

Assignment 1 Reflective Review Of Learning Journey

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My journey through personal development starts with writing out my SMART objectives. A SMART goal is used to help guide goal setting. SMART is an acronym that stands for Specific, Measurable, Achievable, Realistic, and Timely. Therefore, a SMART goal incorporates all of these criteria to help focus your efforts and increase the chances of achieving that goal (corporate finance institute, 2019).

I have always had an idea of where I want to be in the future, but had no real plan on how to achieve it. SMART has allowed me to set achievable targets to reach my goal. I have went from wanting to be financially free and owning a business, to setting out SMART objectives which allow me to know exactly what i want and an exact time frame i want to achieve it in. My SMART goal now consists of launching a child's health care product by December 29th 2019 and turning over £10,000 a month by May 29th 2020. In order to launch this product, I am going to build a prototype by September 29th 2019, I will measure my progress by setting weekly goals to be met by a deadline.

I have learned to motivate myself through Manslow's hierarchy of needs theory, this has allowed me to concentrate on satsfing my basic and physiological needs first. I feel my new personal development skills has allowed me to be able to move up the hierarchy towards a level of self-actualization. Reflecting back on what I have learned so far in this module, I now feel I have the motivation and desire to achieve my SMART objectives.

The Johari Window model is also referred to as a 'disclosure/feedback model of self awareness', and by some people an 'information processing tool'. The Johari Window actually represents

information - feelings, experience, views, attitudes, skills, intentions, motivation, etc - within or about a person - in relation to their group, from four perspectives. (Businessballs.com, 2019)

For my self-awareness i used the Johari window to allow me to understand myself in more depth. Upon learning what is known to myself and known by others, I have learnt that I am ambitious, good with finances, innovative and caring. I agree with these findings. The attributes that are known to myself only are I am highly competitive, over caring, goal setter, procrastinator and anxious. I feel some of these attributes hold me back on completing a task to hand. The blind spot and the unknown are both something that I am not aware of.

My swot analysis consists of my strengths, weaknesses, opportunities and threats. I feel my core strengths are I am innovative, creative, a problem solver, good listener, good father and have a hard work effect. On to my weaknesses, which include public speaking, getting my point across, procrastination and self doubt. My threats are Time, money and flexibility, this is due to having 3 young children and job. Another threat to myself is not knowing enough about the business environment I am entering. Money plays a huge role in a threat to myself because i will be needing an investment to start up such a business. Reflexing on my strengths, weaknesses and threats, I am confident I can turn all these into future opportunities. Not knowing enough about my business sector gives me the drive to learn more and network with businesses in the children's healthcare profession. Networking with these companies will give me an insight on the knowledge i will need to be successful in this business. I feel there are many barriers for new start-up business, which may halt my progress in succeeding. Business support and funding is available in Wales through business <https://businesswales.gov.wales>. Starting a business can be

rewarding and invigorating, but it can also be risky and challenging. The survival rate for start ups is low - it is estimated that up to one third of new businesses fail in their first year. However, the good news is that many new starts do survive and those that seek support have an even better chance of success. (Business Wales, 2019)

A personality test we have used to improving development needs is Myers Briggs. On completing the personality test, my results were ENFJ. Which states, “If your closest personality type is INFJ then you have a strong, private sense of knowledge and vision, often for hidden things that other people would think can't be known. You see imaginative possibilities and insights, especially in relation to people, anticipating a future for them that they can't even see themselves. Although you probably have some strong relationships, your insights may be so unusual that others find them difficult to accept, and you may therefore find it difficult to articulate them.” (Teamtechnology.co.uk, 2019)

In response to this, I totally agree with the outcome of this test. I agree that I have a vision of the future that I can see for myself and other individuals. This allows me to plan and set goals that I feel are achievable, with guidance from my SMART objectives.

I used the Go Mad framework to evaluate my defining goal. The goal I set out to achieve is to open a business and earn a minimum of £10,000 a month within 3years. The reason behind this goal is so I can be financially free, have wealth and more importantly have the security of owning my job. My self belief consists of motivation, confidence and a desire to win. These self

beliefs will make it achievable to succeed in achieving my defining goal. The reasons why I want to achieve this goal are my strengths behind it all.

Honey and Mumford (1992) identified a model that relates to Kolb's thinking style. The research that was conducted by Honey and Mumford states that there are four different types of learners. The activist who prefers experiencing and doing as their best way of learning. The reflector which refers to people who want to observe and reflect. The theorist who wants to understand the background of ideas/theories and like to research different concepts. Lastly, the pragmatist who likes to be hands on, get out there and have a go (Talentlens, 2019). Within the results of this test, I have learnt that I am a theorist. Although, I believe that a little bit of each type of learning style applies to me. I do like to research and understand the background of different ideas, however I am also hands on and like to try new methods, whether they fail or not. I also like to deal with new problems which are the traits of an activist.

Conclusion

Overall, throughout my learning journey so far I have tried and tested many theoretical models and learning styles. I am pleasantly surprised with what I have learnt about myself as an individual and about reaching my future goals. Maslow's theory has taught me that I have satisfied the tier that I am on and I am eager to move up to the next tier; this is my next step.

Also, creating SMART objectives is essential to set up a plan of change/moving forward. It has let me put a guidance in to place for myself to direct my actions to work towards my goals.

Honey and Mumford and Myers Briggs have taught me about what personality type and learning style I have, which has helped me to study and absorb information more adequately as I know now how to help myself. All of these models, theories and tests have helped me progress in knowing myself better and making my thoughts and work more structured. After identifying my personality traits - strengths and weaknesses - I can use these to my advantage by converting the negative ones and empowering the positive ones.

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