

Professional career development report

Module Code: BMSW4005

Student name: Sebastian Marian Matei

ID: 2111128

Lecturer: Lizeta Demetriou

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INTRODUCTION

The personal development analysis plays a major role in developing an individual in an effective and efficient manner. In order to reach the goals and objective it is very important to analyse the strength and weakness so that an individual can work upon the weakness in order to accomplish goals and objectives. The personal career development is related to the learning of an individual within their academics. there are various skills which is required in order to have a professional career within the reputed organisation. This is the report which is based on the reflection of the role play using Gibbs model and the personal development plan.

Recruitment and selection

Reflection using Gibbs model

I would like to reflect on the various aspect of the role play which is played within the academic learning. This has helped me with the great opportunity in order to improve various skills and knowledge of the particular subject. Also I am able to understand the impotence of the career development where I need to be effective and efficient with the job profile. In order to develop my career there are certain skills which are required to develop so that I can perform well within my job role. Here is the use of the Gibbs model which can help in the reflection.

This is considered as one of the most famous cyclical model of reflection which is leading through the six stages which are discussed below;

- **Description-** This is the first stage of the model which tell about the event which has been occurred. It is very important to analyse what happened during the role play. As the group task where I had to play a role of an interviewer and analyse the various aspect in order to be effective and efficient. Here I was ask about myself where I need to answer to the several questions for an job interview. This has enhanced various skills in order to develop with my job profile. This was the task which has helped me in developing my professional as I got the opportunity to be interviewed which has enhanced my abilities to perform better for my future career. As this role play has reflected on my communication skills where I was nervous at the beginning. In order to practice the various aspect for the future development where I was able to communicate and reflect on my skills within this role play. Also, I have realised that in order to

work in an organisation for the career it is very important to analyse the skills and knowledge which is required while giving the interview. This event helped me in better understanding of the various aspect of learning in an effective way.

- **Feeling-** This is the second stage of this model which describes the feelings or thoughts which had during the experience of the event which has been occurred. As in order to have a great experience with this role play where I was able to learn the different aspect of giving the interview for the future growth and development. Before this role play i have realised that it is very important for me to practice and do a lot of work in order to give answers in an effective and efficient way. This has enhanced on my development of the personal strength and weakness where I am able to express the inner strength and the weak areas which I need to develop for my career planning.
- **Evaluation-** From my experience with the role play which was conducted within the academic learning I was able to develop a good experience which has enhanced self development and various skills such as confidence, communication skills. I can evaluate that each and every activity plays a major role in career development. In order to get a placement within the repudiated organisation I have realise there is lot of practice of group discussions is required which can bring the fluency within the communications and I am able to develop confidence in front of the interviewers.
- **Analysis-** This is the third stage where it has been analysed what were the things which went well and which went wrong. I was able to gain knowledge of the various aspect while playing the role of the interviewed where I need to give the answers of the questions and develop the understanding of the various aspect in order to give the interview an effective and efficient way. The experience which I had within this activity where I was able to identify the strength and weakness and the areas I need to improve. There were few challenges for me in order to develop my career.
- **Conclusion-** I am able to conclude that from my previous working and the learning within the organisation I was able to develop various skills which has enhance my ability to give better results. Also I can communicate effectively in order to attract customers. From my experience I can say that yes, I can develop the understanding of the good strategies in order to develop my career in an effective and efficient way. also I can conclude that from my previous job I have received the positive feedback which has reflected in my personal development and confidence to work different task effectively.
- **Action plan-** This is the last stage which reflects what are the areas which need to be improve for the next time in order to perform better. From the role play I am able to

analyse that I need to be more effective and more confident while answering. Also there are various skills and knowledge which I need to develop in order to develop my career effectively. The career planning is important where I need to analyse the different skills which need to be improve for better performance within the organisation.

There are various skills and knowledge which has contributed in effective working within the different areas. It is very important for me to understand the importance of the practice and various learning programmes which will enhance in my career development. In order to develop my career I have identified that there are key considerations which I need to keep in mind in order to develop my career in an effective way. It is very essential for to develop the good communication skills. As from the role play I have identified that I am good at communicating and this can help me in my career development. In order to analyse and identify the various key considerations this plays a major role. The communication skills can help me in giving the best answers while the interview selection and this creates a great impression among the managers. A good communication enhances the ability to perform well with the customers and within the organisation. It is very important to develop the understanding of a particular field. I have the good understanding of the marketing field from my previous job profile. There were various skills which I have developed such as creative thinking and problem solving skills which will enhance in future growth and development. From the above Gibbs reflective model I have analysed the various aspect and my experience with the previous job profile and learning and development.

Personal Development Plan

SKILLS	How will I get them?	What resources or support will I need?	What can prevent me from achieving my goals;(unemployment, illness	How long should it take?
Imagination	By looking,	Time, money	Not being creative and not	1 year

	searching and cooking food		having the time and money	
Knowledge about food and kitchen	Taking courses, reading books, online	Taking food courses will require money and time for getting knowledge	By not being passionate or having personal problems	6months-1year
Team management	Having experience from past jobs and working with different kind of people	Being adviced from other people from past and managers	Not being an ambitios person and knowing how to handle people	1-2 years
Communication	This position requires you to be. You can get this by having responsibilities and work with lots of people	Resources from taking courses from university	Being a quite person and thinking that telling someone they do wrong their job might upset them-misscommunication	1-3 years
Leadership	By proving I can manage a group of people	Being taught by someone who is a leader already	Not being able to lead your staff even after I tried	A few years of experience
Motivator	By achieving something in the past and encourage others they can do it too	Someone else motivating so I can help others too, but you should be your self a motivator	Being shy or not caring	As long as it has to be. Employees always need motivation

Problem solving	Fixing any problem you might have at work(ex:staff issues or something broken)	Getting help from my team, letting me know about any problem, which goes to communication, which will result the problem solving	Not being aware of the problems at the workplace or just not being able to fix them even if I know about them and don't do anything about it	Few years
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SWOT Analysis

<u>Strengths</u>	<u>Weaknesses</u>
Teamleader Communication Skills Motivator Teamworker Over responsible	Don't ask for help Not saying all the time when jobs are not done properly thinking this might upset them
<u>Opportunities</u>	<u>Threats</u>
Get a higher position Developing the skills I have already Having my own business	Better trained employees Competition

Conclusion

From the above report it has been concluded that personal development plan is most important for an individual in order to develop the better understanding of the various aspect to develop growth and success. It is very important to analyse the self reflection for which a model has been used named as Gibbs model. This model helps in self reflection of the role play for an individual. It has been analysed that there are few skills which I need to develop in order to perform better. The personal development plan which has been conducted reflects on the weak areas which need to be developed.

Appendices

Questions asked as interviewer

1. Tell me about yourself.
2. Why do you want to work here?
3. Why are you leaving your current employer?
4. What are your greatest strengths?
5. What is your biggest weakness?

Job application form

Application for Area Chef

Your details

Name: Sebastian Matei

Education and training

Please give details:

Technical College Lazar Edeleanu

Qualifications

Please give details:

Hight school diploma

Employment history

Your current or most recent employer

Name of employer: Sebastian Matei

Job title: Sous Chef

Length of time with employer: 2 years

Reason for leaving:

Duties:

Taking part of doing the rota, placing orders, counting stock food, managing the kitchen team and being responsible for the food.

Previous employers

Please tell us about other jobs you have done and about the skills you used or learned in those jobs.

Forester Pub: Chef. I learned how to do Sunday roast.

Fresh pizza: Pizza chef, buffet food. I learned how to do specific food such as salads, hot sides and pizza.

La Rosetta: Traditional Italian restaurant. I learned how to do proper pizza since it was a traditional Italian place, so I have been taught how to do the dough from scratch and cooking pizza and bread.

Cocotte: Sous chef. Team Management, Placing food orders, Counting food stock.

Supporting statement

Please tell us why you applied for this job and why you think you are the best person for the job.

It all started with my dad, who was a chef his whole life and still is, so I always got bits and bits from him, making me want to become one too. He is running his own business at the moment.

I have applied for this job as I know it is the kind of job you can improve your knowledge more and grow up in what you want to become, which, in my case in a chef.

I think it is best suited this job for me because I am a motivated and ambitious chef and I like being challenged. I am passionate about food and I like to do the best of it in looking and tasting.

I started at Cocotte as a line chef(basic chef) but with enough skills from previous jobs to be called a chef indeed. In Cocotte I was taught many things also about food from my very good knowledge about food and skills, James.

James was the first one teaching me how to be and work professional. There are still many moments when I work and think about him in being professional. James left unfortunately because he had to move outside London.

Now, I am carrying forward with the experience and knowledge I got from him.

One of the best things he did apart from all the other good ones was that he taught me things that were not part of my job yet, so that I already knew how to do them when I have to.

After his leaving, the head office is the one that keeps improving me in working professionally and making me give the best of me. But it would be for nothing if I wasn't the type of chef who wants more and more.

My goal is to become an Area chef which means I need 2 more promotions. Not very easy to get, but not impossible either. This means I will need another few years as the age matter, and learning more things day by day.

Another reason that I chose this job is because they create new dishes with the best flavours for all the seasons.

I have been promoted after a few months as a Sous Chef and now my aim is Headchef, then Area chef. Since then, the responsibilities came and more.

Right to work in the UK

Do you need a work permit to work in the UK? Yes / No

Yes

References

Please give the names and contact details of 2 people who we can ask to give you a reference. We may ask them before an employment offer is made. We will not ask your current employer until we get your permission.

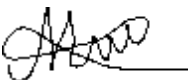
Joao 07536741222

Catalin 07584794467

Declaration

I confirm that to the best of my knowledge the information I have provided on this form is correct and I accept that providing deliberately false information could result in my dismissal.

Name: Sebastian Matei

Signature: 

Date: 07.08.2022

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