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BMSW4005 Professional Career Development

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Assignment 2

Table of Contents

Introduction	2
Personal Reflection on the role	2
Gibbs' Reflective Cycle	3
Description	3
Feelings	4
Evaluation	4
Analysis	4
Conclusion	4
Action Plan	5
Personal development plan.....	5
SMART GOALS	5
Career orientation	6
Self – Evaluation plan.....	6
SWOT ANALYSIS.....	6
Opportunities.....	7
Threats.....	7
Strengths.....	7
Weaknesses	7
ACTION STEPS	7
Conclusion	8
Reference	8

Introduction

Learning new job skills is an essential part of professional career growth (Duyff,1999). Two methods to gain new skills are earning a degree or taking in-service classes. Some people seek the advice of a career counsellor to help them set professional objectives for the future. Many organisations in the public and commercial sectors require employees to create a professional development plan. Employees can explore professional growth opportunities through self-evaluation, reflection, aptitude testing, and talks with a career counsellor. They can learn about their new work area by taking college classes, attending seminars, serving on committees, or presenting workshops.

This report focuses on role play, in which my partner and I portrayed an interviewer and an interviewee. Each group had 15 minutes to complete this role play, performed in week 10. I had to interview my partner first for the role of Operational Director for My Protein. This well-known online retailer manufactures sports nutrition products and gym clothing. After that, he interviewed me for a junior web developer position at Scholastic UK, an American multinational that publishes and distributes books, comics, and educational materials via retail and online sales.

In addition, a self-reflection assessment will be done on the role play, and a personal development plan will be supplied once a SWOT analysis has been conducted. In addition, other references taken from in-class activities and other helpful and trustworthy sources will be supplied at the end of this article for your study. These references will all be placed together after this report.

Personal Reflection on the role

Reflection is an essential skill because it lets us look back at the past and learn from it. This helps us figure out what went well so we can keep doing it, what did not go so well, and what we might do differently next time. Learning without reflection is a waste. Reflection without learning is dangerous (Boud & Walker, 2013).

The most important thing to do when reflecting is to think about what will happen in the future. This helps us use the knowledge we have gained from past experiences to keep doing things that have worked or try new things when things have not gone so well

(Finlay,2018). Reflection is a crucial part of gaining knowledge through experience. We can get the most out of what we learn next by thinking about what we have learned. This is especially important when thinking about the good things. The good parts of an experience are often more complicated to remember than the bad ones (Graham,1988). I will use the Gibbs reflective cycle to help me analyse my reflections on the role play in the following sections.

Gibbs' Reflective Cycle

Image 1: Gibbs reflective cycle



Source:<https://www.mindtools.com/pages/article/reflective-cycle.htm>

Graham Gibbs created the Gibbs' Reflective Cycle in 1988 to provide a structure for learning from events. It provides a system for analysing events, and because of its cyclical character, it is particularly well suited to repeated experiences. This enables you to learn and prepare from things that either went well or didn't go well in the past, depending on the circumstances.

The Gibbs reflective cycle was initially developed for the field of nursing, but, like Rolfe's model of reflection; it has since gained popularity in a wide variety of areas. It is now commonly used as a significant model of reflective practice.

The Gibbs Model of Reflection may be broken down into a total of six individual phases. The first step in Gibbs' reflective cycle is the description, followed by feelings, an evaluation or assessment, analysis, a conclusion, and a plan of action.

Description

On week 10, we had to do a role play as part of the assignment where my partner Germano and I would take turns being interviewees and interviewers. Firstly, we started with Germano being the interviewee for the position of Operational Director at MyProtein, a well-known

online seller of sports nutrition and gym clothing, and me being the interviewer asking the questions. I asked Germano five questions about the role he applied for, and at the end of the interview, he asked me two questions. After that, we switched places. I was the interviewee answering questions about the role I applied for as a junior web developer at Scholastic UK, an American multinational that publishes and distributes books, comics, and educational materials via online retail sales. Germano was the interviewer who asked the questions and answered my question at the end.

Feelings

During the interview, in which I played the role of the interviewer, I do not think there were too many difficulties. My overall performance was up to my expectations. Therefore, I have no complaints. I believe this is because it is simpler to ask questions than to provide answers to them. I can still clearly remember the horrible sensation that I had when it was my turn to respond; although we had practised numerous times, I was still tense and anxious, whereas, on the other hand, I was able to detect peace and serenity in my partner's voice. I was the one who had to answer the question.

Evaluation

During this role-play, I was able to identify quite a few essential qualities. Despite the awful anxiousness, the role-play went off without a hitch. I also found the composure of my partner to be quite reassuring and encouraging.

On the other side, I did not particularly enjoy being able to hear the voices of some of our other students while we were carrying out the role play since I felt like it distracted me.

Analysis

I learned from this that the role-play might have benefited greatly from additional improvements. However, I feel that both my partner and I were reasonably confident, and we attentively watched the lecture's time frame. Furthermore, as a result, we could finish our role-play before the allotted time.

Conclusion

In conclusion, I will say that it is pretty evident that both Germano and I still have the opportunity for growth in various areas and that this is something that I will focus on doing in the future.

Action Plan

After going through this reflection on the role pay, I feel that we have a better understanding of where our shortcomings lie, and we will be able to adjust to those inadequacies if the circumstance arises again. Through sustained improvement, we shall work our way up the ranks of each organization in a methodical manner.

Personal development plan

A personal development plan plays a crucial role in one's career success (Blokker et al.,2019). A personal development plan is a long-term project made by applicators that combine the individual and social environment together. By analyzing and assessing their subjective conditions and environmental conditions, and considering their interest and characteristics, applicators determine the best career goals and make adequate arrangements to achieve them. The purpose of the personal development plan is to help individuals find suitable jobs according to their qualifications, more importantly, to help individuals truly understand themselves, plan their future, and design a reasonable and feasible career development direction (Beausaert et al.,2013). The personal development plan has many benefits. For example, Bintani (2020) suggests that a personal development plan can explore one's potential and enhance one's strengths. Similarly,Lejeune (2021) believes that the personal development plan can enhance the purpose and planning of development and improve the chance of success. Therefore, career planning is of great significance.

SMART GOALS

My personal development plan is made according to SMART principles. SMART was first proposed by the author George T. Doran in 1981 in his published work and then expanded by Professor Robert S. Ruben. SMART is an acronym that stands for Specific, Measurable, Achievable, Relevant and Time-bond (George ,1981). Specific means be clear in goal setting as to what an individual wants to achieve. Measurable means what measures will an

individual going to use to judge if he achieves the goal. A goal may require learning new abilities and modifying beliefs. The intention of the goal is to encourage motivation rather than discouragement. So, the goal should be Achievable. Relevance refers to something that aligns with the larger goals, being relevant. Time means the personal development plan should follow a timeline. Anyone can set goals, but without time planning, there is no chance they can succeed (Les,2012).

Career orientation

My career orientation is to enter the IT industry and become a software developer in four years. The specific work content is to participate in the design, development, and testing of computer software engineering systems, responsible for the coding, code review and other work. I set this goal because I have always loved the IT industry. Fortunately, I also successfully applied to study computer science at the university. I set four years as a period because I will complete my university study in four years and capture computer-related skills.

Self – Evaluation plan

I believe that my interest in software development will always encourage me to pursue this career. Before applying for the computer program at the university, I used to study software development by myself. I spent 1-2 hours learning computer science after work every day, which enabled me to independently develop websites and achieve a certain number of page views. Besides, my study habits will also help me a lot. I have a strong sense of autonomy and curiosity in learning. For example, in the mock interview, different from other students' general questions, I designed IT-related interview questions based on my situation. like "Why do you transfer from other industries to the IT industry?" I took this opportunity as an actual interview to train myself.

SWOT ANALYSIS

SWOT is an analytical method used to analyze one's strengths, weaknesses, opportunities, and threats, which can clearly combine one's internal conditions with the external environment (GURL, 2017). Using SWOT in the personal development plan, the situation of the research object can be comprehensively, systematically, and accurately studied to formulate corresponding development strategies, plans and countermeasures according to the SWOT analysis results (Oreski,2012).

Opportunities

There is a shortage of IT talents. According to a report, the IT workforce in the UK will be short of 300 hundred thousand.

Threats

The job of software engineering is highly competitive.

Strengths

Firstly, after four years of systemic study of computer science at university, I will have professional knowledge, which will lay a foundation for my career development in the IT industry. Secondly, I have a strong interest in the IT industry, and my interest will support me to dig deeper into this field.

Weaknesses

My competitors have an age advantage compared to me. I decided to return to the university to study after working for ten years. Secondly, I have not worked in the IT industry before, and lack of relevant work experience.

ACTION STEPS

According to SWOT analysis, to overcome my weakness and become outstanding in the competitive IT talent market. I need to learn IT relevant professional knowledge and accumulate work experience. I made an action plan for the year, which is as follows:

2022.9 - 2023.9 accumulation period

- Learn relevant knowledge of software engineering, accumulate experience in software design and development, and lay a good knowledge foundation for entering the IT department.
- Actively participate in student work, improve communication and communication skills and develop teamwork skills, which are also necessary for software developers.

2023.9 - 2024.9 orientation period

- Since there are different branches of software development, after a year's systematic study, I will choose the field I am most interested in and further study the professional knowledge to pave the way for my career.

2024.9 - 2025.9 run-up period

- while learning professional knowledge, I will also look for internships related to IT to accumulate working experience.
- I will participate in job fairs to accumulate experience for applying for jobs after graduation.

2025.9 - 2026.9 the sprint phase

- Completion of the graduation project and university studies.
- Find out about target companies through multiple channels, send out resumes, and get job opportunities.

Conclusion

Job searchers may gain better awareness of themselves and one's aspirations via the process of personal career planning. Nevertheless, an essential step is to carry out the strategy. My findings led me to conclude that it is critical to always have a healthy knowledge of oneself. I must direct my attention to developing not just my skills but also my integrity if I achieve all my objectives. In addition, I would like to point out that the role play that was conducted in the classroom and analysed in this essay has been beneficial to me in recognizing both my strong points and my weak points, as well as the fact that I am now conscious of all my potential.

Reference

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Appendix

Appendix 1

Job application form

Application for – Junior Web Developer

Your details

Name: Alin-Eugen Bariz

Education and training

Please give details:

- Certificate in Higher Education: Skills for the Workplace
- The Web Developer Bootcamp 2022(Udemy Course)
- The Complete JavaScript Course 2022: From Zero to Expert (Udemy Course)
- The Modern JavaScript Bootcamp Course 2022 (Udemy Course)
- Build Responsive Real-World Websites with HTML and CSS (Udemy Course)
- 20 Web Projects with Vanilla JavaScript (Udemy Course)
- Advanced CSS and Sass: Flexbox, Grid, Animations and More (Udemy Course)
- Harvard CS50: Introduction to Computer Science (Harvard University Online Course)
- Learn Python 3 (Codecademy Course)

Qualifications

Please give details:

- Food Allergens
- Food Safety Level 2
- Health and Safety Level 2
- CSCS (Construction Skills Certification Scheme)
- Site Supervision Safety Training Scheme (SSSTS)
- Site Management Safety Training Scheme (SMSTS)
- The Online Marketing Fundamentals

Employment history

Your current or most recent employer

Name of employer: Rosa's Thai

Job title: Assistant Manager

Length of time with employer: 7 months

Reason for leaving: Career Change

Duties:

- Train and Develop FOH and BOH
- Motivate and manage FOH team ensuring they provide exceptional services to guests at all time
- Manage Staff Rotas
- Working alongside General Manager and marketing team to create seasonal promotions
- Create a welcomed and engaged environment for regular customers

- Maintain a safe and hygienic restaurant
- Monitor labour and direct costs in accordance with the budget

Previous employers

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

- Inventory Manager (Factotum)
 - i) Strong attention to details
 - ii) Data analysis
 - iii) Organizational and logistics Skills
 - iv) Problem Solving
 - v) Leadership and Management

Supporting statement

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

To Whom It May Concern

My name is Alin Bariz, and I'd like to apply for the position of Junior Web Developer at Scholastic UK, which I saw posted on the Groovecareers website. I feel that my data analysis and problem-solving skills and my recently completed studies make me an ideal fit for this position. Web development has always been something that had a special interest in me, and I am hopeful that securing a position as your Junior Web Developer will pave the way for me to build a successful career in this industry.

In October 2022, I will enrol in Birkbeck, the University of London to begin my studies for a Bachelor of Science degree in Computer Science. In addition to my studies, I completed a Certificate in Higher Education: Skills for the Workplace course that enhanced my communication skills. In addition, my employment (at Rosa's Thai Restaurant) has provided me with practical experience in customer relations and enhanced my ability to deal with individuals of all ages. I have experience with a variety of frameworks, including .NET, Slim, and even a little bit of Django. I am also familiar with integrating database technology with web projects.

Knowing that, despite my previous expertise, I still wanted to learn more precisely about web development, I enrolled in and successfully finished many online courses that taught me about Front-End and Back-End Development. Over the course of six months, I learned how to design a website, use multiple programming languages, and handle databases, among other important skills. I feel that this training, together with my prior experience, will enable me to transfer into a Junior Web Developer position at Scholastic UK and make a significant contribution.

I am pleased with the groundwork I acquired via my prior career, but now that I know where my actual interest lies, I am eager to make the leap into a web development position that offers greater chances for professional advancement.

I would want to express my gratitude for taking the time to read and review my application, and I would also like to say that I look forward to hearing from you in the near future.

Sincerely,
Alin-Eugen Bariz

Right to work in the UK

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

References

- Lizeta Demetriou

l.demetriou@uwtsd.ac.uk

- Afzal Munna

a.munna@uwtsd.ac.uk

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: Alin-Eugen Bariz

Signature:



Date: 08.08.2022

Appendix 2

How did you become interested in web development?

What makes you feel you are well-suited for this role?

What are your biggest challenges when transitioning into this industry?

What would you say your strongest skills are in the previous industries you worked?

What about this role or our company excites you the most?

Employee question

What is your favourite thing about working for the company?