

BMSK4001 Shao-Lan Yuen

Higher Education - Skill In The Workplace

Academic and Employability Skills

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Who is your BOSS?

Breaking out of historical and social conventions to become more aware of self-determining interests and personal growth.

In 2012 I left my current working position having had enough of being present for a role which was unfulfilling and uncertain in the marketplace due to the current economic climate post-recession 2009. I had a strong realisation that what I was doing needed to change if I were to live a life close to my needs and wants instead of chasing within the set limits given me a life of stress, anxiety and debt which the majority in my workspace, company sites both locally and regionally and in fact was reflective on a national scale; where chasing set positions of employment was being challenged in a radically changing work and socially connected environment of the present tech age. The global economic changes taking place, effecting their lives and working environments; working from home to mention just one of those changes. The picture of uncertainty hovered large in the present status Quo. “we are living through and are right at the key moment of a change in the way ideas are created and spread and implemented”. Godin, S. (2009)

With less certainty of the future-outlook; not that there ever was before, and born out of dissatisfaction, with a decision to get a new perspective, I was to embark on a life’s journey into uncharted experiences. “Who you are today is a function of your mind” states Oyakhilome, C.(2016)

The only real change to what I had been programmed to understand was that now I was to determine my own boundaries, limits and achievement levels as pre-set by myself.

My acceptance of an academic course in improving employability skills in the workplace was an enhancement and validation of my decision for change by logic reasoning and insight to the root cause and methods to applying change.

What's your problem? What do you want from me?

One of the first challenging questions posed to the group and myself cutting right to the bone in deep reflection. I cried within the first two sessions of this term's course as I was exposed to something fundamental to my learning in life to this point. A point of understanding in a new perspective, a shift in thinking focused by the problem of effective self-promotion.

My journey – connection to the divine way - destiny

I started with a distinct feeling of unease, as I always did when faced with completing applications or c.v. compiling. It grew in anxiety as my mind tried to marry my picture of self with the required need from an external source the interviewer or questioner.

I saw in myself as weaknesses aspects such like establishing (meaningful) ambitions or having a clear picture, direction having be defined by others. I had desires but not the tools to get them active in my experience. This was one of the ways that my life was changed (Thank you very much Shao-Lang Yuen). By allowing me the scope to make setting a new clearly defined 'Track' to follow (showing me the tools for success). As with the first term at university where learning new skills from unfamiliar practises were experienced and development was challenging but equally rewarding once overcome.

Other qualified shortcomings were 'Poor in leadership skills' defined as acting on information to explore to an intended outcome. The success of this was often defined by the experience levels or the responsibilities associated with a position and education history. This combined with little knowledge of effective free thinking, (existentialism) development and ambition made it challenging to make changes. Seen and describe often as 'Guts' but when understood has more to do with being open to the doors of opportunity to create your own pathways to your desired end results and not responding to purely emotional factors of peer acceptance, encouragement or limitations. This is often a personal journey of discovery with no pre-prepare road map or guiding formula and is often like feeling your way round a dark room until a door is opened illuminating the recesses of that space by a present window or door opening.

As I progressed with the course and in particular with the approach of the lecturer, I was able to address fundamental questions which were personally reflective and individual to the experiences, backgrounds and habits of my life. I was for the first time now being asked of *my* perspective and not told to fit into an ideal, stereo-type of what someone else supposed to be my ability and suitability - to be.

Shifting your approach - Have I changed - My Journey

Authority figures good or bad including the well intentions of parents conditioned the experience and outlook while growing. We might rebel radically for a time in ways that we can but eventually fall into

the spectrum of socially respectable parameters in order to be accepted in society. How well we do this is often a marker to our level of success.

One of the points raised “The fixed mindset comes from the belief that your qualities are carved in stone. Who you are is who you are period” Dweck, C. (2015) Mindset.

An opinion of the acclaimed psychologist researcher Carol Dweck. If that be true how is it we can transform our experiences by the renewing of the mind through greater insights or a change in perspective? She does elaborate further with her research stating “Yes, people differ greatly in aptitude, talents, interests or temperaments, but everyone can change and grow through application and experience”

Out of financial need I was encouraged to consider an academic course which reflected what I was attempting to do in the employment realm with a start-up business platform promotion the creative operations of entrepreneurs, local business operators and creatives to express themselves in the everchanging world of digital integration in the marketplace.

No longer aspiring to conventions of success but starting from the past point of already having been and expressing what each individuals capability of exploring the limits of one's own potential.

Shocked in the confidence to teach how to produce top quality results, backed by examples 'stating first' the outcome and then proceeding to outline how it was to be achieved. Simple straight forward and direct. Shared knowledge unrestricted and open to all. The definition of true learning.

My present challenge was to be more effective as an employer seeking staff, full or part-time to fulfil roles for my platform www.Changeandeffect.co.uk

In my collaboration we discuss values as being one with the journey as a theme to the importance of the experience as being equally important as the desired end-result. Being able to be flexible, adaptable to change and personable, responsive to verbal and non verbal communication greatly improves the ability to manage great and more effective outcomes regardless of the pool of individual strengths and weaknesses.

When I started the university course, I was opened minded as to the end results that would be achieved having had the advantage of being a native UK citizen; its idioms, education system and language it was to be enlightening to me as an experience evaluating from a higher level of learning and to what new perspectives I would be exposed to. In particular, the element of C.V writing. My initial reaction was Oh no! not a rehash of my history, prostituting my life experience in order to fit the convention of a stranger and meet their experiential picture of the right person for the job.

Your C.V. is not about you. (CV writing skills redefined)

Shown a better way - Meeting the needs of others

My journey through the academic pathway of validation to my chosen course was fulfilling, firstly in identifying that my choice of path was equally valid to the commonly conditioning view by society and employment. Now not only was I being forced to seriously

consider the end result of my action in work but that the working world too needed to re-evaluate the way things were being done in light of the technological advancements we were now living in everyday life and how it was shaping and transforming our live.

It has also shown me a better way of obtaining what I want by providing for the needs of others.

Reciprocity. Give to receive. Cialdini, R.(2017)

I have come to understand this principle (reciprocity) directly in the marketing world as it is a widely and effective method used for engaging and maintaining business and commercial relations online.

It has produced a higher level of conversation in representing myself as the starting point is to offer value first before seeking to obtain anything. Valuing myself as a provider of value and establishing trust with my recipient in providing solutions to their problems on a consistent basis and becoming the go to person for my skillset.

The change in direction of my 'TANKER Ship' by the rudder of self determination was gradually changing the course of my destination in the rocky and choppy seas of uncertainty and the transition from the industrial age to the technological one.

Questions such as Where do I want to be in 3-5 years? What income do I expect to be receiving in that time and who or what will be my responsibility in employing others at that time? Were all daunting questions yet to be addressed.

Conclusive Analysis

Transformation as a person, my development in a 'fulfilling way' through the academic course and dealing with the points raised through the learning experience 'Being One With The Journey': academically re-thinking and re-learning my conventions to see and confirm that my actions were justified. Even though I Had not defined the whys and wherefores or having yet the supporting evidence that I was in point of fact making a paradigm shift. With a small rudder of self -determination. I was repositioning my life raft on a new course in the seas of uncertainty, economical and technological change / transition. The course allowed for a critical review of these changes and how they would be effective in my future and bare influence from sound reasoning of the course of action taken. Being responsive and not reactionary. Strategic in planning. Where do I want to go?/ be? How am I going to get there? What clearly defines my end objectives and Goals?

What have I learn through this academic experience

I found that reciprocity (one of the six fundamental principles of getting what you want as outlined by the book influence: *The Psychology of Persuasion* Cialdini, R.(2017) in engagement with students on the course gave me an opportunity to explore leadership in team building exercises and people management skills and the value received beyond gratitude was an awareness of interpersonal skills I took for granted but now realised are not the abilities of everyone.

In regard to personal promoting It is less about impressing others of who you are and chose to be – more about pitching yourself more positively to the immediate task in hand as a solution, uniquely

packaged in yourself to meet the need. Being creative and bringing your individualism to bear for the position required

I used to think this...

The importance of the journey of education and life , it's integration into the working environments to recognize that we are still dealing with Human feelings and the complexity and variations with interpersonal skillsets harvesting the better results weather through negotiation, empathetic response, reciprocity as a means to getting better to a desired end result 'Win-Win' Skills and viewpoints seen outside on convention are unlimited and bringing to bear on levels of satisfaction with the greater awareness, understanding and application of these skills by a diverse collective pool of contributors. The effective working force.

My wants and expectations from the course were met and surpassed by the collection of diverse teaching styles and done in a surprisingly unforeseen way. Revealing new perspectives for opportunity in outlook; reviews and aspirations to perceive as equally real that which is creative in solution solving to that which was formally my previously held restraints.

Dedication:

To the enjoyable and life changing journey of applied education through the sharing of insight and knowledge for the expansion of others. I Thank YOU once again Sháo-Lan Yuen.

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