

Professional Career Development

BMSW4012

Professional Career Development reflective essay – Part 1

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Introduction

The Report is focused on professional career development. Focusing on this analysis a demonstration of employability and the process of personal growth by a proper understanding rate of the individual strengths and the area for an adequate improvement is needed to be focused on. Focusing on employment skills, a personal action plan is also required to be prepared. A critical evaluation of recruitment in the selection process needs to be focused on. Continuing this research a Gibbs reflective cycle needs to be provided. In the current job market professional career development is a needed element for the long-term success of the company. One of the effective approaches for improving essential career development is by a reflective analysis. Gibbs' reflective cycle encourages individuals to assess actionable insights and experiences heavily. This helps improve the enhancement and growth in their career development process.

Main Body

Description

In the beginning period of this reflection process, it is mandatory to make a clear description of a relevancy-based experience. My role was in the area of market research and providing the needed details to the stakeholders of the company. This project was much more intense. Having a tight deadline and many differences in every employee is leading to conflicts and collaborations. Utilising the **RIASEC model** the tasks have been situated. The involvement of the experiences is not only conducting-based research but also providing an engagement in presentations and discussions. Rather than this challenges the effort gathered by collaborations which is also helpful in improving the results.

Navigating the interpersonal dynamics was known as a critical area of the experience. It helps to teach me about the importance of effective communication and conflict-based resolution (P.J. 2020). Therefore, this project not only tested my technical skills but also gave me a valuable lesson for a better adaptability rate. This has been aided by both the moment for a conflict and the collaboration process, which also highlights the complexities of the working situation. I learned **Maslow's** hierarchy of needs which helped me to focus on my needs and properly apply the goals. I learned a **conscious competence matrix**, which helped me to achieve some new skills that gave a boost to this project

Feeling

As I focused on my feelings in this project, in the beginning, I felt a boost of excitement and a chance to contribute to this type of initiative. This area of applying skills in market research motivated me to provide me with one of the best efforts. However, as the deadline came closer, I grew anxious. I was becoming a little bit concerned about the quality of my research and the ability to deliver an impact in the presentation. It led me to have self-doubt about my collaborative abilities. By learning the **Johari window** my self-awareness and self-communication were also improved (Cottrell, 2021). **Honey and Mumford's learning style** was an extremely helpful tool for making me focus on maintaining this project. These types of emotional fluctuations have also underscored the issues of working under pressure. The stress that I have been feeling is prompting me to make a recognition for analysing the critical roles of emotional-based resilience in balancing focus and composure (Gallagher, 2022). On the other hand, experiences have highlighted the need for developing both emotional and technical skills, which can help reinforce the idea of successful work. Following the **Ikigai** Model, I was able to identify my 'why', 'what' and 'how' in contributing to and my feelings about this project.

Evaluation

The analysis of the experience of working on the project showed both a positive outcome and a lack of proper skills. On the bright side, the market units appreciated my research, and I gained so much insight on the market configuration. This helped me to assimilate various difficult pieces of information to come up with workable conclusions, which I think helped to sharpen my analytical skills quite a bit. Sometimes these interpersonal dynamics became the overriding feature, which did not allow enforcement of the objectives as intended. Further, I identified some gaps in presenting the content. This evaluation proves that positive experience enables skills and confidence, while negative experience points out weaknesses (Cottrell, 2019). Both aspects are important to develop in personal growth because acknowledging both perspectives can lead to a better approach towards learning from experiences. When performing the **SWOT** analysis, I was able to identify my strengths, which include good communication skills, but also weaknesses such as poor time management thus determining my areas of concentration.

Analysis

Several factors can be identified once one looks beyond the basic premise of this project. To be specific, I was able to present comprehensive research outcomes because I had done my homework and I understood the market well thus, I had to use appropriate research methods in the course of developing this paper, which was both enriching and made the research results more reliable and credible (Smale, 2015). Using this approach helped me to give oriented propositions that the audience can accept positively. Some needed a well-planned and organised style where methods were considered and outlined. Some were most comfortable in a freewheeling idea generation mode. This resulted in having different perceptions of issues dooming joint interaction most of the time (Dweck, 2017). This analysis exemplifies the dire importance of integrating soft skills including communication, conflict solving, and flexibility. I also realise these are areas that I need to improve on as a professional, since interpersonal skills. Using the **personal brand framework**, it was possible to define myself and therefore made it easy to note down the value that I provided in this project. Based on this reflective practice, therefore, I deduce that professional career development requires a balanced set of skills. Easy is not only researching the target market hard skills play a crucial role, including being a good communicator. I concluded that if I want good results on future projects, I have to work on my interpersonal skills. Preliminary findings with applied research indicate that positive results can potentially be achieved through improved interaction and communication. Implementing both of these frameworks enhances my overall personal development while reminding each learner that personal values have to align with one's career choice. Moreover, even more effective is a learning culture which implies that new knowledge is being accumulated continuously. Trying to get as many people as possible and supervisors will also give them insight into my strengths and where I need to improve. Through such a kind of reflection, I can have a clear understanding of what specific skills need to be developed and may involve areas such as presentation skills. The benefit of this proactive approach will go hand in hand with strengthening my confidence in doing the next best thing of preparing myself for future challenges that may come my way. This way, strengthening both the technical skill set and other more 'soft' competencies, the resulting work environment adaptation.

Action plan

To improve my professional practice, I would like to adopt a basic framework of goal setting and improvement of practice based on certain areas. First, it will be necessary to attend the classes to improve communication and presentation skills. These workshops shall help me master how to relate information professionally to the people and grasp body language mastery. After that, I will pay attention to actively listening and conflict-

solving skills. During this session, I also learned the importance of **SMART goals** to improve my professional effectiveness and give me proper growth. Also, I will create a habit of asking peers and supervisors for feedback after presenting. Constructive criticism will enable me to gain a good understanding of key areas of strength as well as areas that need some form of overhaul. One is also required to network in the case of access to social networking. I shall engage myself in industry conferences or any professionals networks. So, in the future, one is to look for opportunities that align with **Ikigai** and periodically review the brand and strengths based on these theories. I will improve my time management skills after a proper work schedule, and this will be helpful for developing my performance.

Conclusion

I have found this framework useful as it explains how technical issues are interconnected with communication and other people skills like, doing market analysis. This is important since it recognizes the need to have both in equal proportions to ensure that I am on the right track of professional development. These findings will be helpful in the next reflective practice because they will act as a map to use, to modify behaviour in the presence of future obstacles to achieve success in all spheres of life. The practice of reflection keeps me always on the lookout for growth opportunities, thus staying optimistically engaged in my personal development. The opportunity to assess one's performance and progress increases and improves my professional skills and prepares me for a more successful and satisfying future career. Finally, the use of reflection promotes the value of continuing education as the world becomes increasingly complex.

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