



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

BMSW4005

Professional Career Development

2020/2021

Prepared for: Joana Walsh

Prepared by: Eric Silva 1914231



Contents

<i>Introduction.....</i>	<i>3</i>
<i>Career Planning.....</i>	<i>4</i>
<i>SMART Goals.....</i>	<i>6</i>
<i>Employability.....</i>	<i>8</i>
<i>Self-Career Perspective.....</i>	<i>10</i>
<i>Conclusion</i>	<i>11</i>
<i>References.....</i>	<i>12</i>

Introduction

The social changes that started in the 20th century and continue to happen at an accelerated rate at the beginning of the 21st century, have particularly affected relations between education, training, and employment. The work context in our society increasingly demands that workers demonstrate an increasing set of skills, involving knowledge, skills, and attitudes to deal with the career effectively.

In this report I will share my personal reflection about the importance of professional career development in our society.

Career Planning

Every day it becomes more important for the professional know how to conduct his career. It is no longer possible for companies to concern for the career of each employee, since the skills of each individual should be developed following market signaling, and the applicability of those competencies could be put into various organizations. It is necessary to create and maintain employability.

The development of the specialty (courses of undergraduate and graduate) must be followed by eclectic knowledge that allows acting in various activities and work fronts both technical as managerial. All the effort expended to obtaining new knowledge only will be valid when it can effectively be used in the activities developed by the individual. Therefore, planning and management career development becomes a major factor in the conduction of the professional trajectory and encourages individual to analyze their skills and, mainly, to understand himself, making easier to carry out your ideas, facilitating the finding the right job, and consequently increasing your level of satisfaction.

Career planning and management can be worked on from the need for the development of competencies, skills, and appropriate behaviors, leading the individual to meet the needs imposed by the market of work. This planning can be elaborated still in the academic phase, in which the student can prospect your desires in terms of experiencing the theory learned in companies that provide internship opportunities.

Concomitantly, it will also have the opportunity to plan the development of appropriate behaviors and attitudes for the interpersonal relationship. Therefore, the student should participate in extracurricular courses that enable adequate preparation for the work environment, using specific techniques to communicate with the team, relate, present, develop skills management (leadership), among others, required by Marketplace. The more development actions personal and professional knowledge and aggregate he absorbs, the greater the chance of finding an advantageous position when it comes to joining or staying in a job.

Waterman (apud ULRICH, 2000) highlights that individuals need more than ever dedicate themselves to continuous learning, and be ready to remodel themselves to keep pace with change; who take responsibility for driving their careers. They must be aware of their skills (considering their strengths and strengths weak) and have a plan to increase their performance and its long-term employability. (WATERMAN, 1994 apud ULRICH, 2000, p. 294)

London and Stumph (1982 apud DUTRA, 1996, P. 24) present a planning model career, in which the authors show the interdependence of three factors of responsibility of the individual:

- Self-assessment: takes into account the assessment of your qualities, interests, and potential for various organizational spaces;
- Establishment of career goals: that works with the identification of career and a realistic plan for self-assessment and in assessing the opportunities offered by companies;
- Implementation of the career plan: directs to obtain training and access professional experiences needed to compete for opportunities and to achieve career goals.

SMART Goals

One of the biggest problems that we as people face during our personal and professional lives is to achieve our goals and objectives, this problem is very familiar in the life of most people in our society and tend to cause people to get depressed and frustrated with themselves.

What people do not realize is that most of the time they struggle to reach their goals not because of the goals themselves but because of the way that they structured these same goals. A good strategy to follow when structuring your goals is to use SMART which is an acronym for Specific, Measurable, Actionable, Relevant, and Time-bound, and the best way to use it is to go through every single part of the acronym when planning your objectives.

Using SMART to structure our objectives the first thing that we have to look on to is if our goals are SPECIFIC, this is one of the most important parts of this strategy because if our goals are not specific it will be hard to determine the correct time to achieve them and it will be difficult to measure the success rate to achieve this same goal.

The next thing to look at is how is our goal measured (MEASURABLE), a large variety of ways can be used to measure the goals (for example a scale if we are planning to lose weight) but the only thing that we must have in mind in this part is that independently of the method that we use to measure our goals it must reflect accurately success.

The next step is to evaluate how ACTIONABLE is our goal and in this part is where an action plan comes into the structure of our goal, well-designed goals have clarity of action and if we are not finding clarity of action in our plan one good strategy to use is divided our main goal into smaller goals and execute from the most relevant goal to the less relevant goal.

Having too many goals at the same time is a common issue that people face regularly, that is why we need a mechanism that will allow us to pursue the most RELEVANT goal that we have at any moment in time. One great technique to use is to place our goals into a graphic that evaluates the effort required to reach a goal versus the value of achieving that same goal, this technique will give us a clear vision of the relevance of our goals allowing



us to choose the best goal for any specific moment in time.

Finally, the last thing that we want to pay attention to when structuring our goals is TIME BOUND because having a specific date to accomplish our goals allows us to monitor our progress and help to provide us incentive to our own selves during the process of achieving our goal.

Employability

With the accelerated changes in the world in the 1990s, the transformation of the profile of the worker required by the companies of various segments has changed considerably.

The contract also ended between employer and employee, which companies offered at least some job security in exchange for performance appropriate and some sign of loyalty.

Currently, this no longer occurs, with the advent of new management models, such as the downsizing, elimination of hierarchical levels, rightsizing, layoffs, and restructuring, which what is expected is that each worker seeks his employability.

Employability can be defined as a set of attributes that make an individual's services requested, whether he is employed, unemployed, or even being an employer, self-employed professional, or voluntary. (MARIOTTI, 1999, p. 173)

Employability is centered on ten parameters: systemic thinking, self-perception, self-motivation, intellectual capital, physical and mental capacity, reason-intuition integration, creativity, capacity for social analysis, a vision of future staff, and interpersonal skills (relational capital). Therefore, employability concerns the individual's ability to guarantee long-term insertion into the labor market term, from specific skills, and to the result of a process of development of the career that gives the individual skills essential elements, which allow their placement on the job market.

To increase employability, professionals need to be able from the point of view technical, managerial and intellectual, human, and social to quickly solve problems every time more sophisticated and specific. It becomes vital, therefore, obtaining new knowledge, multiple skills, and a good reputation so that the professional can offer and sell his services and manage your talents.

The concepts of employability in the light of several authors lead to an understanding that the individual is responsible for his self-development, and it is a fundamental concern for the development of a new posture change strategy personal and professional.



It is up to each individual to develop their skills and acquire more and more knowledge that gives you a competitive advantage to obtain a differential that attracts job opportunities. So you can also choose with who wants to work and where they offer the greatest advantages, allowing the practical applicability of your talents.

Self-Career Perspective

On the first task of this assignment, a self-career prospection was made being conducted by an interview with one of my colleagues. On that interview, I answered questions that are related to how I see my own career development in retail, and my answers were based on the passion that I feel for what I do and how I see myself working in that area in the future. Is natural that I am not already in the position that I want to be in the future because I just started my career in the area last year, but I already have settled my goals and I know where I want to be in the future.

My answers and questions were based exactly on the goals that I have for my career and I tried to choose questions that would allow me to express the goals and ambition that I have for the future.

During the course of this task, I have found solutions to some of the problems that I was facing to progress into the pursue of my dreams, an example of one of the problems that I was having while setting my goals was having too many objectives to achieve at the same time, something that I didn't realize until receives a constructive critic from my teacher Joana Walsh that helped me to realize that I need to focus on one goal at the time.

To improve my new thoughts and visions for my career I have researched academic articles and content available on UWTSD Moodle. This led me to use a SMART analysis to structure my goals and the path to achieve them, something that I haven't donned before this task and now after doing it I feel that I have a clear action plan to achieve my goals.

Conclusion

The research made on this assignment allowed have a great reflection of my career development for the future and with the research donned and the critics received during the course of task 1 and task 2 of this assignment, I leave this module richer intellectually with the knowledge to use strategies that will help me to find solutions to problems that I will face during the course of my career and life.

Having that in consideration I conclude this assignment with a big thank you to the University of Wales Trinity Saint David and to my teacher Joana Walsh to give me the opportunity to do this task that helped me to improve not only in my professional life but also on my personal life.



References

<https://moodle.uwtsd.ac.uk/course/view.php?id=6963>

<https://www.projectsmart.co.uk/brief-history-of-smart-goals.php>

<https://journals.sagepub.com/doi/pdf/10.1177/0894845307300411>

https://www.researchgate.net/publication/326881567_Academic_career_development_A_review_and_research_agenda