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Introduction

This report contains my personal reflection on the development planning for my intended future career of becoming a mental health nurse, and the online role play task where I acted as both the interviewer and interviewee for a part linked to my personal goals. The purpose is to demonstrate my understanding of the skills and knowledge that contribute toward working effectively, personal strengths and weaknesses, readiness for employment. Also establish my goals and develop a personal action or development plan. The model of reflection that will be used to reflect on my role play is Gibb's reflective cycle, and my SWOT analysis and Self-Motivation test results will be used to discuss my strength and weaknesses.

In conclusion, it will be shown that I possess many fine qualities, such as excellent communication skills, empathy, decision making, and emotional resilience that are required of ideal candidates with my career aspirations, and that while my non-judgemental approach and quick cognitive skills are the best I possess, time management, and effective listening skills are areas I need further improvements on.

Career Ambitions

An article on Nursing Notes, (2015) states the importance of 6C's of the nursing core value. Having had a passion for caring but was unsure that I would make a perfect carer. I decided to work in the finance sector instead, I worked as a Finance Assistant for eight years, however, i did not feel fulfilled; working in the financial sector. After I had my daughter, I realised that I possess the 6C's of the nursing core value, which states that a dynamic nurse would be caring, compassionate, competence, have an effective communication skill, be courageous and committed.

However, that passion was reinforced after watching a close friend battle mental health challenges in the form of depression which led to psychosis, coupled with a three-year work experience in a Mental Health Hospital in London, and a part-time mental health support work,

I know that chances of recovery depend on effectiveness of care, empathy, respect, and non-judgmental approach of care patients receive. Therefore, I chose mental health nursing as my career ambition; to help and support people in their times of need. Although my goal was borne partly out of sentiment, I find that it is especially relevant in today's world. In her article Louise (2012) cited that World Health Organization, WHO, (2001) estimated that 15% of the world's population will be affected by mental health issues by the year 2020.

In an article of Roshan and Sandeep, (2018) it is stated that Mental health nursing (MHN) is the largest professional group caring for the mentally ill and requires credentialing the process of assessing the academic qualifications and clinical practice history of a nurse or health provider to practice validating members. These credentials include but not limited to a bachelor's degree in Nursing/Mental Health Nursing, a post graduate degree in psychiatrist health or mental health nursing, and at least two years of experience as a full-time registered nurse working in a mental health hospital.

Role Play Reflection

As discussed by Conway, (1994) defines reflection as the process of looking back on what has been done and pondering on it and learning lessons from what did or did not work. The online role play exercise where I acted as both the interviewer and interviewee for a part related to my personal goals of becoming a mental health nurse exposed me to a real-life interview scenario and prepared me to demonstrate my employability to potential employers. I will be reflecting on this using the Gibb's cycle (1988) which structures learning based on experience and using a framework that allows for study, observation, examination, and evaluation.

The Gibb's reflective cycle comprises of six stages, which are: description, feelings, evaluation, analysis, conclusion, and action plan (Gibbs, 1998). Each of this is used to reflect on my role play task in turn.

Description

The role play task which was facilitated by my lecturer took place online via Microsoft Teams on 24th November 2020. It is a professional career development exercise with the goal of helping me demonstrate my employability to a potential employer. I acted as an interviewee and, interviewed my course mate who acted as my interviewer in turn. I had prepared myself ahead for the likely questions, I might be asked during the task and this helped my performance; even though I gave too much information than was necessary occasionally and failed to articulate my response in a concise manner for questions I had not prepared for.

Feelings

I felt confident preparing for the Role Play interview, I practiced several times also practiced with friends and family. Built my confidence during the mock test with my friends, that did not stop me feeling anxious during the actual Role Play. I had to compose myself during the first few minutes of the interview.

Evaluation

After the task, my lecturer who observed me being interviewed and, observed me interviewing my course mate, was impressed with my response and performance but noted, I could have started the interview by confirming the job position. My Lecturer also noted that I used a friend's Mental health problems inappropriately. Reflecting on the feedbacks after the interview. I was needlessly verbose in some of my replies. She pointed that being wordy could lead to ambiguity and more questions to be asked by the interviewer in a real-life scenario and that the more the question, the higher the likelihood that I would not be able to answer one or two professionally. She advised me to pause and take a moment to collect my thoughts before answering any question during an interview.

Analysis

The analysis of this task shows that I was overconfident during the task and that I need to train myself to take a few seconds to collect my thoughts before answering a question during an interview so that I can be clear and concise.

Conclusion

I know now not to be overconfident during an interview and be succinct with my reply.

Action Plan

In the future, in addition to preparing answers for anticipated questions, I would work on my presentation and stage a mock interview to assess my performance before I go for an interview. I would rehearse as many times as possible to get the best possible outcome.

Swot Analysis

SWOT Analysis is a method used to evaluate the strengths, weaknesses, opportunities, and threats involved in an organization, a plan, a project, a person, or a business activity, (Gürel and Tat, 2017, p.1). And it is used to analyse my competency for the position of a Mental Health Nurse I applied at Priory Healthcare.

Strengths: the article of Develop Good Habit (2019) defined strengths as those basic skills an individual has, that employers look for in job candidates. These are the skills that I currently have, that are required for my career aspirations.

- Excellent observational skills to assess patients and look out for signs of tension or anxiety.
- Strength, stamina, and physical fitness particularly if working in a hospital or secure residential unit.
- Exceptional written and oral communication skills for dealing with patients and their families.
- Ability to stay calm and think quickly in challenging circumstances.
- Emotional resilience and a non-judgmental approach.
- Skills in decision making, time and stress management.
- Ability to empathise with patients and the situation they are in.

Weakness: could be things we do excessively or the thing we unable to do accurately.

- Need to improve my listening skills.
- Need to work on my time management skills by setting goals and following through.

Opportunity: is the tactics that might work in a competition according to Spacey, (2019).

I would work with a large multidisciplinary team including psychiatrists, other registered mental health nurses, healthcare assistants, teaching staff, therapists (including DBT and CBT therapists, a clinical psychologist, a child Psychotherapist, and an occupational therapist). Furthermore, I will be involved in the assessment, planning and implementation of patient care. I will also be expected to attend daily multidisciplinary handover meetings, ward rounds and CPA meetings. Therefore, this will be a wonderful opportunity to develop myself, contribute to the success in the team, working with various professionals in the industry.

Threat: was defined by Spacey, (2018) as a potential for something bad to happen.

The following are the requirements for the job, they constitute threats because I cannot get the job at Priory without them:

- The job applicant is required to be a driven and dynamic Nurse, which I currently do not have.
- I am still working on becoming a qualified Nurse, therefore, unable to be short listed for this position.
- An experienced RMN with clean Disclosure and Barring Services (DBS) which I do not possess.

- New Government Regulations can also affect my career aspiration in the form of policy updates.

Career Readiness

Self-motivation Test: an article on the Selfgrowth.com (2020) defined self-motivation as the ability to satisfy a desire, goal, or expectations by one's self.

My self-motivation test score is 46.

It reveals that I allow my personal doubts and fears to keep me from succeeding, and although I am not failing, I could do much more. To achieve what I want, I must try to increase the motivation factors in all areas of my life. I must make a conscious effort to stay self-motivated and spend significant time and effort on setting goals and acting to achieve those goals.

Employability

In terms of my employability, I have 3 cumulative years of experience in mental health nursing. I worked in a Rehabilitation Centre, in South East London, for the past 2 years as a nurse escort for people recovering from Schizophrenia, Depression, and other Mental Health challenges to their Doctor's appointments. I also helped Service Users who were unable to feed independently at dinner time. In addition, I am hardworking, reliable, punctual, and have effective written and oral communication skills. While working independently with little or no supervision, empathy toward others, stress management skills, cognitive skills, passion for helping people and attention to detail are the best quality I possess, I need to improve on my listening skills. I tend to start thinking about how to respond whilst the speaker is still speaking, and this results in missing out on some part of the dialogue. I also need to improve on my time management skills; I tend to spend more than necessary in getting a task done. My personal development plan towards improving on these weaknesses is to consciously train myself to paying more attention and resist the desire to speak or respond, but instead start taking in the information that is being given. I will also enrol on a course or training to help me with this target, and on non-verbal cues such as eye contact with the speaker, nodding to show acknowledgment and other cues that motivates the speaker share all necessary information. In addition, I will train myself on time management by consciously executing tasks within the

average time it should be completed, also, enrol for a training program to help me improve on time management skills.

PDP for The Next Five Years

My PDP for the next five years is summarised below:

- To improve myself academically, socially, and financially.
- Enrolled into University of Wales Trinity Saint David in June 2020 for 1 year for Certificate for Higher Education in Health and Social Care (HSC).
- Get a part-time job in HealthCare during my studies at the University of Wales Trinity Saint David.
- Apply to study Mental Health Nursing at Southbank University London Campus, or Canterbury University in Medway starting in September 2021.
- To become a Mental Health Nurse by June 2023 and start Midwifery course for 18 Month in September 2023.
- I plan to be in work by July 2023 as qualified Mental Health Nurse.
- Take Cognitive Behavioural Therapist (IAPT) after I have worked as a nurse for 2 to 3 years - Cognitive Therapist will be as an extra in 2024-2026.

Conclusion

From my personal reflection on the role play task using Gibb's analysis, it can be concluded that I need to work on my communication and confidence more to excel in an interview, and this will be achieved through a conscious effort in collecting my thoughts and doing a mock interview with the help of a friend or colleague to examine my performance. From my self-motivation test and career readiness, I tend to harbour fear and doubt at my ability, and this affects my performance. In spite of this, however, I possess many fine qualities, such as excellent communication skills, empathy, decision making, and emotional resilience which are required of the ideal candidates with my career aspirations. The areas I am in need of further improvements are my listening and time management skills, which I intend to improve on through conscious efforts and enrolment for relevant training.

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