

Thru the course Certificate in higher Education :Skills for the Workplace i had opportunity to fill up a few personality tests which allowed me to better understand myself my strong and weak sides, clarified easiest and fastest ways to gain knowledge set up my targets and the way how to achieve it. According to Peter Honey and Alan Mumford test i find out that i am pragmatist and reflector described by them as:

Pragmatists are keen on trying out ideas, theories and techniques to see if they work in practice. They positively search out new ideas and take the first opportunity to experiment with applications. They are the sorts of people who return from management courses brimming with new ideas that they want to try out in practice. They like to get on with things and act quickly and confidently on ideas that attract them. They tend to be impatient with ruminating and open-ended discussions. They are essentially practical, down to earth people who like making practical decisions and solving problems. They respond to problems and opportunities "as a challenge". Their philosophy is: "There is always a better way" and "if it works it's good".

PRAGMATIST:

Pragmatists learn best from activities where:~

- There is an obvious link between the subject matter and a problem or opportunity on the job.
- They are shown techniques for doing things with obvious practical advantages, i.e. how to save time, how to make a good first impression, how to deal with awkward people.
- They have the chance to try out and practice techniques with coaching/feedback from a credible expert, i.e. someone who is successful and can do the techniques themselves.
- They are exposed to a model they can emulate, i.e. a respected boss, a demonstration from someone with a proven track record, lots of examples/anecdotes, and a film showing how it's done.
- They are given techniques currently applicable to their own job.
- They are given immediate opportunities to implement what they have learned.
- There is a high face validity in the learning activity, i.e. a good simulation, 'real' problems.
- They can concentrate on practical issues, i.e. drawing up action plans with an obvious end product, suggesting short cuts, giving tips.

Pragmatists learn least from, and may react against, activities where: ~

- The learning is not related to an immediate need they recognise/they cannot see, an immediate relevance/practical benefit.
- Organisers of the learning, or the event itself, seems distant from reality, i.e. "ivory towered", all theory and general principles, pure "chalk and talk".
- There is no practice or clear guidelines on how to do it.
- They feel that people are going round in circles and not getting anywhere fast enough.
- There are political, managerial or personal obstacles to implementation.
- There is no apparent reward from the learning activity, i.e. more sales, shorter meetings, higher bonus, promotion.

Summary of strengths:

- Keen to test things out in practice.
- Practical, down to earth, realistic.
- Businesslike - gets straight to the point.
- Technique oriented.

Summary of weaknesses:

- Tendency to reject anything without an obvious application.
- Not very interested in theory or basic principles.
- Tendency to seize on the first expedient solution to a problem.
- Impatient with waffle.
- On balance, task oriented not people oriented.

Key questions for pragmatists:

- Will there be ample opportunities to practice and experiment?
- Will there be lots of practical tips and techniques?
- Shall we be addressing real problems and will it result in action plans to tackle some of my current problems?
- Shall we be exposed to experts who know how to/can do it themselves?

Reflectors like to stand back to ponder experiences and observe them from many different perspectives. They collect data, both first hand and from others, and prefer to think about it thoroughly before coming to any conclusion. The thorough collection and analysis of data about experiences and events is what counts so they tend to postpone reaching definitive conclusions for as long as possible. Their philosophy is to be cautious. They are thoughtful people who like to consider all possible angles and implications before making a move. They prefer to take a back seat in meetings and discussions. They enjoy observing other people in action. They listen to others and get the drift of the discussion before making their own points. They tend to adopt a low profile and have a slightly distant, tolerant unruffled air about them. When they act it is part of a wide picture which includes the past as well as the present and others' observations as well as their own.

REFLECTORS:

Reflectors learn best from activities where: ⇐

- They are allowed or encouraged to watch/think/chew over activities.
- They are able to stand back From events and listen/observe, i.e. observing a group at work, taking a back seat in a meeting, watching a film or video.
- They are allowed to think before acting, to assimilate before commencing, i.e. time to prepare, a chance to read in advance a brief giving background data.
- They can carry out some painstaking research, i.e. investigate, assemble information, and probe to get to the bottom of things.
- They have the opportunity to review what has happened, what they have learned.
- They are asked to produce carefully considered analyses and reports.
- They are helped to exchange views with other people without danger, i.e. by prior agreement, within a structured learning experience
- They can reach a decision in their own time without pressure and tight deadlines.

Reflectors learn least from, and may react against, activities where: ⇐

- They are "forced" into the limelight, i.e. to act as leader/chairman, to role-play in front

of on-lookers.

- They are involved in situations which require action without planning.
- They are pitched into doing something without warning, i.e. to produce an instant reaction, to produce an off-the-top-of-the-head idea.
- They are given insufficient data on which to base a conclusion.
- They are given cut and dried instructions of how things should be done.
- They are worried by time pressures or rushed from one activity to another.
- In the interests of expediency they have to make short cuts or do a superficial job.

Summary of strengths:

- Careful.
- Thorough and methodical
- Thoughtful
- Good at listening to others and assimilating information.
- Rarely jump to conclusions.

Summary of weaknesses:

- Tendency to hold back from direct participation.
- Slow to make up their minds and reach a decision.
- Tendency to be too cautious and not take enough risks.
- Not assertive - they aren't particularly forthcoming and have no "small talk".

Key questions for reflectors:

- Shall I be given adequate time to consider, assimilate and prepare?
- Will there be opportunities/facilities to assemble relevant information?
- Will there be opportunities to listen to other people's points of view - preferably a wide cross section of people with a variety of views?
- Shall I be under pressure to be slapdash or to extemporise?

My test showed me i am ballanced person my score is 15 pragmatist, 13 reflector, 11 both activist and theorist

Next test done by me was VARK and showed me that best way to lern for me is read and write plus kinestethic study strategies .

Read/Write Strategies

My another strong preferences is (R&W) according to moodle with Shehla K. some of following methods should be helpful for me to take in information : definitions, lists, glossaries, headings, textbooks, handouts, reading and writing lecture notes, lecturers who have a lot of information in sentences and notes and use words well, manuals, essays, so to make it learnable for me best way is reducing information by conversion three to one ,repeat read and write words all over again, keep sense of sentence but change words, organise graphics and diagrams into statements, imagine your lists arranged in multiple choice questions and distinguish each from each. To perform well in the examination : write paragraphs, beginnings and endings exercise with few different questions to one enquire arrange words into points and hierarchies

write lists in order .

Kinesthetic Strategies

Best way to take in the information for me is through:

my senses like taste, hearing, smell, touch, sight, field tours and trips, in laboratories, teachers who give real-life examples, applications, exhibits, photographs, samples, trials and errors, hands-on approaches, examples of principles, previous exam results, ready solutions to problems. That all lead me to finding how to make a learnable package: easier for me is remember something that really happened also things and topics concrete and relevant, make plenty of examples use a lot of case studies and applications to help with abstract concepts and principles, talk with other people about topics discussed thru classes, use visualisation technique like photographs and pictures, recall the field tours and experiments etc..... To make examination easy going and smooth have to stage in my room play role before, write down paragraphs and ready answers. Have to experience exam so I can understand it .

In another test made by Meyers Briggs I qualified to group ESTP:

Extrovert 4

Introvert 1

Sensing 2

Intuitive 3

Thinking 5

Perceptive 5

That's why I am allocated to group called:

Intellectual (NT) Career Matches

ENTP – Originator

Actor

•Artist

•Comedian

•Computer Analyst

•Computer Programmer

•Consultant

•Designer

•Engineer

•Entrepreneur

•Inventor

•Journalist

•Lawyer/Attorney

•Marketer

•Musician

•Photographer

Scores in test big five showed me

I am typically a good problem-solver. When I am faced with a problem, I will consider the tried-and-true methods, but also be able to think outside the box. I probably be able to

handle whatever life throws at me.

People who are moderate in openness to experience are well-suited for careers that balance creativity with stability – for example, journalism, photography, graphic design, or research. Jobs for those who are moderately extraverted include those that allow building relationships with others, but also allow periods of time to work alone. The best jobs for these individuals include counseling, human resources, or being a director. Coupled with my ability to remain level-headed, i have a great balance of traits to be a natural leader. I always try to do my best at everything, even if there doesn't seem to be anything in it for me. People who are moderate in neuroticism make great employees and supervisors,also do well in helping careers, such as counseling or public service.

SWOT

Strenght Weaknesses

Realistic vissions

Stickability ,

Personal power ,

Quick and intuitive judgment ,

Quick and intuitive judgment ,

Focusing energy,

Analitical skills ,

Motivation,

Opportunities Threats

I adopt changes into opportunity ,

Lern new skills and get new experience ,

Meet new people,

I give up with course ,

Don't need any changes in my life.

GO M.A.D.

After course find good job

Better job = award

4)Self confident
Life improvment
help

6)Be active do things before
deadlines,participate in group

5)Ask others for

1)Better life for me
and my family by
better job more money
assignment's , research

2)Finish course (build my
experience and academic
background),completing CERT HE

3)Finding strong and
weak sides by do all

and time .
get feedback.

skills for workplace .

attend classes

Knowledge gained thru moodle with Shehla Khan and all test's showed me that i am good in practical decisions and problem solving, thinking and open ended discussions ,in my view problem is a challenge, i can find always better way to do things test them, everything what works suites me,i have realistic problem aproching and tackle it straight to the point also technique oriented, all those things lead me to conclusion the best way to improve my life is to become journalist oriented in human rights or helping people .To achieve my goals i need continue this course because it helps me with my writing by do all assignments also presentations,during research proces i found to be good idea to start my own blog or get internship or volunteer in newspaper or radio i can also become a freelancer.