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PSYCHOLOGY IN HEALTH AND SOCIAL CARE REPORT

Executive Summary

The present report aimed to examine the middle age theory for the life span development of an individual. The study of the theory has revealed that the evolution of life span in this stage of life can be influenced by their perceptions of ageing, crises in their lives and their subjective age. Moreover, it was also indicated that middle-aged people can impact the lifespan development of their families and future generations. The study also assessed the psych safety framework for people in their workplaces. It was illustrated that energy and enthusiasm can be key elements for the psychological safety of individuals.

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Introduction

The psychological aspect plays a crucial role in human life that is reflected through behaviours and actions. The development of different life stages is directly linked with psychological factors. Hence, this reflective report aims to critically discuss the ways different psychological and lifespan theories are applied to health and social care practice. Thus, the psychological framework is discussed along with its impact on my life. The report also includes my reflection on the application of psychological learnt perspectives and theories as a health and social care professional in job settings.

Reflect on the psychological life span theory

The chosen psychological life span theory in the report is the middle age theory. According to Gellrich (2019), the middle age theory in life span demonstrates the age of individuals which precedes old age for them. The age span in the theory selected in the study has differentiated for different individuals. However, it generally is between 40 to 60 years old (Gellrich, 2019). The age span in the middle age theory depicts the contribution of the person to their family, society and future generations. The life span of middle age can be significant in order to define the actions and influences of the person in previous spans of life.

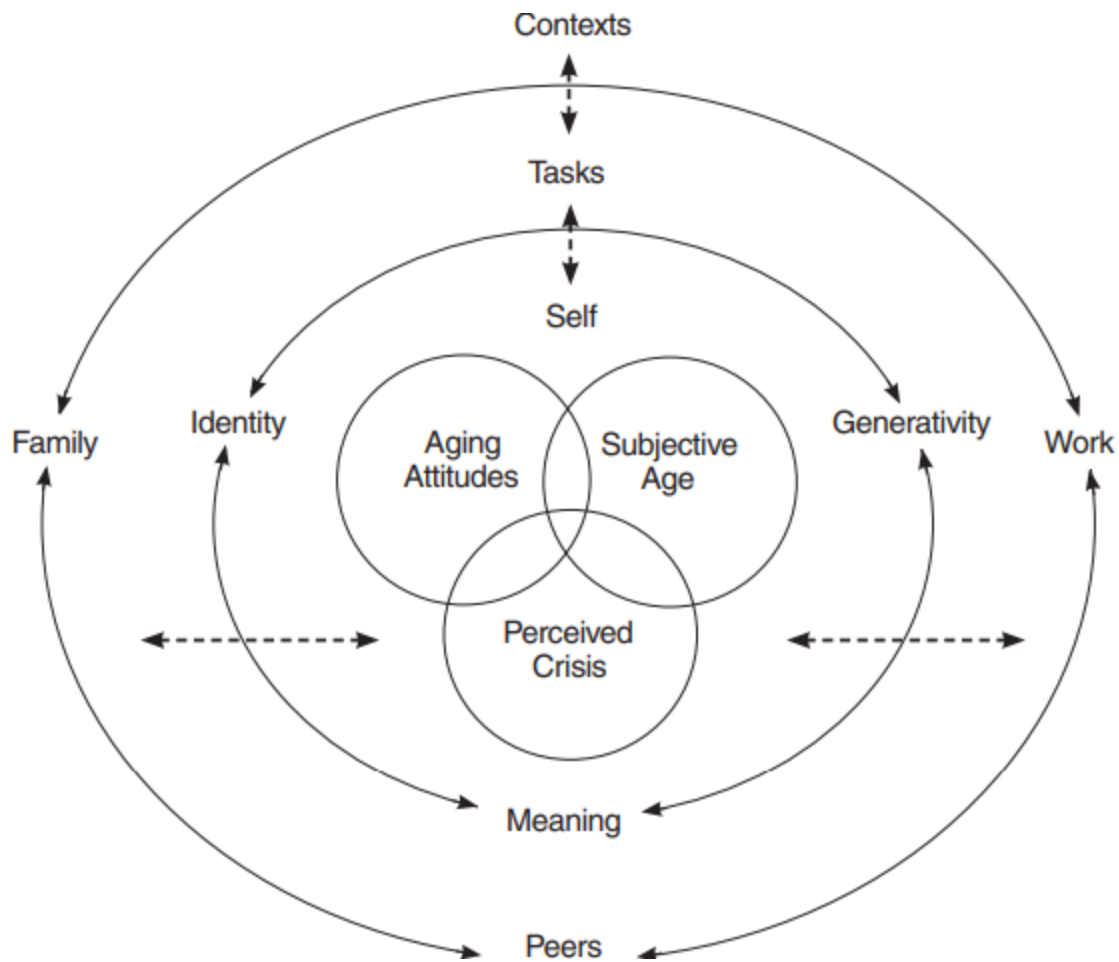


Figure 1: Perspective of life span development in middle age

(Source: Kuther and Burnell, 2019)

The image above has demonstrated the perspectives of life span development for middle-aged people. According to Kuther and Burnell (2019), the development of the life span for middle-aged people can be comprised of their activities for influencing their families, work lives, peers and many more, which can be further impacted by their attitudes towards ageing, their subjective age and perceived crisis. The aspects mentioned above in middle-aged individuals can be significant for developing their perspectives to thrive in the current situation and plan for their old age in further contexts.

On the other hand, Fang *et al.* (2019) have argued that the life span development for middle-aged people can be significant in terms of analysing their actions toward their future generation and influencing their individual life span. The facet mentioned above has been constructive in terms of developing the aspects of generativity and people's intention to influence others to lead a healthy lifestyle. The middle age theory for individuals can be significant for evaluating people's previous life spans and examining their intentions to thrive in the next phase of life.

Discussion on a psychological phenomenon/framework

The selected psychological framework is the psych safety framework. As per the words of Kolbe *et al.* (2020), psychological safety is the feeling or the ability to share concepts, concerns and thoughts without being disrespected or humiliated. Thus, psychological safety abolishes interpersonal fear, which is specifically crucial for team performance. In this regard, the implementation of psychological safety can be attained by the Psyche safety Framework. The psych safety framework involves five stages through which an individual psychological safety can be understood and implemented as shown in the below figure (Psychological safety, 2021). These actions in the framework are designed to implement the practice of psychological safety.

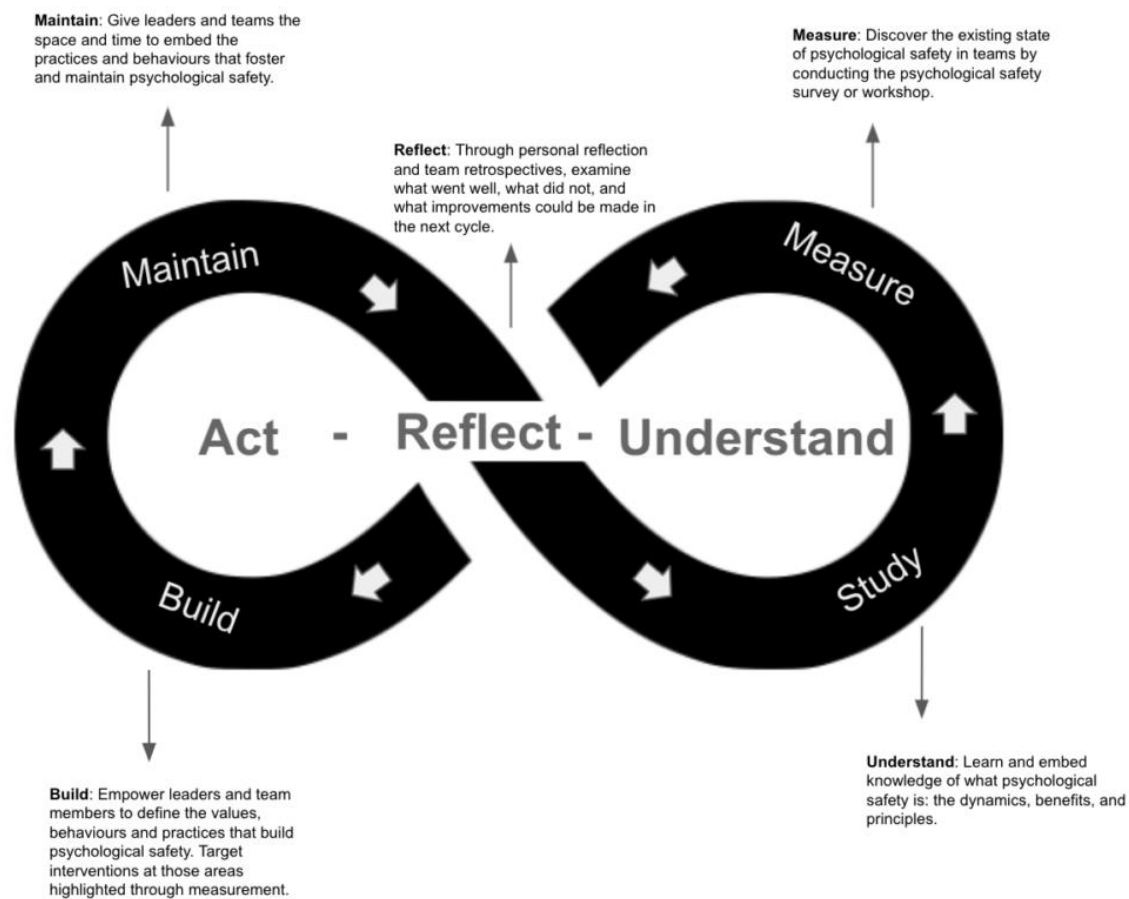


Figure 2: The Psych safety framework for implementing psychological safety

(Source: Psychological safety, 2021)

This simplified cycle can also be viewed as a reflective psychological cycle. This framework denotes that individuals first learn and deeply understand the aspects and importance of psychological safety, and principles so that psychological safety can be practised. In this stage,

energy and enthusiasm also need to be built. However, measuring the improvement is necessary, thus through this stage, the current psychological safety state can be evaluated through conducting workshops or surveys in the organisation. However, Obrenovic *et al.* (2020) stated this framework is significant in terms of the building of psychological safety, as the third stage highlights the practice or approaches that can build psychological safety. In the fourth stage, the maintenance of psychological safety is highlighted where actions become a habit of an individual. In the last stage, reflection on psychological safety is crucial from self and team perspectives. Hence, this phenomenon has been significant for me, especially in the current stage of my life. Through studying this framework, the practices that can help to develop strong psychological safety can be approached. On the other hand, Kolbe *et al.* (2020) argued this Psyche safety framework can be applied to an individual or organisation basis. Thus, this framework has a multitude of uses in different sectors. The framework is relevant for giving an in-depth view of how psychological safety can be built through step-by-step processes (Higgins *et al.*, 2022). Therefore, I have felt that this framework has realistic application in human life. Through the application of this theory not only theoretical knowledge can be gained but also practical knowledge is highlighted. The theory emphasises the use of surveys and workshops to measure psychological safety so that according to the result requisite improvement in building psychological safety can be practised. Hence, I think this can significantly help an organisation or an individual in improving psychological safety which can in turn improve performance by reducing interpersonal fear or hesitation.

Reflection

Concrete experience

The learning experience of the present module has been effective for me to understand the psychological aspects of life span development for an individual. The selection of the middle age theory in the group presentation has helped me to understand the phase of middle age and how it has a significance of influencing others' life span development and one's old age phase. According to the study by Mirzaei *et al.* (2021), the middle age theory has notable importance to identify people's perspectives to deal with the aspects of old age and influence others' development of a notable life span effectively. The element mentioned above has helped me to understand the necessity of life span analysis for psychological development in middle-aged people. Moreover, the activities of the group presentation have also helped me to understand the necessity of team working and collaboration in a work context for future career growth effectively.

Reflective observation

The analysis of the psych safety framework, as well as the middle age theory in this module, has helped me to understand the necessity of these theories and models to a life span development of an individual. As per the study by Edmondson (2018), the aspects of psychological safety at the workplace can be effective in terms of increasing the aspects of the individual feeling safe among their colleagues and increasing their psychological abilities to communicate and connect with others effectively. This aspect has helped me to raise my understanding of psychological safety in the workplace. However, I have faced a significant lack of information on how to apply the framework for an individual. Moreover, I have also faced a deficiency in evaluating the process of the framework on which it helps to increase the safety of the individual for their psychological aspect.

Abstract conceptualisation

The learning modules of the present context have been helpful for me to acquire more knowledge on psychological development and safety for a person. However, the deficiency in reading more books could have been more effective for me to increase my knowledge further in these contexts. The aspects of the psychological development of an individual in different phases of life can be different for every individual and the aspects of psychological safety also differ in different people. In terms of learning more about the above-mentioned context, the usage of books and more peer-reviewed journals could have been helpful for me to increase my knowledge of the psychological development of individuals. Moreover, listening to conferences related to the psychological development of people can also be helpful for me to increase my insights into the aspects of life span development for individuals.

Active experimentation

The acquired theoretical understanding in the phase of abstract conceptualisation can be feasible for me to increase my knowledge in terms of life span development and the psychological growth of individuals effectively. The factor mentioned above can be significant for me to enhance my insights into how the middle age theory can be effective for understanding the perspectives of developing the life span of middle-aged people and how the psych safety framework can be helpful for them to feel psychologically safe in their workplaces. Moreover, it can also be influential for me to analyse different stages of lifestyle and span for an individual and how they act in that lifestyle according to their age. Along with that, the conferences and seminars on psychological development can also help me to influence the life span development of others and ensure my scope of having a feasible career setting in my aspiring work sector.

Conclusion

The present report evaluated the middle age theory for the life span development of an individual. The analysis of the theory has shown that the development of life span in this stage of life can be influenced by their perceptions of ageing, the crisis in their lives and their subjective age. Moreover, it was also demonstrated that middle-aged people can influence the life span development of their families and future generations. The study also evaluated the psych safety framework for individuals in their workplaces. It was depicted that energy and enthusiasm can be key components for the psychological safety of individuals. The report also included a reflective account of the whole learning aspects of the current module.

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