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CAREER DEVELOPMENT

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Introduction

We all have our own varied thoughts and opinions on different sorts of careers, and we all have thought about following many diverse professions at different points of time growing up. Regardless, one thing I always thought was the virtue of the healthcare profession. Thus, I have always thought about the same many times as my choice of employment in the future. There are many stages between wanting to follow a profession and to choose a profession for making a livelihood, we have to carefully analyze on our current skills, reflect upon the various experiences and to have a proper roadmap to ensure our skill set to grow, along with the necessary personal development and to stay motivated during the entire duration of our growth and learning.

Reflection

You could explain a model of reflection that you could use as you develop your essay. Think about Gibbs reflective cycle or Kolb? Both are easy to research.

Reflection refers to the act of learning from the experiences and to gain insights of oneself. It is the basis of both learning and teaching, as it makes us more aware of our knowledge and actions. The process of reflection motivates us to work with others as we can share our best practices and draw on support from others. Reflection essentially makes sure that all students learn more successfully, because learning should be adapted to them.

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Kolb's Reflective Cycle

The educational researcher David Kolb developed a reflective model with four phases. Kolb's Learning Process (1984) stresses reflective practice as a tool for taking insights and ideas from an event. The goal is to translate the learning into new activities and complete the process (Preckel, 2019).

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Stages:

1. Concrete Experience: The learner is witnessing a new experience or reinterpreting a previous experience.
2. Reflective Observation: The learner reflects on his / her personal experience
3. Abstract Conceptualization: Person develops new concepts or modifies current theoretical ideas on the basis of reflections from Reflective Observation Stage.
4. Active Experimentation: The learner extends the new experiences to his surroundings to see if any changes occur in the next appearance of the experience. This second experience is the explicit experience for the start of the next process, beginning at the first point. This will take place over a brief or long period of time.

It is with the useful insights and experiences using which we can decide upon our plans for the future.

Career plans

A career plan is an important resource to improve our specialty, for job satisfaction, to fulfill the work and demonstrate the dedication to the discipline.

My drawn out desire is to be a medical attendant who orders an entire ward at a wellbeing establishment. In any case, I have to have a solid premise to arrive. By means of difficult work and proceeding with instruction, I might in this manner want to turn into an enlisted medical attendant and begin working in a current wellbeing establishment inside the coming 3 years.

The key characteristic that drew me to this profession is that becoming a nurse allows me to interact intimately with another human becoming. It was the biggest thing that ultimately moved me toward a nursing career. My career allows me to participate in the most critical events in people's lives.

There are few steps I have to go through in order to attain my dream of becoming a nurse in a leadership position. Initial one is to obtain my undergraduate degree in nursing. I will research and comfort myself with fields such as medical science, health care techniques, statistics, anatomy and physiology, along with any fields of specialty that I could find in the coming years.

The next step I need to take after finishing my two-year degree program is to complete the national licensing exam and receive my Registered Nurse Certificate. This examination will be where my analytical as well as professional skills would assure that the credentials needed to become a competent nurse are with me. This test is necessary.

Majority nurses chose initiating the careers in general hospitals, and outpatient care units. Therefore, I will apply to work as a nurse at general hospital, beginning my practical career. Then, I will make my way to success ladder completing my continuing education along the way, to reach my long-term target.

While this plan provides a roadmap for me for the next four years, I would like to stay active and enthusiastic about my career development to gain success and achieve the long-term goal.

What Employers Want

Nursing requires a variety of skills to be present in an individual.

Nursing jobs are an important part of the healthcare sector that requires knowledge, hard work and dedication. Although a nurse needs many abilities, there are several prioritized abilities that are:

Analytical Reasoning and skills to take decisions

Technical Competence – knowledge-based skills and the ability to provide answers feasibly.

Interpersonal abilities-analytical and emotional abilities

The basic and integral skills that every employee is looking in the nurse is-

1. Empathy

Sympathy and compassion go connected at the hip, and in the event that you are endeavoring to turn into a medical caretaker, these must be in your weapons store of character attributes. A medical caretaker assumes a vital job in a patient's recuperation, and ought to never believe patients to be a weight! Patients depend on medical caretakers for the most obvious opportunity at an effective recovery. When cooperating with patients, attendants ought to be mindful to their requirements and comprehend that they would prefer not to be in the clinic. In many cases, patients are stressed, frightened, apprehensive, and uncomfortable. A decent attendant comprehends what patients are experiencing by exhibiting sympathy and empathy toward every patient under her watch.

2. Attentive attitude

The best medical attendants have a sharp tender loving care and a solid propensity for taking notes. As an attendant, I have to recollect insights regarding every patient in your consideration. From recalling their names to what meds they need at what times, you are thinking about a few patients with different needs all through a toiling movement. It's imperative to keep all data sorted out and promptly available.

3. Soft skills

Have a healthy bond patients around these discussions, your careful and thorough sides ought to listen intently for any signs about what could make the patient's experience progressively positive (Nagy, et. al., 2019). Active listening abilities are simply part of by and large relational abilities, which are essential to prevailing as a medical attendant. Consistently, you collaborate with specialists, individual medical attendants, and patients and their families. You should have the option to show solid relational abilities at work and in your nursing meeting.

4. Positive attitude

An uplifting disposition goes particularly far when you're an enrolled nurture. As referenced above, nursing is a genuinely requesting and intellectually difficult occupation that can negatively affect your body and brain. While it very well may be testing, medical caretakers must invest additional energy into staying positive and peppy, particularly around patients (Nagy, et. al., 2019). As a medical attendant, you have an obligation to make an agreeable and warm condition for your patients while they get treatment. You ought to likewise be obliging of your individual medical caretakers and specialists, who are likely encountering the equivalent difficulties. While inspiration is hard to appear on a resume, your aura and character are firmly examined while meeting for a nursing work. Make certain to consistently finish strong when responding to inquiries questions, particularly in the event that you are gotten some information about not really positive encounters.

Technical competence can be called the next key quality a nurse is expected to have. Nurses talk with patients a lot when taking care of them, even more than the doctors themselves. So, to answer any question that the patient or his family might have, I would need to have a deep understanding and awareness of the patient's conditions. To understand most facets of this field, a good background in anatomy and physiology is needed, as it helps me in understanding what's wrong with patients. In addition to dealing with patients, during the research a nurse will deal with different forms of equipment and medications (Foster, et. al., 2019). In order to work harmoniously with these devices a nurse needs to be proficient in arithmetic. Being familiar with mathematics requires fluency in both normal and metric measuring systems, particularly when working with medicines.

Another core skill that nurses need is an excellently-cultivated set of interpersonal skills. As a nurse, I will have to work alongside physicians, patients and a team of other nurses in a quick-paced environment to interact alongside them. Poor observational skills can be profound, and often increases patients' susceptibility. As a nurse, being able to deal with emotionally intense situations and the ability to provide counseling is crucial. I should be able to see patients at their hardest days in my nursing career, and even at their brightest (Nagy, et. al., 2019). During periods of crisis, a nurse is expected to play a vital role during helping patients and their loved ones get through these emergencies and handle anxiety in an atmosphere of great distress. That needs a person to have very good emotional stability. Since I'm hoping to begin my career from emergency services, these set of skills must be extra strong within me.

Thus, it becomes necessary to ensure that the relevant and required skills desired by the employers are gained by an individual for attaining a career goal. A big part of driving force is played by the individual's motivation towards the attainment of goal.

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Self-Motivation

Capacity to do what should be done, without impact from others or circumstances. Individuals with self inspiration can discover an explanation and solidarity to finish an undertaking, in any event, while testing, without surrendering or requiring another to empower them. I focus on having self motivation as a person himself/herself is the one who knows their skills and abilities better and it is essential to motivate oneself and take to a goof career goal

Most definitions of self-motivation consider how we can find the ability to do what needs to be done without having any influence from other people or situations. And when it feels difficult, self-motivation is inspiring us to continue making progress towards a goal.

Steps to Consistent Self-Motivation Even in the Hard Times:

- 1. Start Simple:** Keep motivators around your area of work – things that give you the initial spark to get on with. These motivators are going to be the triggers to remind you to get going.
- 2. Keep Good Company:** It can be easy as talking with people at IM or having a short conversation along a colleague who is willing to exchange thoughts. Positive, motivated people differ greatly from the negative ones (Darsana, 2019). They will help you grow over tough times and see opportunities.
- 3. Just stop worrying:** If you find a particular project lacking inspiration, try to get started on something else. Even something trivial, then you is going to develop the momentum to start the more important stuff. When you think too much about it, and worry too much about it, you just waste time.
- 4. Help Others:** Share your ideas, and help motivate friends. Seeing others do well motivates you to do likewise. Write down about your success and get readers feedback (Darsana, 2019). Once you get to the stage where you help others to keep motivated regularly – whether with a blog or talking to peers – you will find the cycle continuing where each facet of staying motivated is refined and evolved.
- 5. Find you strengths and weaknesses:** Identify your own capabilities and drawbacks, start challenging yourself, start working on those challenges and try to come over these changes and challenges and explore your potential skills.

6. Keep a check over the progress: Start working on yourself make a mark that is helpful in tracking your success from time to time basis and take the working over in another direction. This is helpful in analyzing that you are moving in the direction that who were willing to do in.

Motivation can come from anywhere and we just have to remain positive.

- Due to my internship, I had a job deliverable which I knew would be difficult to achieve within the assigned period. So, I set up my internal system to track my progress daily, so I could see what was accomplished and what was left. It has become a map of progress for me to study regularly. That provided the internal encouragement that I needed to get the work done on time (Darsana, 2019).
- I can give you many examples of how I motivate myself. I am motivated by success, so I start preparing my work for the day every day, and what I plan to achieve by the end of the day. Stuff can come up during the day that requires a higher and more urgent priority, but my work schedule for the day is where I come to. Then, I study my work schedule at the end of the day, and have a feeling of satisfaction about what was accomplished.

Learning styles

During the time of 1920s, some psychologists developed the VAK Model of Learning Styles to describe some general forms people acknowledge. According to this process, we tend to acknowledge in one of three manners: visual, auditory, or kinesthetic (though in reality these three forms are usually "mixed and matched") (Zacher, et. al., 2019).

- Visual: a visionary-dominant learner better understands and grasps information when viewed in images, graphs, and maps, for example.
- Auditory: the auditory-dominant learner likes to listen to the presentations. For instance, in a class or group debate, one responds best to the voices. It is also beneficial to hear one's voice saying or responding back to a teacher or coach.
- Kinesthetic: a kinesthetic-this kind of learner tends to feel physically. It would be better to have a "hands-on" approach and can reach or feel a thing or learning article.

I choose to use the kinesthetic learning style because it has many benefits and it helps me in the following way:

- Increased retention of information: movement and physical contact will help people remember information better (Nagy, et. al., 2019). Kinesthetic learners immediately see evidence of what it is to done as the strategies are applied.
- Enhanced muscle memory: kinesthetic learning also requires physical activity repetition, which strengthens muscle memory and improves attention further.
- More involvement: Movement will increase energy which can help participants remain concentrated during kinesthetic training. Participants often interact more with guidance and knowledge as the testing and implementation enhances them.
- Enhanced critical thought and problem-solving abilities: Kinesthetic learning improves analytical capabilities by experimenting with trial and error. Unlike auditory and visual methods of learning which simply present information, kinesthetic methods of learning allow me to discover information on my own.

A kinesthetic-dominant learning manner permits the content to be controlled or stimulated for learning. These methods are utilized to gain multi-sensory learning in connection with visionary and/or additive scrutiny methods.

Kinesthetic-Tactile Style

- Love making something with my hands.
- Remember best when doing something for my research.
- Creating something for a topic makes me better understand.
- Prefer creating maps or posters for community projects to collect knowledge.
- Remember spelling words better if I compose them many times.

Here are a few examples of kinesthetic learning techniques:

- I like to take notes while listening to lectures, to move my hands.
- I like to skim the content first while reading, and then concentrate on the specifics (first get the big picture). Usually, I like to use high lighters in color and take notes by drawing pictures, diagrams, or doodling.
- If I imagine a tack (turn) on a sailboat for example, concentrate on physical sensations. Feel the pressure on my hand when turning the rudder, and lowering the tension on the ropes. Feel the wind moving to the other side, feel the thud as the wind shifts and feel the boat speeding up as we launch the new leg.

Personal development

Personal development is not an absolute skill; it cannot be just learned once and applied henceforth. It is, rather, a life-long process of examining, assessing and realizing the potential of an individual and thus helps in maximizing the possibilities for their growth. It is necessary to recognize the skills that are required for fulfilling shorter and higher time goals, which can in turn permit us to live a higher quality life.

According to Maslow's hierarchy of needs, after the basic bodily needs of an individual are satisfied, they look up for their needs such as security, cognitive development and self-actualization. The process of self-actualization is necessarily same as that of personal development and realizing one's potential to empower them to grow is indeed a forever ongoing process.

Personal development is a process that we follow subconsciously, but there are some tools to aid us, to realize our potential and thus enable us to better ourselves to achieve the goals. Some of these tools are:

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I. Myers-Briggs Type Indicator (MBTI)

The Myers-Briggs Type Indicator (MBTI) is a self-assessed test that reveals various personal patterns about how individuals view and make choices about the environment. Swiss psychiatrist Carl Jung who had hypothesized that people perceive the globe with four key psychological mechanisms—experience, perception, thought, and thinking—and that most of the time one of these four functions is dominant in a person.

The four categories in which the traits are divided are:

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- Introversion (I)/Extraversion (E)
- Sensing (S)/Intuition (N)
- Thinking (T)/Feeling (F)
- Judging (J)/Perception (P)

Personality of each individual is said to have one leaning quality from each of the four categories, thus resulting in sixteen unique types.

2. Big Five Personality Traits

The theory is a suggested grouping of the personality traits. The five factors identified are:

- openness to experience: People who tend to be more open to learn new things and new experiences rate high in openness.
- Conscientiousness: People scoring high on conscientiousness tend to have traits like being methodic, and thorough.
- Extroversion: Extraverts tend to be more energetic, and assertive.
- Agreeableness: People who score low on agreeableness seem more distant, while those high on agreeableness tend to be friendly and compassionate.
- neuroticism : People scoring high in neuroticism often tend to exhibit emotional instability or negative emotions.

3. Johari Window

This technique is used to better understand relationships of individuals with themselves and others around them.

The traits can be categorized into four quadrants

- Arena: perceived by others and by self as well
- Blind Spot: perceived by others but not by self
- Façade: perceived by self, but not by others
- Unknown: not perceived by others or by self

SWOT Analysis

Assessment through character development tools not only help us realize our strengths, but weaknesses as well and the strengths and weaknesses also encompass the opportunities and threats. This thorough analysis is known as SWOT analysis and is a useful planning tool for individuals as well as organizations. These analysis are the most crucial part that helps any person to let a person know about their strengths and weaknesses so that they can empower their power and to work over their weaknesses and improve them so that the best opportunities can be gained and the threats that harm us can be avoided with the changes in our personal attitude.

Since SWOT analysis is most helpful in making people realize their potentials and identify the areas in which they need to work harder, it is an exercise I undertook.

Strengths:

- ⁹ Good inter-personal skills
- Good critical and analytical skills
- Experience with public speaking
- ⁸ Strong language skills

Weaknesses:

- Little relevant work experience
- Procrastinating tasks
- Less stress management skills

Opportunities:

- Learn about relevant practical skills through the internship
- Pursue PhD ahead in life, and gain relevant exposure

Threats

- Current internship is unpaid
- Need to find a supervisor for PhD, for which I might have to complete some research work beforehand
- The ongoing pandemic might cause a lot of unwanted delays

SWOT analysis provides relevant insight into what is most important at the moment and to plan a course of action for the necessary tasks.

Employment Goals

Apart from the test I need to take after finishing my two-year degree program to complete the national licensing exam to receive my Registered Nurse Certificate there are several other goals I need to fulfill along the way. With this examination, my analytical and professional skills would be tested to ensure I have the credentials needed to become a competent nurse.

One of the absolutes in the nursing profession is that there is no absolute with the skill set that can be acquired. There is always a scope to learn more, to grow ahead gaining new experiences. Whatever level of learning you are currently at, setting a target to progress to the next degree offers you a straightforward path to achievement. With standardized timetables and school counselors to help you moving in the right direction, this definition of career aspirations in nursing needs only your time and dedication.

One important aspect of nursing is how I would interact with the patients and their family. Since inter-personal skills are extremely important and also there is no handbook for it, it is something which can be learnt by experience only. Thus, I wish to polish my inter-personal skills in the future as I progress with my career and aim to provide services which can be patient-centered, thereby prioritizing the patient satisfaction and be helpful to their families as well.

Another direction in which I might look up in the future is to either get a management degree or to pursue a specialization. Getting a management degree can open up new professional opportunities and can increase the salary. Meanwhile, getting a specialization means to decide something for which I might feel extremely passionate for and to begin training for it. Achieving such goals would require dedication and passion, which might have to make me relocate or any other such hurdle might come up with which I have to face up in the future.

Other goals I can set up while following my profession would be to obtain other professional certifications, as there are a variety of such certifications which can be taken up, which can help me build up my career further.

With the ever-growing advances in technology, it is necessary for people in my profession to be updated with the most recent developments and advancements and to constantly be open to new learning experiences and procedures. Not only does the ability to operate the machinery

necessary, but also to have an in-depth understand and to be able to troubleshoot any problems that may arise with the machinery.

Another goal, something which has motivated me to follow the profession is the nobility of it, and thus someday I would like to provide my services in impoverished or rural areas, or in times of natural calamities or crisis.

Conclusion

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