

Professional career development exam

report- role play

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Introduction

The trajectory of a human's professional life is shaped by their goals, desires, and methods for acquiring new skills and knowledge (Bolton, 2018). There seem to be three different levels of progression in the workplace. The first step is to identify the goals of the position; the second step is to improve technical abilities; and, lastly, the third step is to work on changing one's own mindset and behavioural processes. Career improvement includes developing one's work as well as one's self-improvement. It's really the activity of personality with a focus on enhancing one's career that is called occupational growth. Career advancement may be sparked by a multitude of circumstances. This includes advancing in one's existing employment and making the effort to achieve better development, as well as trying out other professional paths (Braga, 2020). The purpose of this research is to shed underline the importance of corporate professional advancement and the factors that play a role in it. People who work in the sector of hrm are always trying to come up with new ways to encourage employees to advance in their careers. Whatever one's career aspirations, personal growth is essential to one's advancement in the workforce. Job progress is a direct result of personal growth, which inspires one to be a much more positive and knowledgeable expert. This document also serves as an appraisal of someone's self-development and self-reflection.

Career Advancement by Role-Play

Methods that are a significant component to carry through real-life situations are referred to as role-playing. Playing a variety of role-playing activities and exercises lets learners learn how to communicate effectively with people and solve problems (Green, 2018). Since it needs so little work, this sort of exercise is an excellent way to absorb and digest new information.

Among the most important uses of this technology is preparing for new or difficult circumstances. During role-playing, individuals may acquire and practise new talents and talents (Metz and Tursky, 2021). When an issue can't be solved, it's exciting to think of new ways of overcoming the difficulties that may arise. This sort of assessment approach may be used by individuals to evaluate their own abilities to handle a given situation. Role-playing is a very efficient form of learning and acquiring hands-on skills since it allows individuals to acquire their own private feelings and information more clearly and for a longer amount of time (Moore, 2020). People's responses to a certain incident may be studied and predicted by partaking in a role-playing exercise. For the role-playing game to be as effective as possible, the plans supplied must be as realistic as possible. Having a plan for one's career is essential, therefore role-playing is an excellent approach to convey this message (O'Brien and Jones, 2019). Role-playing allows him to better understand his skills and shortcomings.

During the course of the conversation, I was asked some questions regarding my intended future career. The bulk of the inquiries focused on aspirations for both the individual and their career (Oram, 2019). I was put through a series of tests to see whether I was a good fit for the position. My recruiter intended to see whether I was operational in a future job role that I would have envisaged for myself. The questioner's purpose was to evaluate my ability to execute in a certain job role. To get a better sense of who I am, the interviewer asked me about myself, my previous job experiences, and how my colleagues described me.

As an investigator, I will use role-playing tactics to help applicants focus on developing a plan that is consistent with the job requirements and the objectives of the firm (Reeves, 2017). My preparation would include a number of topics to ask, and a strategy for handling any possible issues. Performance and career via role-playing: Involvement in role-playing exercises has a significant impact on one's career progress (Rouse, 2018). One will be able to see where they are right now in terms of talent and where they require to work on it the most. Creating a game inside a role-playing game may help anyone enhance overall interpersonal and technological abilities.

Recruiting and Selection Process

The act of finding and persuading potential employees to submit their names for consideration for a job is known as recruiting. Assessment is the procedure used to narrow down a large number of applicants to a single, best-qualified applicant (Seth and Probert, 2021). As a rule, the goal of recruitment and selecting procedures is to find and employ the best applicant for a given job. In this procedure, the top individuals are screened, narrowed down, and then selected for consideration in the job function that best serves the organization's needs.

Recruiting preparation is an important stage in the practice of determining which roles within a company ought to be fulfilled (Webster, 2018). This section also involves the specific credentials and abilities that an employer is searching for in an applicant. The very next stage is to get the word out about the job opening and encourage applicants to register for it. The applications submitted by job seekers are reviewed by the Hr manager. Short-listed applicants are selected after a comprehensive examination of their proposal, which is the following step in the recruiting and selecting procedure (Welford, 2019). Applicants who have made the cut are required to take a test to determine their depth of understanding and mastery of a specific topic. Examiners use a variety of question styles to gauge their students' reactions to various situations. A representative of the Hr team evaluates the responses of the applicants using a set of parameters (Metz and Tursky, 2021). Only a small number of applicants just get to the initial interview, when a variety of inquiries are assessing each participant's tendency to adjust appropriately to a certain circumstance and to learn about their personal characteristics (Green, 2018). Finally, the ideal person will be chosen after all prior aspects have been analysed.

When I applied for a few particular positions, I walked through this procedure. The written test assessed my skills and wisdom, the role-play exercise tested my ability to manage a range of real-life circumstances, and the interview assessed my capability to manage circumstances and how **much** I would respond to an unforeseen incident (Bolton, 2018).

Gibbs Reflective Cycle for Self Reflection

The Gibbs Reflection Cycle is a powerful tool for reflecting on their life's events and applying what they have learned. Based on the conditions, this might either become a one-time event or a recurrent event (Bolton, 2018). Structured knowledge via encounters is why it was designed in the first place. It comprises six stages, each of which is described below.



Figure 1: Gibbs Reflective Cycle

Source: (Gibbs, 2021)

Description: The purpose of this stage is to provide a written account of the events. Here, the focus is on elucidating "What Occurred."

Feelings: Experiential impressions and impressions gleaned from the encounter. The purpose is to identify the sensation.

Evaluation: An examination of both favourable and unfavourable influences on the circumstance is a primary goal. The goal is to discover what worked and what didn't (Reeves, 2017).

Analysis: Inquiring into everything that happened and assessing its relevance. Investigating the reasons for the deviation from expectations is a top priority in this case.

Conclusion: Here, the experiences learnt from prior events are summarised, as well as my plans for improvement in the future.

Plan of Action: For the coming, thoughts on how to deal with similar circumstances (Seth and Probert, 2021). It's at this period when I think about what I would accomplish better if I could go back in time.

SWOT Analysis

Inside the corporate sector, it is common practice to do a SWOT test in order to recognise capabilities and opportunities, weaknesses, opportunities, and dangers based on an evaluation of the performance of the company, current, and prospective circumstances (Seth and Probert, 2021). A person may utilise a SWOT study to identify and understand their capabilities and weaknesses in order to attain their professional goals.

After some introspection, I've come to a better understanding of my own talents and shortcomings, and any potential prospects or difficulties that may arise (Oram, 2019). Consider my ability to remain enthusiastic and dedicated even when faced with a challenging situation as an instance of a few of my most valuable qualities. As a self-confessed workaholic, I like to do each activity on time and on schedule. I'm a self-described rule follower with a lot of tolerance for dealing peacefully with unforeseen circumstances.

I'm no different from everybody else in that I have several flaws. As a savvy investor, I need to be an excellent communicator in order to succeed. My worst flaw is my incapacity to express myself clearly. A business should be able to interact well in order to succeed. If I want to be the best in this field, I think I need to invest in more work. Nevertheless, I've already enrolled on a few collaboration classes and programmes. In addition to my lack of technical skills, this is another problem of mine. I'm already trying to expand my knowledge of technological abilities (Braga, 2020).

The ability to acquire new knowledge and enhance my talents will allow me to get to the top of my field and be a business owner. A more global population puts duties on organisations (Webster, 2018). The corporate sector is very competitive, which might pose a significant danger to the development of novel concepts. If I do not get the career of my desire, it is possible that my self-confidence may be shaken.

Career Goal Setting

Set realistic objectives in realising their aspirations. It's important to set SMART objectives since they're specific; measured; attainable; reasonable; plus time-bound (Nielsen, 2018). To achieve one's objectives, one must be capable of putting up the work necessary to alter one's current habits. Unachievable objectives established by those who are not capable of achieving them are condemned to failure and depression.

Obtaining a job in my respective industry will be the initial stage of my personal development. To move up the corporate ladder, I need to get a raise in my present position and take on new roles and obligations. In order to keep up with the fast evolution of the data technological area, I'm planning to put more work into expanding my knowledge base. being on time and on target with all of my tasks, and so never miss a target (Green, 2018). The more time I spend doing things that matter to me, the more productive I am. Working in a high-stress atmosphere is a great way to widen their views and develop new talents.

Smart Action Plan

Specific	Measurable	Attainable	Relevant	Time
Taking a course to improve one's analytical expertise	By putting my newfound skills to use in the business or in my academic endeavours.	MS Office Professional course	Tutoring, Tutorials, and Readings	5 months
Course on Interpersonal Interaction	The ability to communicate effectively with a wide range of individuals.	Observing, conversing, and forming ties with others are Assurance in one's own abilities (O'Brien and Jones, 2019).	Academies, Workshops	6 months
Joining Debating Club	The ability to express, write, listen, comprehend, and talk in a wide range of languages and dialects.	English Literature, Grammar	Classes, courses, readings, diaries, and group discussions	5 months

Table 1: SMART Action Plan

Source: Self

Conclusion

This research focuses on the value of continuing personal learning and improvement in advancing one's profession. Also covered in depth in this paper were the ramifications for a person's mental health of advancing in their chosen profession. In addition to recognising one's talents, this research focused on doing things that would help one's abilities to succeed in the prospective. The importance of setting SMART objectives has indeed been highlighted from a particular viewpoint, as well as the primary aspects that contribute to their implementation. Gibbs Reflective cycle concepts and self-evaluation features were also added.

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