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Professional Career Development - BMSW4005

WRITTEN ASSIGNMENT

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Introduction

In this report, we will examine and review a role play we conducted in class and use a reflection model in order to gain a deeper understanding of the experience and gain from it. In addition, we will create a personal development plan that will identify our personal goals, our strengths and weaknesses and the areas we need to improve. Furthermore, we will use several analytical tools and techniques for the purpose of researching on a deeper level of understanding what are the necessary steps needed to improve and adapt in order to achieve our goals. Such tools and techniques include SMART Goals, Personal Evaluation Plan, SWOT Analysis and Action Steps.

Personal Reflection on Role Play

During week nine we had to do a role-play of a job interview which was divided into two parts; during the first part, my role was that of an interviewer and my partner Firas Jghaimi was the interviewee and during the second part our roles were reversed. When the role-play began I had the role of the interviewer. I welcomed the interviewee and introduced myself and my partner introduced himself as well. I offered him a seat and a beverage which he refused and the interview began. I asked him five questions and he provided me with five satisfactory answers. Before the conclusion of the interview, the interviewee had a question for me as an interviewer as well to which I provided an answer that will redirect him to another person that can answer it in a more detailed manner. After that, we shook hands and that was the end of the first part of the role play.

Before the start of the interview, I felt a bit nervous because this was the first time I was on the other side of the table and had no experience with it, but I quickly found my pace and managed to fill in the shoes of an interviewer quite well. After we finished it I was feeling confident that I will be able to do it again without feeling nervous if the opportunity arises.

Evaluating the experience, I found out that seeing the entire process through the eyes of the interviewer I can spot things such as body language and nervousness in my past interviews that I did not notice back then. The bad thing about this is that I gain confidence that can prove blinding to other aspects that I need to work more on.

What I learned during the roleplay is that the interview is not the selection process but a tool interviewers use to evaluate you to build a better picture of the candidate and then select the best from the rest.

To conclude, having the chance to see how things work on the other side I gained valuable knowledge and gain a different perspective on future job interviews.

What I intend to do before attending job interviews is to do my research on the company and the person interviewing me and prepare mentally for a conversation and not an interrogation, because if I know who sits in front of me and the company behind them I would feel much more comfortable during the process.

In the second part of the role-play, I took the role of the interviewee. Again we exchanged pleasantries, I was offered a seat and the interview began. I was asked 5 questions ([Appendix](#)) which I tried to answer as best and as honestly possible. After those questions, I was given the opportunity to ask questions of my own and that is what I did. I had a single question for the interviewer to which he provided a satisfactory answer. With this, the interview was concluded and we shook hands again and before leaving I was told that they will contact me at a later date if selected.

Prior to the interview, I felt dreadful, because of past experiences I had with inexperienced interviewers. Despite the negative feeling I managed to internalise it and exude confidence. During the interview, I started to relax and acted more natural due to the fact that Mr Jghaimi was easy-going and had a casual approach. Because of the nature of the questions and my ability to answer them without any difficulty at the end of the interview I was left with a pleasant feeling and new-found confidence that I will be hired for the position.

Assessing the role-play, the positive thing about it is that it provides valuable experience for future interviews and the negative is, that although it is just a role-play it still feels like the real thing and causes the same levels of stress.

Reflecting on it, I remember struggling with my anxiety and feeling under pressure as to how will perform in front of so many people in the audience, but because of this, I gained a new valuable skill. This skill allowed me to concentrate on what mattered at the time, which was the interview. I filtered out my surroundings and I was able to think only about the questions and my body language.

To summarise being able to exercise your interview skills on another person gives you the confidence you need for when the real thing comes and every little boost you get will improve your chances of landing the position you apply for.

Taking into account the outcome of the role-play exercise, I would start doing mock interviews before I attend the real one and I would start looking up specific details about the company and the position I am applying for. In addition to that, I will try and research the person conducting the interview so I can prepare questions of my own that will present me in a better light and provide me with first-hand internal information.

Personal Development Plan

In order to achieve career success, it is crucial to create a personal development plan. A personal development plan or PDP for short is an action plan that will help you identify your individual goals and the outcome you wish to achieve. In addition, it will help you recognise your strengths and weaknesses, and the areas you need to invest more time and resources for them to improve. It will also help you navigate through the steps you need to take to reach your goal and what might hinder your progress (Putter, 2021). According to Amber Rolfe who is an author for Reed.co.uk (Rolfe, 2019) there are many benefits to having a personal plan such as:

- Clear sense of purpose
- Prioritise goals to achieve your target
- It will further motivate you
- Improve your prospects for a better work-life balance
- Better career opportunities

And according to Jo Rosser's article written for Success Stream (Rosser, 2022), other benefits include:

- Boosting confidence
- Building up resilience
- Improving self-esteem
- Benefit more from relationships

Using these tools further down I will demonstrate how I will achieve my end goal of becoming a **Video Game Developer for a AAA studio**.

S.M.A.R.T. Goals

S.M.A.R.T. Goals is a goal-setting system that we use to have a clearer picture of what we want to achieve and how to achieve it. We divide it into five separate categories: **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**imely (University of California, 2016). In the table below I will demonstrate the purpose of this tool by providing an example of my own personal S.M.A.R.T. Goals.

S pecific	M easurable	A chievable	R elevant	T imely
Acquire business management skill	Obtain a BA degree in Business Management from UWTSD	Must be persistent and not lose motivation	BM skills are needed to head a game dev team	It will take three years to complete the degree
Learn C++ programming language	Do an online certified course and read relevant books	Have to find someone willing to assist with learning	Programming knowledge is a must-have skill for a game dev	Two years to gain an intermediate level of knowledge
Learn how to use Unreal Engine and Unity	Do an online course and watch online tutorials	Must practice on both engines and attend Game Jams	Knowledge of the two most commonly used game engines is of major benefit for game devs	Four months per course

Self-Evaluation Plan

- What motivates me?

The thought of me finally doing something that I truly love and being able to leave my mark with a piece of art that I was responsible for bringing into existence.

- Do I have any past experiences that led me to the point I am now?

I tried several times applying for a job in the game dev industry only to be rejected because of my interview inexperience, lack of certification and required knowledge and me not properly evaluating my skills and abilities.

- Do I have specific learning styles that I need to use to my advantage for the job I want?

During week two of this module, we used the VAK model to determine what type of learners we are. The VAK learning model stands for Visual, Auditory and Kinaesthetic and was developed by Bark, Burke and Walter to categorise the different ways people

learn new information or skill based on sensory modalities (Macmillan, 2018). The results that came out for me were that I was a 51% Kinaesthetic learner which means that I absorb information through doing something myself and practising doing it, 25% Visual learner meaning that if I see someone doing something I will be able to replicate that skill and 24% Auditory learner is if somebody explains something to me I will be able to learn that skill just through listening. This data paints a clearer picture for me that the more I do one job the better I will get at it and by practising something I will be able to retain the knowledge better than if I read about it or had it explained to me by someone else. This will help me to better prepare for the position I want since I will not lose any time on not knowing the way of learning the skills required for it.

S.W.O.T. Analysis

S.W.O.T. analysis is a tool used in the business domain by the management to identify strengths, weaknesses, opportunities and threats of the company. It is also used by them for marketing, branding and acquisitions (PESTLE ANALYSIS Contributor, 2016) but can be further modified for personal development plans like in our case. Below I have provided my own S.W.O.T. analysis that will help me better understand my capabilities and give me further insight into how to achieve my goal.

	Helpful to achieving the objective	Harmful to achieving the objective
Internal Origin	STRENGTHS • Attention to detail • Outside of the box thinking • Critical thinking • Analytical skills • Willingness to learn new skills	WEAKNESSES • Lack of experience • Lack of knowledge • Lack of connections • Lack of certification
External Origin	OPPORTUNITIES • UK has a semi-developed game dev environment • Certification recognition • Game Jams • Game Dev Conferences • Chance to meet with people from the sector	THREATS • Job market oversaturation • Losing focus due to ADHD • Inability to find a job due to lack of experience • Inability to find a job due to age

Conclusion

In conclusion this module has given us the necessary skill to plan ahead, identify our goals, know our strengths and weaknesses and have a hands on experience with job interviews. The sum of those skills, tools and knowledge will give us the upper hand on the current day job market which has become a competitive battleground where the ancient gladiators are replaced by smart and capable employment seekers and instead of swords and spears they are armed with certificates, diplomas and recommendation letters. And in order to win the battle and the emperors' approval you have to adapt and overcome the challenges of the job market, identify and conquer your weaknesses and always strive to be better by learning new skills.

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Appendix

1. What do you know about our company, and why do you want to work here?
2. Do you work best alone or on a team?
3. Can you tell me about a time when you had a disagreement with a boss or colleague and how you handled the situation?
4. How do you manage deadline pressure?
5. What's one fact that's not on your LinkedIn profile?