

PERSONAL REFLECTION

Introduction

Developing a successful career requires a commitment to career development planning and a firm understanding of reflective models. In this essay, the Gibbs' reflective cycle will be applied to analyse my career development with a particular focus on skills and knowledge which are essential in promoting effectiveness at work, especially in the health care settings, employment readiness, personal strengths and key areas of further development. The essay will thus proceed with an analysis and application of the Gibbs model before a personal reflection on the skills and knowledge, development plan and finally touching on the recruitment and selection as presented in the role play earlier in the module.

Gibbs Model

The Gibbs Reflective cycle was developed by Graham Gibbs in 1988 for purposes of giving structure to learning from experiences (The University of Edinburgh 2020). The model therefore 'offers a framework for examining experiences, and given its cyclic nature lends itself particularly well to repeated experiences allowing you to learn and plan from things that either went well or did not go well,' (Ibid). Based on this model, the following is a reflective description of the interview I had in the role play, applying for the post of support worker at Magic Life.

Description

On the 1st of April 2022, I had an interview with Sabrina, the Human Resources manager at Magic life for the post of Support Worker I had applied for. The interview took place at Magic Life's headquarters in East London in the presence of the Executive Director, Support Manager, Mental Health Specialist and a Psychological Analyst. Sabrina asked why I wanted to be a Support Worker at Magic Life and my responses were bordering along my experience in the field of health and support worker, the history of Magic Life as well as my ambition to grow in the field of health and care support. I expressed that my desire is to ultimately be a nurse in England and I needed critical skills in the field of support provision that would not only enhance my compassionate and care quality skills but would also help me to qualify for the care certificate that had been introduced in 2015. In addition, I was asked how I would fit in an environment that requires team work and collaboration and my response was that I had previously been appointed to lead a team of care workers at my previous job where we were expected to introduce care standards and guidelines for the

organisation. I successfully organised focus groups, interviews and appointed team members who would conduct these interviews. The interview ended when Sabrina asked how much I expected to earn wherein I presented that my expectation was to get any salary within the ranges of 18,000 pounds to 22,000 pounds but I was ready for negotiation. My expectation was to leave the interview room with a promise that I would get a job but Sabrina and the panel told me that they would provide an outcome of my interview within a week.

Feelings

According to the University of Cumbria (2020), feelings express the person feelings and thoughts about their situation, the impacts of those emotions, values and beliefs on the overall situation, or career planning in this case, the feelings of other people and your thoughts after the experience. In summary, my reflections on my feelings about the interview and my career are as follows.

While I was a bit nervous at the beginning of the interview, my confidence grew and I felt relaxed to express my desire to work for Magic Life for I was sure that It would be essential in my career development in the field of care work and ultimately my desired nursing course. This made me feel confident that I was going to be hired. However, after three or four days I began to feel anxious because the work they promised to come back to me with the outcome was closing. I began to think that Magic life would probably not hire me possibly on account of my nervousness at the beginning of the interview. I thought that the interview panel was not impressed with my submissions. To this day, since I am yet to get the outcome of my interview, I think I was not good enough for the post of Support Worker that I was interviewed for. I may have the skills and experienced that they were looking for but I did not market myself attractively well to match the expectations of Magic Life.

Evaluation

Evaluation focuses on what worked and what did not work from the experience in a very objective recollection (The University of Edinburgh 2020). Sekarwinahyu et al (2019) provided that evaluation is largely concerned about flagging out the negatives from the positives for learning purposes so that given an opportunity next time, the weaknesses are mitigated and prevented. In a nutshell, the interview can be evaluated using the following nuggets.

From the interview, it can be deduced that I managed to market my skills in care work particularly narrating my fitness, mental capacities to deal with people's own mental, physical and financial problems, I also demonstrated my ability to follow behaviour guidelines and support plans. However, on the downside, I failed to speak with

confidence about my ability to respond specific special needs clients may have on top of jittery responses at the beginning of the interview. This could be interpreted as an inability to respond to special needs of the people I am supporting. The interview panel may have offered me drinking water to calm my nervousness, which is positive but I think the manner in which they asked the first questions intimidated me. It felt as though I was being interrogated which made me to speak uncomfortably. Moreover, there was a tendency to ask questions simultaneously from the interviewing panel, which made it difficult to concentrate on one question at a time. This could have affected my confidence and concentration in the initial stages of the interview, thus impacting on my capacity to narrate and explain my competencies in providing support work to clients.

Analysis

From the role play, it is clear that the interview process did not go as planned especially on my part as the interviewee, to articulate my competencies and skills required for the job of Support Worker. My desperation to get the job can explain why I was so nervous. This is backed by Sekarwinahyu et al (2019) who provided that when people, biology students for instance, are more driven by success of their projects and experiments, may fail to take due processes that will lead to the desired outcomes. In the case of my interview, I wanted to land the job of support worker at Magic Life but I failed to explain my competencies well because I desperately needed the job.

According to Yuen Lie Lim (2011) reflective thinking is encouraged by Problem Based Learning (PBL). In this case, the problem, which I will use to learn and change things next time is unnecessarily giving in to stage fright. The stage fright might have been escalated by the intimidating tactics of their interviewers but it could have been mitigated and prevented by a more focused approach on experiences, skills and competencies, leading to what Tuncer and Ozeren (2012) dubbed 'problem solving.'

Another theory which could better explain the reason why I did not do well in the interview and narrating my career development plan is the cram, pass and forget approach which is mostly used by students when preparing for end of term examinations (Guthrie and Cracken 2014). In my case, I needed to know my interests in future, immersed in the field of care and my competencies as opposed to providing one worded responses or short sentences which do not do justice in explaining my competencies to interviewers.

Preparing with the full knowledge of my career path is vital for my success next time.

Conclusions

I learned that I am passionate about support work but I need to do more to market my competencies to a wider audiences. In addition, I also realised that there is big difference between passion of care work and actually narrating how it is practised to people who are well versed in that field. I will therefore work on my presentation skills, stage fright management and interpersonal relationships to be able to meaningfully engage with my audience without thinking that I am being interrogated. The role play has taught me that I may not be emotionally, mentally and psychologically ready to deal with special needs in health and care settings, particularly the old aged. I therefore need to practise my listening skills, avoid being judgemental and provide quality care.

Action Plan

Going forward, I want to work on my presentation, speaking and analytical skills so that I when I engage with different audience in the field of health and care, I will not feel frightened by the presence of high profile people. I now understand that it one thing to be passionate and knowledgeable in health and care but a completely different thing to present such knowledge and skills to listeners. I have also realised that I have strengths in performing written interviews. If I am given an interview that involves both oral and written questions, I will make sure that I practise more on oral skills to match my writing prowess. My action plan is summarised in the table below.

Table One: Career Action Plan

Task	Purpose	Timeline
Reading and Acquiring the Care Certificate	The Care Certificate is vital because it enhances my understanding of care standards, learning abilities, the needs of clients as well as ethics. This ultimately enhances my presentation skills through confidence boosting	Ongoing
Practicals on care provision and engagement with different clients	I want to regularly practise my care handling skills through practicals at home and work place so that I will be better prepared to deal with unique and special needs of my clients	Ongoing
Refresher training on quality care	My ultimate goal is to become a nurse in England. For me to achieve this, I need to attend as many refresher courses as possible so that I understand	September 2022, February 2023

provision and enrolment into nursing school	quality care provisions and be ready for a nursing school interview.	
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Recruitment and Selection

I participated in the role play in class as an interviewee where I expected to answer questions about my interests in working as a support work for Magic Life. The interview started with a brief introduction by the interviewer (Sabrina) before I was given an opportunity to introduce myself. The questions that were asked during the interview ranged from my reasons for wanting to work for Magic Life, my personal experience in a similar post, my leadership experiences in the role I worked before, my team work abilities, my strengths and weaknesses as well as my salary expectations. The role play deepened my interests in support work and health care work in general. However, there are areas that need improvement especially if I am really interested in becoming a nurse in the field of healthcare provision. It must be stated that my strengths include my passion for the job, duty of care, patience and not judgemental to clients of different ages and different needs. However, I struggled to explain my competencies, experience in handling difficult demanding situations as well as my confidence. Going forward, I am going to prioritise my presentation and oratory skills so that I am able to present what I can offer to the field.

References

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