005

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“Write a report containing a personal reflection on the role play and your career development planning, applying an appropriate reflective cycle such as Kolb or Gibbs. Your report must demonstrate an understanding of the skills and knowledge which contribute toward working effectively, your readiness for employment, an understanding of personal strengths and areas for further development, as well as establishing your employment goals and develop a personal action plan/development plan.”

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Introduction

If I deal with the reflective learning approach, the concept I call experience does not mean what the individual has gone through but the residue left on the individual by what people have gone through. So the real question to ask is "What did you do?" or "what happened?" "so what are you going to do with all this and knowing? What changed in you, what did you come out with?".

In this context, one of the essential methods for the professional development of coaches and mentors is the practice of reflective learning. The coach comes out of every experience with specific learning and gains this approach. That is why the EMCC shows great interest in the practice of reflective thinking. This approach provides a robust development framework for practitioners (coaches and mentors) and all individuals. Examples of successful professional practice are highlighted and appreciated in the EMCC accreditation process (Van et al., 2021). The process proceeds more with an appreciative inquiry approach, 'self-assessment' is used as a tool to identify strengths and provide information about CPD (continuous professional development). The EMCC Accreditation process allows for different learning styles – mind maps, visualization, bullet points, pictures, dialogue, movie/video clips, speaking, thinking, listening, etc. that trigger thought and provide the opportunity to show/express the depth of the learning performed - support all kinds of reflective thinking practices to be appropriate.

Reflective thinking practice models

Your approach to practice should be flexible to suit individuals' needs and learning styles.

Reflective thinking does not need to be in a formal written format. It can be in the form of 'mind maps, pictures, notes, bullet points, a few sentences, audio recordings, visuals, etc. – however, it is essential that the steps of the reflective thinking process are demonstrable, whatever model is used.

Gibbs' Reflective Thinking Model

Graham Gibbs (1988) has defined an idealized and straightforward model of reflective thinking, which consists of six primary stages and in which the reflective thinking student can progress in a loop. Therefore, I expect these stages to be evident in reflective thinking literature (Viquez, 2021).

Kolb's Reflective thinking model

Kolb (1984) advanced the model by considering the action research cycle as a learning process. People can learn and generate new knowledge by critically reflecting on their own experiences and actions, developing abstract concepts, and testing them in new situations. Practitioners can develop their knowledge and understanding of a situation, and by acting on it, they can improve their practice and advance knowledge in the field.

- Kolb proposes that students move through the spiral cycle of direct experience through observations and reflective thinking about the experience.

- Reflective thinking in this cycle is associated with prior knowledge and translated into abstract concepts or theories. A testable and reviewable experience is corrected by new ways and actions developed in the process (Viquez, 2021).

Career planning is divided into two individual and organizational levels. One of the essential purposes of individual career planning is to develop the ability of individuals to control their future with the knowledge they have. In this process, the individual evaluates their abilities, level of knowledge, interests, and goals (Van et al., 2021). On the other hand, organizational career planning is a continuous process that the organization carries out to help its employees develop themselves or achieve their career goals, offer them opportunities for self-development, and determine ways and activities for them.

At the beginning of the reasons that make career planning important at the individual level; motivating the employees, which means ensuring that they do their work with pleasure and willingness, evaluating the employees according to their abilities, increasing the job satisfaction of the employees, and allowing the employees to recognize their characteristics. At the beginning of the reasons that make career planning important at the organizational level; Increasing the quality of goods/services, labor productivity, customer satisfaction, providing human resources planning, and reducing the staff turnover rate can be counted.

Career planning aims can be grouped into two as general and specific. The general aims of career planning can be listed as ensuring that the organizational promotion needs of the organization are met, fulfilling the promise given to the employees about a series of training and experience that will prepare those who can take responsibility at any level, and encouraging and guiding the employees. As for the specific purposes of career planning; helping employees recognize the skills and qualifications required for current and potential jobs, integrating personal desires with organizational goals, developing new career paths and plans for employees in all aspects, revitalizing employees who have entered a recession in their careers, to allow employees to develop themselves and their careers, and to provide benefits for both the organization and the employees (Van et al., 2021).

Career planning has benefits for both the employee and the organization. In terms of employees;

- It allows employees to rise in their jobs.
- It helps employees integrate with the organization.
- A better job gives more financial gain, increased responsibility, mobility, and the ability to increase productivity.
- It motivates the employees to grow and develop.
- It facilitates the satisfaction of employees' needs.
- It ensures that the managers are aware of the capacities of the employees.

- It increases the job satisfaction of the employees.

The benefits of career planning to the organization/business are;

- It contributes to the alignment of employees at all levels with the organization's goals.
- It creates the desired personnel structure.
- It increases loyalty to the organization by creating a positive emotional bond between the employees and the business.
- By facilitating employment in international businesses, it allows acting quickly in appointments.
- It reduces the staff turnover rate.
- It helps to make wage policies healthier.
- It plays a vital role in meeting promotion, transfer, and dismissal needs.

The information needed to make organizational career planning is obtained through human resources planning. The organizational career planning process in businesses starts with the recruitment and placement of individuals and continues with the training, evaluation, and promotion stages. The system that will match and combine the qualifications of the personnel working in the enterprise with the qualifications required by the vacant or vacant positions in the enterprise will be the career system.

Human resources planning is the activity of determining the human resource supply and demand by estimating the human resource needs of the enterprise. The outputs of the human resources planning become the inputs of the personnel action plans. Personnel action plans provide the integration of organizational career activities with individual goals. The general purpose of human resources planning is to determine the number and quality of personnel that the business will need in the future.

Organizational Career Planning Process and Stages

Organizational career planning is creating career paths and activities for those working in the business. A career path is a set of specific job positions that lead a person to a desired career goal. The purpose of organizational career planning is to create a pool of motivated and qualified workforce that can be successful in the business in the future.

The organizational career planning process,

Institutional evaluation; The first stage of the organizational career planning process is the institutional evaluation.

Identifying the position; At this stage, career paths in the business are determined realistically.

Identifying staff; This stage determines the personnel to be included in the organizational career plan.

Career counseling and setting career goals; At this stage, it is in question to inform the employees about the enterprise's career opportunities and determine their career goals by evaluating their career expectations and the positions that the enterprise will offer them.

Comparison of the position and the characteristics of the individual; At this stage, the existing and potential characteristics of the human resources in the enterprise are compared with the features required by the positions they are currently working and can work.

Performance evaluation, use of results; Performance evaluation is critical in enabling the managers to recognize the capabilities of human resources in the enterprise, know their deficiencies, and take the necessary precautions.

Career-oriented training; At this stage, training should be given to the human resources in the enterprise, covering both the technical and expertise areas that will enable them to be more successful in their current jobs and the information that is the basis for the positions they can rise in the future.

Development of career strategies; This stage is the stage of determining the actions that will help the human resources in the business achieve their career goals. At this stage, the results of performance evaluation are significant.

Therefore, each employee, together with the supervisor, develops their career development plan each year. Approval by the director 30 days from the start of classes or return for correction (in writing), stamp, director's signature, date Plan improvement W the deadline set by the director, not shorter than three working days. For example, I apply for a raise. I accept additional working hours. Friend - remember birthdays - meet friends often - do not lose friends I have a Family member - help clean the house - talk to parents every day - periodic meetings with the Christian family - fill out a prayer plan - read the PŚ every day - read the entire PŚ - fight sin - constant confessor - attend Mass not only on Patriot Sundays - be interested in local elections - get to know the history of Poland better - give back. Personal development plan - converted. The critical statement here is in line with the company's goals because considering that the sponsor of development activities is the company, it is logical that it expects a return on its own. An individual development plan, an example of which will be considered below, is a tool by which the employee deliberately and systematically deals with the development of the necessary qualities and skills it is a tool with which the employee purposefully and systematically develops the necessary qualities and skills is a tool with which the employee purposefully and systematically develops the necessary qualities and skills.

Recruitment and Selection

During the classes we often face new challenges. As this course was something new for me, especially that it is not in the native language I speak, communicating and completing multiple tasks and assessment was simply challenging for me. The role play we had to present was very stressful at once. We have been paired with another student and work together.

I was not used to work with another students on assessment like this, and it was even harder as we have been only practicing online. It was quite stressful as I did not want to disappoint student I was paired with. We had to play both interviewer and interviewee. The first step was to fill the Job Application Form based on our desired job and about person specification for chosen job. I took this very seriously and I wanted to do my best as this was really about getting my desired job. I had to think deeply about my strenghts and weaknesses, my skills and knowledge about desired position.

When it came to final day for a role play, I was very stressed. Probably even more than before a real interview I would be. But despite all the stress, it went quite well. I was happy with my role play and my colleague did very well too. I am happy that we had that opportunity to practice such a important role, because we will definitely need it in real life. I enjoyed watching other students presenting their roles. I learned how to recognize and describe my skills, abilities, strengths and weaknesses, I now have wider view for how a proper interview should look like.

Conclusion

Everyone with a perspective and goals towards a better employment, with dreams about desired position, need a proper Carrer Plan. It can be developed by every individual, who knows exactly what they want to do, how they want to pursue their careers.

I found very helpful the course I am studying. It opens completely new perspective for me about the business, career development etc. The key is to be determined, know and be sure about the things we want to achieve and believe we can do it.

References

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