

Professional Career Development
Task 2 – Report
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Introduction

In this report, I will be reflecting on the role play where I had an opportunity to be interviewed for the position of nursery practitioner. The interview took place in a very conducive environment; the interviewer was fair to me. Both I and the interviewer discussed in detail the short term, medium term and the long-term plans. I displayed the high understanding of the knowledge in nursery practitioner tasks that enable the efficient delivery of services. Knowing personal strengths and key development areas is my great abilities. We also discussed my career development plan that will go a long in ensuring the goals of choosing this profession.

Reflection

In this reflection I am going to use Gibb's reflective model to reflect on a role play that played with my colleague during a class session.

Description

I was interviewed for the job role as nursery practitioner in Bromley Council. Being in the position has a lot of advantages and opens the great opportunities for future career. This is a fantastic place to live & work and where everyone may enjoy a safe, healthy and private life in friendly communities. Bromley Council seeks to ensure an environment for the people that they may succeed and live healthier, higher independently, self-reliant lives, enabling the council to concentrate more on helping the neighbourhood's most vulnerable citizens.

After the introduction, we went ahead to discuss a lot concerning my job role. The interviewer used well-structured questions, and indeed the interviewer wanted to get more information about the nursery practitioner. I was well prepared to tackle all kinds of interview questions, because this is my area of expertise. My array of skill sets enabled me to traverse effectively across all the questions. I displayed good communication skills that enable me to a healthy working relationship with the children in developing their own languages. My skills also enable me to effectively communicate with the parents, various professional and my colleagues.

The interviewer was quick and required me to be more attentive so that I can grasp everything that is being asked. I maintained the eye contact, excellent listening skills, upright sitting posture and provided quick and detailed responses. The interview ended successfully.

Feelings

Before the beginning of the interview, I felt a little bit nervous because at first, I did not know what the interviewer really needed to know from the nursery practitioner role. I wished I could be given more time to prepare for the interview so that I can have more information about the job role. I took time to relax and keep away from discomfort zone, took a deep breath and I was able to calm down. It looked intimidating at first because interviewer seemed to be very serious and unfriendly. As the interview progressed, things became even easier, and we both carried on enjoyable interview. At the end of the interview session, I was very happy because I was able to express my feelings and skills concerning the role I play in the company.

Evaluation

Working as the nursery practitioner is a perfect offer to serve different people from all diversity, from the age to different backgrounds. At first, I was nervous before the beginning of the interview. I became patient and I was able to calm down. Being patient is one of the best qualities of a good nursery practitioner. Nursery practitioner should be patient to allow children to learn different ways of doing things, creating a very firm foundation for future development. The interviewer was also very quick when asking questions. The interviewer should have given me enough time to think and evaluate the questions and to give appropriate answers.

Analysis

According to Indeed, (n.d.), the educational and social development of babies and young children up to the age of five is the responsibility of a nursery practitioner. They are responsible for providing a safe learning environment for children, assisting them in the development of basic social and behavioural skills, and engaging them in age-appropriate play activities. Nursery practitioners should always be courageous during an interview because that is the opportunity to show their skills and assure the interviewer that they really deserve the job. During the interview candidates should not be nervous because nervousness will limit their chances of getting employed.

Conclusion

In the reflection, different issues were discussed. The nursery practitioners should always be professional when handling people, should analyse the risks and their impacts in their health and ensure an environment for the people that they may succeed and live healthier, higher independently and self-reliant lives.

During the interview, the candidates should showcase their skills and abilities to the recruiters because this is the only opportunity to ensure that the most qualified are given jobs. The candidates should avoid being nervous because this will limit their abilities of handling interviews.

Action Plan

From the reflection, I have learnt that I should avoid being nervous and be more courageous during the interview. This is achieved through practice and adequately knowing the common interview questions that are normally asked. Again, proper studies and research should be done always to get deeper understanding of nursery practitioner roles and ways of dealing with people.

World of employment for a Nursery Practitioner

The primary responsibility of a nursery practitioner is to ensure the safety and well-being of all the child and family. This requires them to be responsive to the requirements of all the children and to ensure that they are treated properly, happy, and safe while in nursery or school (Twinkl, 2022).

Personal limits are important, as is the capacity to form and sustain healthy connections with children. Minor physical obligations include lifting new-borns and children, conducting housekeeping tasks, and putting up items. When dealing with difficult habits, emotional fortitude is essential for maintaining healthy relationships with children (Government of United Kingdom, 2014). Possessing a good attitude toward using power and enforcing norms and being capable of communicating effectively with both adults and children is also essential for nursery practitioners (Government of United Kingdom, 2014). A willingness to learn and obey the nursery's policies and procedures, ability to operate in a team environment while keeping positive connections with parents, children, co-workers, and other organizations are among the qualities of a nursery practitioner (Government of United Kingdom, 2014).

Nursery employees need imagination and creativity since they must regularly change their strategy to suit the needs of all the kids in the classroom. Nursery professionals frequently have a strong interest in child development. Because nursery workers spend so much time with children, it's critical that they enjoy their work and have a patient, kind attitude. (Twinkl, 2022).

Engaging and pleasant nursery activities will persuade toddlers to participate. The best activities enable children to acquire new skills and broaden their perspectives without even recognizing it. To come up with unique and memorable activities as a nursery practitioner, you'll need to think outside the box (Tommies Childcare, 2019).

According to the Government of United Kingdom, (2014), for one to qualify to be a nursery practitioner, one should have passed four or even more subjects at GCSE level, two of which must be English and Math. Candidates with a level 2 certificate may be allowed into the nurseries, but they must enrol in a level 3 certification as soon as possible. Training for the Foundation Phase in the Initial Periods. Child protective services and safety training is provided. Management of behaviour training, valid paediatric first-aid certificate is required, proficiency in written & spoken English, as well as the ability to produce reports according to the management's instructions.

Candidates who have worked in a childcare setting for at least 12 months are preferred, but institutions are willing to train and develop newly qualified childcare workers. Job experience or short-term student assignments in a childcare facility, temping, nannying, or playgroup employment are all required as part of the pre- or post-qualification process (Government of United Kingdom, 2014).

Observing and reporting on each child's progress, as well as monitoring for progression and continuity alongside the Early Years Foundation Stage, are among the primary responsibilities of nursery practitioners (Government of United Kingdom, 2014). To promote appropriate nutrition and social eating, assist the children in serving their own food, milk, drinks, and snacks. Providing for the personal requirements of children, such as changing diapers, assisting with toileting, and other related welfare responsibilities (Government of United Kingdom, 2014). Assuring that each child's room has an up-to-date care plan. Inspections of the room or nursery as needed to ensure that it is clean, safe, and secure for children, staff, parents/caregivers, and guests (Government of United Kingdom, 2014).

According to the report by Nursery World, (2018), anxiety, stress, and feelings of hopelessness are becoming increasingly common amongst nursery employees and caregivers. And over half of the childhood development workers has suffered anxiety because of their profession, while a quarter has suffered depression. The main sources of stress indicated by workers are high

responsibilities, particularly paperwork & administration, financial challenges due to a lack of government financing and low pay. Their performance level has been hampered by work-related stress and psychological difficulties. Job related stress and mental health difficulties have caused just a quarter of employees to take time off. Hypertension, palpitations, heart disease and strokes are all physical symptoms that practitioners are experiencing.

Readiness for a work

SWOT analysis

SWOT is framework that is used for evaluating abilities, staffs' competitive position and used in developing strategic plans. SWOT assesses the internal and external key factors, current and future potential of employees. The following is my SWOT analysis that will enable me to achieve the set goals and objectives and in becoming a nursery manager.

STRENGTHS	WEAKNESSES
• I care with high level of kindness. • I am creative. • I enjoy staying around the children. • I have an interest in child development. • I am patient and enthusiastic. • Good communication skills.	• I get bored and tired easily. • I am affected by strict datelines. • I have poor report keeping especially working with papers • Poor monitoring skills
OPPORTUNITIES	TREATS
• Becoming the deputy manager and thereafter progressing to manager position. Being in this supervisory role has benefits such as having more responsibility, being involved in decision making process and more control over the tasks.	• Lack of adequate finances to support advancement in the studies. • Competition from highly qualified professionals.

Career Goals

My career aspiration is to become a nursery manager. This is achievable through working experience and with the help of further training. I will work under the supervisor roles and then progress into nursery management role.

Short term goal

My short-term goal is to improve lesson ideas that allow youngsters to develop and socialize with other people as a nursery manager. For instance, I might allow the pre-schoolers to pretend to be store owners. Instruct them to share the prized cash register in turns. Knowing that a toy

will be attractive and having children share it ahead of time promotes excellent social contact. Also allowing students to interact on a regular basis, for example, by naming a new class pet or making other group decisions. Another goal could be to set clear expectations for the preschool children.

Medium term goal

Working as a nursery manager, I will be creating programs that guide the school away from severe punishment or towards higher appropriate disciplinary practices is a good medium-term goal. Alternative means of discipline include timeouts, taking away privileges, and having kids clean up mistakes they make while rebelling.

Long term goal

My long-term goal is to enrol in professional course that will help me as a nursery manager to improve overall classroom performance. For instance, I want to learn more about how toddlers behave like researchers by having them create hypotheses and test them. I can work on programs that will boost the children's self-esteem and help them achieve long-term success. I can do this by focusing on delivering positive reinforcement on a regular basis, which has been proved to make youngsters feel appreciated and comfortable about themselves. Positive reinforcement can be achieved by praising accomplishments, demonstrating sincerity, and rapidly strengthening positive outcomes.

Personal development Plan

What do I want/need to learn?	What will I do to achieve this?	What resources or support will I need?	What will my success criteria be?
Demonstrate a great amount of respect and care for both kids and workers in the environment as a nursery manager.	To establish solid working interactions with all members of the staff as well as the children, considering their opinions, emotions and feelings.	I require support from both the staff and parents	My success criteria will be based on to what extent am I able to understand the feelings of children and able to solve their challenges.
To obtain an understanding of the setting's children having special educational needs and to assist these children in utilizing effective teaching tactics and techniques.	To respectfully inquire whether there are any children with special educational needs with my recruitment practitioner.	I require timely information from the recruitment practitioner, in this way, I will be more informed on the needs of the children	My success criteria will be getting to understand the setting of children having special educational needs and to assist where necessary.
Through a variety of classes and actions to watch children's learning and development and engagement on a regular basis.	To assess children's progress in all areas of their education, including their physical, intellectual, social, and emotional growth.	I require support from my workmates to inform on the actions of children on a regular basis.	My success criteria will be able to understand and monitor children daily and understanding their actions.

Conclusion

In conclusion, a lot of issues have been discussed concerning the nursery practitioners. The lives of young children are very important because this will determine how they will behave when they grow. This will also determine what the child will become because of the closer care that they are given when they are young.

The report has shown the necessary skills that the practitioners should possess to give care to children. Their strengths and abilities have also been discussed. The report also touched on challenges that the nursery practitioners are facing, from stress, anxiety, depression, health failures and strokes.

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