

Introduction

Agency is the capacity of individuals to have the power and resources to fulfil their potential. Structure consists of these factors of influence such as social class, religion, gender, ethnicity, ability, and customs; it determines the limit of that person's capability, but it is unclear to what extent to persons' actions are constrained by social systems. Once agency is an independent capability or ability to act on one's will, the ability is affected by the cognitive belief structure which has formed through one's experiences and the perceptions held by society on the individual.

A voice is the instrument for an individual to use to express their desires, needs, wants for a better future. It's just needed for open discussions and it is up to the individual to socialise until I understand if they want to become better they have to use the voice. The following describe what constitutes a voice and agency.

Voice is significant to agency in change (Archer 2000; Emirbayer and Mische, 1998); voice means expressing something in words, for example she voiced her views. Other noun it refers to a particular opinion or attitude, for example a dissenting voice that needs to be listened to, be granted a hearing, listening and responding to voices is central to the policy and practise. In the voices of children and families.

(Lundy 2007) proposed that four key elements are required for effective child voice space: the opportunity to express a view, voice, the individuals must facilitate in express their views, audience. The view must be listened to and influence the view must be acted on as appropriate. These elements also essential for communication.

(Sisson, 2016) identifies

Without a voice on individual risk, social isolation from colleagues, increased surveillance, uneven loss of job.

“Voice is being able to speak up and be heard, and to shape a share discussions, discourse, and decisions. Agency is being able to make decisions about one’s own life and act upon them, to achieve desired outcomes free of violence, retribution, or fear.

(Phillip J Clayton, 2020).

To define an agency voice as being able to speak up and be heard, to shape and share opinions that contribute to decisions for social impact. (Phillip J Clayton, 2020).

Whether you're an extrovert or an introvert voice means expressing yourself at work having an opinion vocalising your thoughts being heard and seen and your own authentic way having a voice is especially relevant when a woman returns to work after a parental leave break or when a woman are looking to advance their career, many women especially those with caring responsibilities are often apologising whether it is because we need to leave for work to pick up the kids all because we cannot attend the social get togethers as frequently due to conflict in priorities.(Thriving talent, 2022).

When women speak at meetings, they have their own little style different from anyone else whether it be nerves or just not being able to voice their opinion. (Thriving talent, 2022).

They most certainly need help to review a situation and discuss what is happening at the meetings before hand this will enable them to voice their opinions and be heard and they will feel part of a team, never hold back what you want to say try to express oneself it will become easier as you go along the way. Using your voice one way if you want to plan a good career you must be able to show your opinion your ideas our future possibilities this will then give the individual a healthy work life balance, sometimes in a career you just don't want to talk about what work you're doing because you don't find it interesting always find a topic that interest you I'm trying to concentrate on that particular subject and then you can start conversation find this will stimulate you I'll make sure that you are unable to join in otherwise without a voice without being able to converse you will detach oneself, struggle to talk to others on conversation will just go dull.

Individuals should always remind themselves that they are strong and assertive and they do have strengths but this has had to be brought out within the voice you have to know your competencies you have to focus and what you are doing well personally and professionally. Use your voice bring out your strength your weaknesses you do not want these to show, in any

meeting you have to be confident and strong from that point of view this will be seen and it will make you feel more confident. If an individual needs support, there are lots of choices to consider external groups who meet up and provide opportunities to speak up debating societies all provide forums to become more at ease with it being heard and seen talk to those who inspire you and watch them their techniques and persona.

This will inspire you to help yourself.

(Thriving talent, 2022).

Having a voice head is the most powerful instrument in a human it can change the way people react to them immediately when they are confident in oneself the voice can overpower a fear and judgement and rejection it makes all kinds of problems, to be all that an individual is and going to change the way an individual show in their life and in one's business. An individual has a choice to make oneself, this will bring their rewards such as knowing what they want within their working life, they can express how they feel what they feel, join in conversations it shows interest how they come across as a human being, once an individual voice is here and they were show confidence this can inspire not only oneself but other people, always remember voice ones opinion be confident and eventually they will succeed in what career pathway they want. Having confidence clarity to show others.

Once an individual truly knows their value and how confident they really are and keeping true to themselves it will be much easier to show their feelings keeping them on the right path so they can decide what they want to do. (Steph Laffy, 2020).

Sometimes individuals don't believe in themselves this reflects and the way they act their confidence and affects the ability to choose the structure of their life the outcome of what they become. (Steven Hitlin, Charisse Long, 2009).

The ability to act or to choose what action to take it, A sense of agency a sense of your own power to make a difference. (Cambridge University, 2024)

R Jenkins (2004) "suggests humans can be the best understood in terms of their personal professional and collective selves. About these interact And inform the philosophes and belief systems that drive our actions indeed your personal identity is central to their performance or

professional roles since who you are and what you bring influences the way you construe and carry out your work professional identity is concerned with role identity which is connected with subject and job knowledge as well as with professional ideals, goals and values external conditions contribute to formation of professional identity through socialisation and absorbing values".(Phillips and Dalgarno, 2017, p2).

Identity as a person source of meaning and motive is central of informing how individual Practitioners carry out their job role and responsibility identity has been defined as different ways as a stable and change in essence Cooley, 1902 And also an evolving state (Mead, 1934, Giddens 1991).

The means the beliefs and attitudes you hold can align with or be challenged and modified by factors in the context of set and you work in furthermore commitment Is a fact it by an individual sense of being included and belonging with identity having a key influence on the sustained commitment and motivation of education professionals (Jo, 2014; Vahasatanen, 2015). In contrast feeling The effects of self esteem motivation and collaboration which can impact on an agency or practitioners (Isaksson and Lindqvist, 2015).

Agency refers to the thoughts and actions taken by persons that expressed their individual power Bourdieu, 2002).

Taylor (1985) describes a human agent as one who has some understanding of self-professional agency represents the idea that professionals have the power to take stances make decisions and influence matters however agency is not solely lodged in the body of an individual agents (Van de Putte et al,2017.p885), with agency being linked to status and multidisciplinary working (Meyer and Lees, 2013).

However, define an agency is difficult some suggest professional agency is practised by being able to influence ones work and once professional identity (Taylor, 1985) others define agency as a 'capability'(Phyalto et al, 2015). On alternative definition is offered by Biesta et al(2016, p626), who describes it as an actor situation transaction that results from the interplay of individual efforts available resources and contextual and structural factors as they come together in particular unique situations(Biesta and Tedder, 2007,p137).

Therefore, agency is not something people either possess or don't possess but it's something they can develop in transaction with this situation.

Agential concepts include selfefficacy locus of control autonomy on self-reliance.

Self-efficacy is the belief individuals hold about their ability to achieve desired outcomes (Huberman, 1989), which determines how opportunities are perceived, how choices are made on the effort and persistent made. Locus of control relates to a person's perception of internal control over external conditions (Rotter, 1966). When individuals perceive outcomes to dependent on influence by their own skill or efforts, they have a greater sense of power and influence conversely when individuals perceive their own skills and efforts have little impact on outcomes the sense of powerlessness and ineffectiveness increases for this reason individuals will act differently in different contexts and at different times depend on how they perceive the locus of control (Pantic, 2015). Different arrangements and levels of authority can have therefore influenced our sense of control and effectiveness. Autonomy is concerned with independent practise where professionals self-govern their work and are accountable for the informed but independent decisions they make self-reliance is linked to this as it reliance on denotes one's own capabilities judgements and resources with opportunities to exercise these been shown to develop identity and agency.

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