

Module Code: BMSW4005

Course Name: Professional Career Development

Term: Term 2

Student Name: Ronke Olomola

Student Number: 1916047

Lecturer Name: Joanna Walsh

Submission Date: 3rd September 2020

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Introduction

This assignment will be reflecting on the role play which took place on the 12th of August 2002, where I was playing the role of an interviewee for five minutes and also an interviewer for five minutes, with the aid of the John model of reflection (1995). Another aspect that will be reflected upon is my career development plan which, will discuss the skills and knowledge needed to become a Midwife. My readiness for employment will also be examined, and my personal strengths, areas that need to be developed and my employment goals. Finally, a personal action plan will be highlighted upon which will demonstrate where I am, what I have achieved after studying the professional career development module and what I still need to do regarding self development in order to be a Registered Midwife which is my desired goal.

Reflection on The Role Play with The Aid of The John Model of Reflection (1995)

Description of the Role Play

The role play was undertaken by my classmate and I, playing the role of both the interviewee and the interviewer. The role play lasted for five minutes at a time. I was interviewed as a midwife and I interviewed my classmate as a senior support worker.

Reflection

Upon reflection, as an interviewer, I was in total control and asked relevant questions to my classmate who was applying for a post as a senior support worker position. (A copy of the questions is in the appendix of this assignment). Time factor was of utmost importance as we had to adhere strictly to the five minute slot which was allotted for this interview, also to ask five important questions as was instructed. However, time passed quite quickly and my classmate was able to ask me questions about the applied position, in which I attempted to answer as detailed as possible. Professionalism was maintained throughout the interview

session. If I were to be an interviewer again, I would apply the same method as this was effortless and impeccable.

As the interviewee, confidence was a key factor that was maintained by keeping composure under pressure and background research was undertaken with regards to the role of a midwife. This gave a detailed insight to the responsibilities and attributes of a midwife hence to be in character throughout the interview was made much easier.

Judi (2009) highlights it is paramount to demonstrate to an interviewer the real you in a short space of time. As an interviewee the questions that were asked were answered to the best of my ability and an attempt was consciously made to make the answers as short as possible, and at the same time very vital and contingent points in order to show I was the best person for the job. Feiler and Powell (2015) carried out a study to investigate the judgments formed about anxious interviewees. It was concluded that such interviewees often get lower ratings and are most likely not to be employed. Interviews could be very daunting and could be very intimidating for some interviewee especially when it is done as a role play and not a real interview.

Influencing factors

The factors that affected my decision making as regards this role play was the fact that, my long term goal was to be a registered midwife hence it gave me an idea of what to expect in the real world and how to prepare for a real life interview. Throughout the ten minutes in which the interview was conducted, I was able to keep composure under pressure and maintain confidence. When I was interviewed, I was mindful to be courteous and not to come across as arrogant, I acted as normal as possible. Houston (2008) agrees with this line of thought and explains that acting arrogant is not authentic and can be off putting to prospective employers.

What Could I Have Done Better?

What I could have done better as an interviewee was to relate the answer of one of the questions asked to the legislations that govern safeguarding issues. This was one of the areas that feedback was given upon by the lecturer after the role play. This is a point that will be taken

on board for next time and the importance of using relevant legislations in such interviews to demonstrate one's knowledge and readiness for employment.

Learning

What has been learnt from this experience is that, interviewing is a skill that needs practice and the more one does it the better one becomes. Also, policies and legislations are very vital when applying for jobs such as a Midwife. Doll (2017) explains that students normally have little experience asking and responding to structured interview questions hence, students are now learning this skill by pairing up as interviewees and interviewers in order to gain experience, which was the rationale for this exercise.

Personal Reflection On My Career Development

Tomlinson (2012) explains that graduates face an increasingly competitive labour market and many difficulties in finding employment, so as to get to where one would like to get to in life, one must understand where they are. Before studying the Professional Career Development course I was undecided as to what would be the next step. Upon finishing the second term a career in midwifery was chosen. It makes it clear for long term goals to be set and plans to achieve these goals can now be put in place.

Employment Goals:

(SMART) SPECIFIC MEASUREABLE ATTAINABLE RELEVANT

The (SMART 2014) Specific, Measurable, Attainable, Relevant and Time-bound acronym, will be utilised to set and achieve the goals desired. It is vital to make an action plan so as to reach set goals. For these goals to be attainable and for them to be measurable. Clements and Kamur (2018) emphasize that goal settings allows some students to do better in attaining their goals than others because they set challenging career goals.

Once the certificate course I am currently studying is completed, I can commence the degree Midwifery for a duration of three years, so that I become a fully qualified midwife. This goal is specific, has a time frame and attainable, with hard work and determination, Locke and Latham (2019) highlight that when setting goals it should be challenging because this produces a high level of motivation, also the goals need to be specific so that people can monitor their progress.

The next goal after attaining a BSc in Midwifery will be to seek employment as a Midwife, the role play has demonstrated that practice will still be needed in this area, this goal also is attainable and the plan will be to start looking for employment a few months before graduation. I will therefore need to create a well, structured CV and cover letter, which will be sent to prospective employers.

Skills and Knowledge Needed To Be A Midwife

Good Observational Skills

There are various skills and knowledge which will be needed in order to work as a Midwife after completing the degree in midwifery. This report will focus on two important skills. Lanlehin et al (2013) stipulate that midwives are now taking the role of discharging babies 72 hours post delivery. Hence the first skill, which will be acquired is, good observational skills, the reason being, it is paramount to notice if there are any changes in the baby or mother. This could save their lives if the right action is taken in time. Public health contribution of nurses and midwives: guidance (2018) stipulate health professional such as midwives can use their knowledge and skills to make professional impact and improve the wellbeing of those they come across.

Teamwork

The second skill that will be needed is teamwork, this is inevitable when working as a midwife. There will be times where as a newly qualified midwife will need to work with a mentor in order to be signed off as competent to work on my own, it will take team effort for more experienced midwives to train a newly qualified staff. Hiastie et al (2014) argue that poor teamwork is one of the major reasons for adverse events in health care. It will be very important to be adaptable and take instructions and corrections well, to be able to achieve this skill.

Personal Action Plan

In order to achieve these skill and knowledge, action plans have to be put in place in order to achieve the good observational skills and teamwork. The following ways will be used:

- a. It will be imperative, during the placements as a student midwife, that one of the learning objectives will be good observational skills. This will be one of the areas that will be practiced and make sure that I work with mentors, to be able to achieve these learning, outcome successfully.
- b. The second skill which is teamwork has been introduced as part of the training in the university training, however more of this will be taught and practiced when on placements in the hospital and in the community. There is still room for growth as regards teamworking and hope to master this skill as it will make one to be a better and proficient midwife.

Personal Strengths That Have Already Being Attained

Good Communication

There are already some skills which have been achieved due to the various modules that have been taught in the Health and Social Care Certificate course. The first skill is good

communication. This was taught at length and an assignment was written about it hence this is a skill which has already been acquired. Symon (2014) explain that communication must be tailored to each patient as the ability to comprehend clinical information varies with each patient.

Problem Solving

Another important skill which has already been acquired and, is greatly vital is problem solving. When things are not going to plan for example when complications occur during child birth, it is of utmost importance that evidence based practice is undertaken and help is sought as soon as possible, so as to achieve the best outcome. Altun (2003) states that problem solving skills determine a person's ability to relate efficiently.

Conclusion

This academic report has reflected extensively about the role play interview and recommendations that were given by the lecturer were focused upon. My personal reflection as regards my personal development was examined. Employment goals were discussed using the SMART acronym. This was utilised to demonstrate how these goals could be obtained. The skills and knowledge needed to be a midwife, were also examined. Action plans to achieve good observational and teamwork skills, were focused upon. Finally the personal strengths already acquired were highlighted. This report has explored what is needed to achieve and obtain a BSc in Midwifery and to work as a fully qualified Midwife, that will be an independent and proficient practitioner.

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Appendix 1

Interview Questions For the Position of a Senior Support Worker on 12th August 2020

1. Why do you want to be a senior support worker?
2. What leadership qualities have you got? And how do you think you can apply it to this job.
3. What relevant government legislation do you think relates to this position you have applied for and why?
4. What makes you unique and makes me want to employ you instead of twenty other candidates that have applied for this same position?
5. Tell me about a difficult situation you have been in at work and why you should be given the position instead of the twenty other candidates that have applied?

Interview Questions For the Position of a registered midwife on 12th August 2020

1. Tell me about yourself and why do you want to become a midwife?
2. What do you understand about the main duties and responsibilities of a Midwife?
3. What do you understand about safeguarding and how would it impact on your role as a midwife
4. What will be your priorities in the first three months of starting your position as a midwife?
5. Where do you see yourself in five years?

