

Problem Solving and Decision Making

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Professional Career Development Report and Role Play

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Introduction

This report contains information regarding personal reflection along with a focus on strengths and weaknesses using a personal professional development plan. The use of the Gibbs model is chosen to help navigate the personal reflection in the best way possible (Smith, et al., 2018).

Task 1 (Role Play):

Following is the interview transcript for the role of HR manager at Tesco.



Source: <https://www.insperity.com/blog/when-should-you-hire-an-human-resources-manager/>

How would Tesco's current and previous managers describe it?

This is an important question as managers tell interviewers that they are happy with the work or leadership of the project implementation team. As an HR manager, the manager must lead teams and meet to hand over a project. On my last performance exam, my manager gave me an unusual grade. However, if I somehow accidentally settled on one region that my manager says I can develop, I would need to interact more closely and effectively with colleagues, especially with people from the venture capital group what I am important for? I am usually a timid person, but over the years I have made significant progress in this part of my work (García, and Weiss, 2019).

What is the difference between a group and a team? Does the manager consider himself a team player at Tesco?

With this query, the interviewer needs to understand how experienced managers can cut costs while increasing productivity and bottom line. I am a team player and have worked in a team on projects several times. The contrast between the team and the meeting is how they work together to achieve projects. The moment at least two people work in an enterprise with a common goal and work together to achieve a goal, they become a team. Several groups that are not working together on a task is a meeting (Akkermans, et al., 2021).

What experience does the manager have with cost reduction efforts?

The interviewer must understand how creative managers at Tesco are when answering questions that arise in the course of work at the enterprise. I am actively involved in cost-cutting with my current and former employers. At one event, I needed to do enough market research to find a reps training program at a price much lower than what we were using. This saved the organisation many dollars and increased its representative utility by 45 percent (Akkermans, et al., 2021).

Has the manager ever led a project team, and has the manager ever addressed a dysfunction within a team?

This type of interview question is designed to understand how managers at Tesco can effectively lead a team of different people with different skills to complete a task. For the most part, I try to find an answer by referencing the source of the problem. The main thing I do is go back to the first project execution plan and try to understand how we deviated from it. Assuming this is a software glitch issue, I ensure I find the right people to fix it quickly without affecting the schedule or schedule (Blokke, et al., 2019).

How does the manager ensure members of team managers are leading work together as a unit and also cooperate with a manager on the project?

With this query, the interviewer needs to know how the manager of Tesco is performing one of the main job responsibilities of a Human Resource manager. The manager's approach to recruiting would show the employer that the manager's methodology finds its place in the rehearsals of his organisation. I make sure people work together by clearly describing how each part works as a team and how important each part is to the other team member. I also try to hold

regular meetings to solve problems that bring them closer to completion. I guarantee that the people on the team would help me by waking them up and making them take their best places. I also guarantee a satisfactory acceptance of the collection (Severy, 2018).

What is the manager's recruiting approach? How does the manager find gifted job applicants?

This is a typical HR interview question where the interviewer needs to test the manager's compromise skills, which are vital skills for an HR manager at Tesco. I guarantee that I would hire professionals with the necessary skills, experience, and education for the job. I additionally think about what the organisation can offer to another employee who is preparing. I am looking for candidates who demonstrate confidence and imagination during interviews. To find qualified candidates for a job, the first thing I do is check the applicant database when it comes time to fill a job. In addition, I search the Internet for suitable job seekers by browsing resumes for new vacancies by area (Hirschi, 2018).

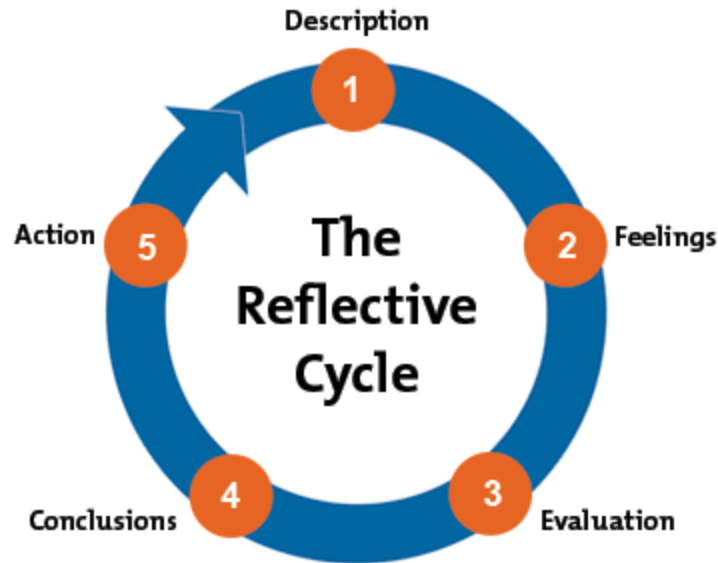
How has the manager handled conflicts within a project team managers are leading?

This is a typical HR interview question where the interviewer needs to test the manager's compromise skills, which are vital skills for an HR manager. The first thing I do is recognise the cause of the problem. Moreover, I try to gather interesting meetings for discussion. My directing skills become an integral part of the discussion, so the team can come to a calm agreement (Hirschi, 2018).

Task 2 (Reflection Report):

Reflection Report:

The Gibbs Reflective Cycle was developed by Graham Gibbs in 1988 to demonstrate the benefits of the meeting. It provides a framework for reviewing meetings and, given its cyclical nature, is especially good at rephrasing meetings, allowing the HR manager to analyse and organise what worked well and what ended badly. It covers 6 stages:



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

- **Description** of the experience
- **Feelings** and thoughts about the experience
- **Evaluation** of the experience, both good and bad
- **Analysis** to make sense of the situation
- **Conclusion** about what HR manager learned and what he could have done differently
- **Action plan** for how manager would deal with similar situations in the future, or general changes manager might find appropriate (Gotlieb, et al., 2019).

Description

As my opinion, I would use the Gibbs Reflexive Cycle to explore my qualities, feelings, and considerations. Likewise, I would explain my reasons for choosing a job and foresee what my job in Tesco would be like. Finally, at the end, I would wrap up my main thoughts with an action plan that matches my motivation and the results required to use and test the convertible. Anyway, the work I decided to reflect is the design of graduates in this position is called (People Scheme), which provides a great opportunity for those on a year graduation plan to have the most optimised attack plan for their profession in anything an HR-related, such as skills development as well as the information they would need to obtain in order to become the

undisputed managers of their level and give a complete picture of the inner workings of individual employees (Ismail, and Rishani, 2018).

The moment I carefully read the description of this job, I realised that it would help me in social affairs, each of the properties that I need to turn into an excellent all-around HR professional, partner or expert in a specific field department of individuals, even additional work. My method is to become an HR manager. I need to be confident, organisation and happy with my communication skills. Data is also at the heart of the fate of People's methodology, so I can use my advantage to interpret information and provide information that reveals an understanding of the dynamic cycle. I would also get the opportunity to practice my qualities as a group coordinator and worker. From my point of view, I could see that this position would be a big open door for me as it offers recruitment related to the two segments of oversight and human resources (Ahmed, D.N.A.).

Feelings

In this part, I explore the reasons, considerations, and feelings that I had while working. First of all, given some of the introspection tests, I went through, they showed that I am a resource person and work in a team both in business and in life, and these two attributes can be very useful for me in my work. My first trait is that I work in a team, can be gentle and friendly, be persistent and worry about others. Moreover, I have an extraordinary limit of flexibility and adaptability to different circumstances and people. From a point of view, a political, considerate, and respectable audience is only part of what my character has. When I have to make difficult choices, I can easily achieve consistency and not participate in team confrontations. It is also obvious that this is an explanation that I can use to solve relationship problems. In terms of my subsequent advantage, I am a person who can talk to people both inside and outside the organisation. Likewise, I tend to be a great broker and know-how to explore new freedoms and build networks (Darcy, et al., 2019).

In terms of understanding other people's thoughts, I can discern which thought is beautiful and promote it. Another addition is that I can know what is in stock and from whom, so I have a curious flair and preparation to see potential results in something new. Both refer to the HR scheme in light of the fact that, firstly, an organisation needs a person to work with, who can work with HR specialists in various departments such as drawing, training, and painting to

representatives. Likewise, he has to switch to other parts such as relationships with employees, rewards, and resources, or even as a business partner with people. Moreover, what is additionally required is that I can provide knowledge that sheds light on the decision-making process, or help an organisation that is constantly evolving, so I really want to transform it along the way. Moreover, it is a method of meeting new people so that I can start building my personal network (Rudolph, et al., 2019).

Evaluation

To better appreciate the role I play at Tesco, it is surprising that I am one of many in an extremely serious position where there would be a place to showcase my scientific achievements, as preconditions for the transition may be required. This would offer me serious compensation, a stable work climate in a good situation during my preparation period, and I would participate in a training program aimed at developing the business skills that I really want to achieve. This would give me the opportunity to work in different areas of business, so I really want to find what I value the most and what I do best, which would give me the opportunity to choose a clearer career path towards the end of a manager's career preparation period. Higher-level graduates are likely to have jobs in many areas (Rudolph, et al., 2019). This can give me the opportunity to get an idea of working in different office spaces, and perhaps I would have a choice to go abroad or enjoy the usual travel around the world with an organisation. Since it is a well-known organisation, one more in addition to the fact that I would have a visible brand that values my resume highly, and this may help my profession in the future. Another thing is that I would gain understanding in an expert work environment and complete a respectable preparatory program that would help me move organisations when all is well (Hameed, et al., 2019).

Analysis

On the basis of the specific tests I have passed, namely Profession Anchors and MBIT, the results have shown many positive results. Most importantly, the primary experimental results showed that I am an ESFP (extraverted perception, introverted feeling, extraverted thinking, and introverted intuition). This means that I am concerned about the truth that is visible through the ability, and I primarily instruct to analyse the essential through taste, contact, sight, touch, and hearing. In addition, I am focused on collecting data, ensuring friendliness and acceptance; I do not expect moral worries, except for those cases when they help the Highest Good and the

unifying mind. Likewise, I usually decision making in the light of legitimate concern for the individual creatures that aid in discoveries. Besides, I have a strange, mysterious, typical nature. Generally, I am willing to offer authoritative answers when the world demands it, and I have a certain balance that allows for some degree of restriction and insurance from the people that can be used (Arghode, et al., 2019).

Moreover, I can be more fruitful when I complete examples and see organisations only after carefully assessing current realities. On a subsequent test, the results indicated that what I might not want to offer is the ability to create my own organisation or enterprise based on my own abilities and my desire to overcome difficulties and obstacles. I need to demonstrate to the world that I can go into a venture that is the result of my own work. Likewise, I could work for others together while I study and research future freedoms, but I would go out alone when I believe I can watch it. I need my efforts to be financially efficient as proof of my ability (Sullivan, et al., 2020).

Conclusion

It is concluded that, in light of my qualities, I believe that Tesco does not need anything more than I can offer and, assuming that they need something more, I am more than willing to learn new things and apply them everything counts as events. Based on this experience, I have found that when a manager work in someplace, having a decent degree is not enough, as it is important to have a willingness to learn and practice what some people demonstrate to the manager with discernment and attitude as far as they can tell and information. Plus, if this manager inspires himself to set high goals, then at this stage manager's career would reach the most important level. What I would change if I had another opportunity is to point more to the real work that I need to do in my life, and not to discover for myself during preparation, so that I can give this work 100 percent manager's energy. It is an incredibly open door that can lead me to many different streets in my daily life, in the climax of my car, and, surprisingly, in my daily life as I cultivate as a person, step by step.

Action Plan

Current Skills	Skills to work on	My goals	My resources	Action Plan

Communication	Organisation skills	The ability to be a more organised person	I can get that by starting to put some priorities first	Based on my communication skills I can ask someone to learn me organisation
Teamwork	Individuality Skills	To be able to work alone as well as work in a group	I can do that by making projects on my own so I can see my abilities	Take projects that I can handle and prove that I can give useful ideas for the company by myself
Ready to take difficult decisions	Skills to minimise Anxiety	To make critical decisions without anxious	To be more sure about my decisions so I would not be anxious	When it would be the period to think for taking the decision I would apply twice inquiry so to ensure which is the best one so I would not have any anxiety after that
Sensitive, so I care about the other's problems	Insensitive and more strong Skills	To be more professional	Maybe if I see myself in a position that requires to higher position taking serious decisions about the company	When I would get a position that requires to take decisions about other's work then I would be more professional

Recruitment and Selection

Organisations usually require a lengthy recruitment process to recruit effectively. This indicates that there are five key steps to consider in a recruiting program. These include



Source: <https://empxtrack.com/blog/recruitment-and-selection-the-most-important-hr-function/>

- Planning
- Strategy development
- Searching
- Screening
- Evaluation and control

To work on the viability of the admissions cycle, consider internal and external sources of reps.

External recruitment

External recruitment can give an organisation the ability to attract countless candidates. Some of the outside sources of recruitment that an organisation may use include direct applications, Internet use, rethinking HR offices *of* Tesco and professional exhibitions, newspaper and magazine advertisements, and on-campus recruitment (Sullivan, et al., 2020).

Internal recruitment

Some of the internal recruiting sources include representative referrals, accomplishments, and relocations. Current reps can teach a lesson to their colleagues by teaching them the benefits of speaking. It is an effective recruiting method with minimal cost. Likewise, representatives of the occupiers know what kind of workers the organisation is looking for.

Human resource professionals love that attracting and retaining the best talent for a given job depends a lot on hiring efficiency, short-term hiring, determination, and interviews. These are actions that in many ways make up the interaction of determination. There are various factors that influence the effectiveness of these steps and therefore the decisions about the best candidate. Success in everything related to the stages depends on both the applicant and the employer in the field of human resources. The definition board takes into account a lot of factors, as we would see, there are only people on the waiting list who can improve the organisation they are applying (Rønnestad, et al., 2019).

Once candidates are shortlisted, one-on-one interviews are conducted to further determine the most suitable candidate, as a short communication with a publication may just think about academic opportunities and experience, while a one-to-one interview provides advice to reveal the hidden possibilities of a separate room. While I was at this event, I learned a lot of different things that I learned from perception and collaboration with the rest of the Council, which I could not have learned when I was writing my research paper. This gave me the opportunity to improve my understanding, especially since academic and other awards are not sufficient confirmation to select the right candidate, and so home interviews are invariably important for consolidating scholars and participating in the right person (Zhang, et al., 2018).

Given the investment, I have made inactive participation combined with information, and the meetings I held during my own exam and interviews, I realised that there are several factors that determine which candidate is right for a particular job. One factor is the type of questions to ask during the interview. Before a candidate gets close to the interview board, this means that a separate application needs to be posted soon, after which he/she would process the important skills and opportunities for the specified position. The types of questions he would ask and the type of answers he can give would determine his potential for a given publication. There are professionals in the job market today who are fully involved in the definition cycle and the queries on the board are primarily customised according to the needs of the organisation (Nagy, et al., 2019).

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Appendix: Interview Questions

- 1. Tell Me About Yourself**
- 2. Why Are You the Best Person for the Job?**
- 3. Why Do You Want This Job?**
- 4. How Has Your Experience Prepared You for This Role?**
- 5. Why Are You Leaving (or Have Left) Your Job?**
- 6. What Is Your Greatest Strength?**
- 7. What Is Your Greatest Weakness?**
- 8. How Do You Handle Stress and Pressure?**

Appendix: Job Application Form

Application For Employment	We are an equal opportunity employer and strive for greatness through diversity.	Please type or print. The application must be fully completed so that it can be thought over. If it's not too much of a hassle, fill out every segment, regardless of whether you're connecting a resume.
Personal Information		

Name

Address		City	State	Zip
Phone Number	Mobile Number	Email Address		
Are You A U.S. Citizen?		Have You Ever Been Convicted Of A Felony?		
Yes ☐ No ☐		Yes ☐ No ☐		
If Selected For Employment Are You Willing To Submit to a Pre-Employment Drug Screening Test?				
Yes ☐ No ☐				

Position

Position You Are Applying For	Available Start Date	Desired Pay
Employment Desired ☐ Full Time ☐ Part Time ☐ Seasonal/Temporary		

Education

School Name	Location	Years Attended	Degree Received	Major

[

References

Name	Title	Company	Phone

Employment History

Employer (1)	Job Title		Dates Employed
Work Phone	Starting Pay Rate		Ending Pay Rate
Address	City	State	Zip
Employer (2)	Job Title		Dates Employed
Work Phone	Starting Pay Rate		Ending Pay Rate
Address	City	State	Zip
Employer (3)	Job Title		Dates Employed
Work Phone	Starting Pay Rate		Ending Pay Rate
Address	City	State	Zip
Employer (4)	Job Title		Dates Employed
Work Phone	Starting Pay Rate		Ending Pay Rate
Address	City	State	Zip

Employer (5)	Job Title		Dates Employed
Work Phone	Starting Pay Rate		Ending Pay Rate
Address	City	State	Zip

Signature Disclaimer

I guarantee that my answers are correct and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Name (Please Print)	Signature
Date	