



# PROFESSIONAL CAREER DEVELOPMENT

Level 4: Certificate in Higher Education: Health and  
Social care

Lecturer: Hossein Shokri

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Grace Nkoyo Bassey George Duke Henshaw

2020571

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| <b>Contents</b>                    | <b>Page Number</b> |
|------------------------------------|--------------------|
| 1.Introduction the overview        | 2                  |
| 2.Personal Reflective on Role Play | 3                  |
| 3. Gibbs Reflective Cycle          | 4/5                |
| 4. Personal developmental Plan     | 6                  |
| 5. SWOT Analysis                   | 7                  |
| 6. Career Development Planning     | 8                  |
| 7. Conclusion                      | 9                  |
| 8. Appendices                      | ...                |
| 9. References                      | 10                 |

## 1. INTRODUCTION

**Professional Career Development:** This is developing yourself, focusing on career development. It is usually related to your present purpose or discipline in your current job.

This assignment will discuss personal reflection on role play, which was done in class portraying interviewing a potential employee—giving feedback on how the process went, what we did to achieve the task and the role play outcome.

**Gibbs Reflective Cycle** was also used to illustrate more professional career development. I chose to use Gibbs as a reflective tool to understand the work.

**Personal Development Plan** is also known as a PDP. This self-appraisal and self-consideration are generally used in higher training and the workshop.

**SWOT Analysis** is knowing your strengths and weaknesses and using them to better your work and self.

**Career Development Planning** refers to an individual's development of their professional status. It can either be a long or short-term career plan o. These could be considered systematic or comprehensive.

In the role play, I did the part of a field care supervisor.

What is a Field Care Supervisor? As an adequate field care supervisor, my crucial role is to support the carers to deliver high care support services by carrying out a range of functions in the field. This requires risk assessments, safety support planning for care workers and service users, assessment and review of individual services user package of care, practical supervision instruction and support of care workers. They provide emotional and practical support for service users and carers, responsibilities for leading, managing, and excellence guaranteed care practice, with accountabilities for managing, planning, and organizing the work of a team, safeguarding responsibilities, and addressing them appropriately. The proportion of post holders' time spent in the field and the office varies enormously. Excellent supervision and good working relationships help you address any issues and celebrate achievements, allowing you to discuss learning and development. (Indeed. Com) 13 December 2021.

## **2. Personal Reflective on Role Play:**

Before the role play, our lecturer had to put us in pairs for us to be able to work with different people that we would not usually work together. The scenario was picked out, and my partner and I were responsible for making the whole role play come together. We first sat down together to figure out what questions we would be asking each other. We went through every question on the list, answering them together. We then compose our questions and discuss what we would be doing. During the process, we had some difficulties. I was sick, and my partner had a family bereavement; because of this, our time was constrained. We eventually met and practised, but we did not practise enough, reflecting our performances. We had our five questions each, but nerves took the better of us on the day, and we turned our questions upside down, not according to what we practise, which made us confused. We answered the questions to the best of our abilities. However, I was nervous, trying to compose myself to remember what questions to ask my partner; she, in turn, was laughing, which deterred me and displaced my thoughts. For this roleplay, I understood that one would be nervous. However, it is for me to compose myself to flow well with the questions being asked.

After the roleplay, we had feedback from our lecturer. My feedback was that my sitting position was good; I was smiling and confident with my questions and answers. I also spoke about my skills, which my lecturer also referred to during his feedback. He advised that I should have spoken about my qualifications and what I will bring to the company. Highlight my strengths and weaknesses and explain how employing me will benefit the company. He also said my answers were short and precise, but I could have explained them sufficiently. I had not had an interview for a long time, but this play role gave me an insight for the next time I will be doing an interview. To prepare beforehand, understand what the job entails, understand the company and what they do, when and how it was founded, who founded the company or the organization. It is to ensure that I have enough details before going for the interview. I will be using Gibbs reflective cycle for my essay as it helps explain what I understand, and I can reflect on it and use it to the best of my understanding.

### **3. Gibbs Reflective Cycle**

In 1988, published in "Learning by Doing", an effective "structured debriefing" was solidified by Professor Graham Gibbs to support practical learning (University of Cumbria,2020). Effectively examines and evaluates specific aspects of eve, identify develop This framework is designed as a continuous improvement cycle. It also has multiple functions to accommodate a standalone experience and repeated experiences due to the periods and ideologies. (University of Cumbria, 2020). Many persons best learn through experience. They have to contemplate these situations, and there is a lack of premise for development and constructive improvement. This prototype recognizes many things that emphasize the significance of reflecting feelings. (University of Cumbria, 2020). This facet is valuable as it can be related to the attitude and foible displayed at that time, which could have negatively or positively impacted one's capabilities. Gibbs reflective cycle is protean and can appertain to various situations, which could be helpful to people and make sense of any scenario.

#### **The six stages are:**

##### **Description:**

Explanations are essential, and it is imperative to remember that the information provided should be relevant and straight-to-the-point.

##### **Feelings:**

This stage explores any emotions and thoughts felt during the experience openly.

##### **Evaluation:**

The best way is honesty and openness in evaluating successful and futile situations. It is the most accurate method to get the best out of your reflection.

##### **Analysis:**

This phase gives a chance to understand the situation in depth. We are using more comprehensive references from academic literature to elucidate all the different aspects demonstrated in the experience/s.

**Conclusion:** Gibbs initially divides this part into two theories: a general one and a specific one focused on the personal perspective. Naturally, one must highlight and summarise what has been learnt.

##### **Action plan:**

The final step is to emphasize what actions would be taken to ensure that things would be done differently for a better outcome.

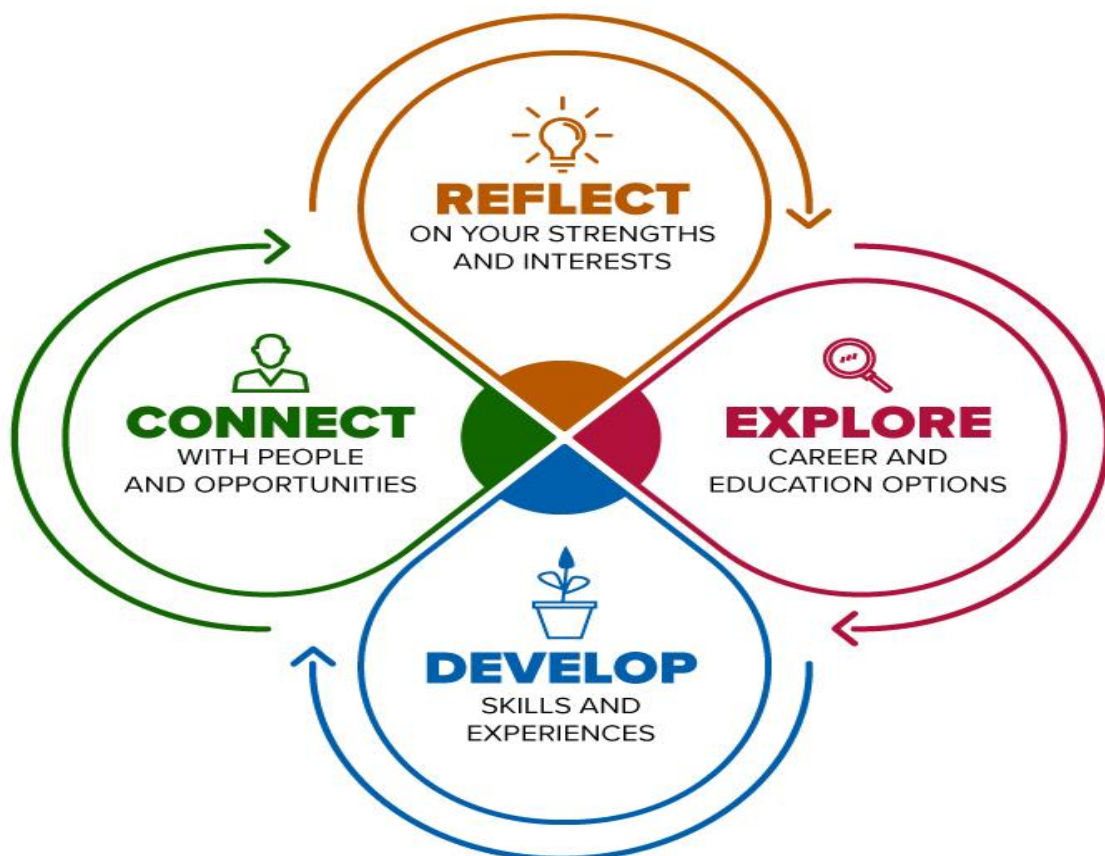


#### 4. Personal developmental Plan

This action plan is used to identify your individual goals and achievement. It shows your strengths, weaknesses and areas you need to improve and develop yourself to meet your goals. These provide clear goals and help improve your employability and performance. It increases your inspiration and supports your improvement.

Furthermore, this improves your sense of purpose, enhances mental well-being, and reduces stress.

My development plan is to ensure that I finish university. This will enable me to get a better job I give me good prospects in the future. I will use my strengths and weaknesses to perform better and meet my goals.



## 5. Swot Analysis

It is helpful to do a swot an on your day-to-day activities, and this helps you see where you need improvement and how to go about achieving your goals. This below is my swot analysis. This is to help me find my path to choosing my career in the future.

My strengths are that I can work as a team player, also as a lone worker. I can use my Initiative, and I can solve problems. I communicate well and am very flexible.

My weaknesses are that I am too sensitive and Insecure. I need to improve my presentation skills, and it is for me to do better in my creative writing.

My opportunities Threats are to continue studying and seek support where I lack them. To gain more work experience by asking for training and reading more.

To be successful in my career, I will need to find funds and adequate resources and ensure that I am current with the government changes in legislation.



Contributors: Daniel Balogh/ Alamy Stock Vector

10 December 2018

## **6. My Career development planning**

This is defined as an application to developing a fruitful career. Career development is directly relative to the success you aspire to achieve. These are mainly dependent on regulatory career planning.

Career development is a lifetime achievement for many professionals; however, it is suggested that one should always know their goals and the best way to achieve them by starting with brief goals that can be achieved quickly.

It is necessary to start structuring career development programs. These can be daily or weekly goals. Once you achieve these goals, you can set long-term goals that need to be followed through dedication and commitment.

A career development plan can be written for short or long-term goals that an individual will achieve in the immediate future. These goals are entirely linked to individual strengths and weaknesses; furthermore, these goals are created in an orderly format that can be pursued or achieved within a stated period.

A career development plan is a deliberate, organized, and adaptable document maintained by an individual who keeps a journal of goals achieved and the aims they want to achieve in the time to come.

Weaknesses can be learnt during their education, development, training, and employment. A career plan is primarily helpful for those who want to achieve their stated goals.

It helps identify your weaknesses which is an advantage as it helps overcome them and ensure an individual becomes more successful in whatever they intend to pursue. One should always seek an expert's guidance in creating a career action plan or a qualified individual who understands the challenging situations of your chosen career.

In summary, an experienced person or a mentor who has practical knowledge.



Ahmed Shamim Ansary 15 August 2018

## 7. Conclusion:

In conclusion, swot analysis helps portray one's strengths, weaknesses, opportunities, and threats to access the proper or most adequate personal development plan and helps to access the suitable career development planning method or methods to be used.

Using Gibbs reflective cycle has empowered me to think about the different subjects taught during this academic year while also considering the difficulty and issues I have confronted proceeding into a new area. Nevertheless, with the lecturer's information, research and assistance from other resources, I thoroughly analyzed and routine procedures to overcome the obstacles that each issue brought my way. It also helped to adequately complete my action plans and create new working techniques that will be useful in the future.

For better understanding, a broader pictorial representation of each subheading was added with a few explanations to support my ideas.

This module has given me a sense of direction and an accurate understanding of the career path I have decided to take now and in the future.

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