



My Professional Development Plan.

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Introduction:

According to CIPD, a professional development plan is built up of many different elements. Such as, developing and evolving with new skills for both personal and professional motives. A development plan is important as it allows a person to create a brighter, more successful career in the future. The development plan I am presenting is based around the multiple skills that I would like to further excel in and improve in the foreseeable future. This will be explained with a SMART plan using theory from multiple resources, a SMART plan allows for an easy, simple layout. Therefore, making the set goals and objectives more understandable.

What do I want/need to learn? (Specific & Relevant)	What will I do to achieve this? (Specific)	What resources or support will I need? (Achievable)	What will my success criteria be? (Measurable)	Target dates for review and completion (Timebound)
Though I have had previous experience of being a team leader, I wish to further understand the different leadership styles I could shape myself into.	Researching theories relating to Leadership and watching videos or listening to podcasts would be a useful way to adapt to this role. Improving this skill from the present day onwards is a necessity. This would allow for	According to Horn, (2019, p.118) there are multiple elements involved when being a team leader. As a leader, joining in with the team and its efforts is important. Others need to be able to trust you and rely on you. Keeping a close eye on team	Before commencing the process of planning to become a better leader, watching a video such as "How to be a leader" could be a good idea. After a couple of months, watching the video again and asking if the elements stated, such as, listening,	Improving this skill before the end of my n team project.

	myself to perform better as a leader.	member's and providing input is the key to success for future.	being open to feedback and providing a sense of trust, have developed, would show whether there are any new differences or changes. Using tools such as online tests for leadership skills could give me a better insight. For example, on the site "Mindtools.com" I completed a test on leadership styles and the overall score showed me that I was on the right path in terms of positive attitude, confidence and being a role model. However, points such as effectiveness and providing support through emotional intelligence scored a lot lower.	
Although I believe that I am a confidant person,	In order to achieve this particular type of skill, looking for	In Cottrell's book called "Skills for success" (2015,	If this goal was set for in four months, when the academic year	By the end of my University degree, reach for my future career.

developing my self-awareness and self-management skills would be a priority.	different sources with the correct type of information is important. This could be done by finding sites, blogs or books promoting well-being and self-management.	p.250), Self-awareness and self-management are two of the many employability capabilities put forward. In this case, Palgrave notes that by judging your own strengths and weaknesses, you can have better clarity towards your professional choices. In order to present yourself as a better person, building confidence and attitudes to manage work and stress is key.	ends, I would be able to ask myself what state of mind I have finished my first year of university in. As well as, what kind of person I see myself as in a professional and academic environment at that time. To further evaluate myself on these criteria, I could use well-being tools and images on sites and blogs. For example, "The Good Life + Work Project" or the app "The Fabstory". I took a self-awareness test on the site "inlpcenter.org" and scored 75-90% resulting in me being a big picture forming person.	
In relation to being in the leadership role, improving my emotional	Before learning how to improve my emotional intelligence skills I first need to understand what it	Emotional intelligence is defined by Horn (2009, p.438), as being aware of your own emotions whilst	With the support of tools that are provided to test your level of emotional intelligence, you can assess your current	End of the academic year 2019/2020.

intelligence skills is key.	is. To do so I can use books and articles with theories.	also considering those of others. EI is an important skill to have in work, academic or social environments. According to David and Congleton and their article on Harvard Business Review about Emotional Agility (2013) people in managerial roles suffer from anxiety over priorities and fear of failure. Accepting thoughts and practicing mindfulness promotes beneficial biological change in the brain.	situation and plan for the future. Personally, if by the end of this academic year I have more control over my emotions and manage to perceive those of others with further understanding, I have succeeded. According to a test by “The Global Leadership Foundation” my four emotional intelligent descriptors are rather high in terms of relationship management but lower in self-awareness.	
After self-evaluating myself with Cottrell’s book Skills For Success, (2015, p,133) I have realised that I may need to improve on some	Cottrell notes that people skills are all about working with different people whilst also concentrating on your personal skills. People skills can be further developed by	In order to do this, I would need a team of new people and a project to work on in order to test and practice.	If I could successfully lead a team throughout a project and receive positive feedback at the end in regard to my behaviour, listening and attitude then I will have improved on	End of March, after the next Project as a team.

of my people skills .	developing rapport, listening better and creating trust.		how to understand and know my team.	
By using Buckingham's book, Now Discover Your Strengths (2001) I can identify some of my weaknesses by using the strengths finder.	I would like to practice putting my disciplinary skills to the test. To do so, according to Buckingham, not only do I need to be more disciplined with myself I also need to provide more structure and to remind myself that not everyone gets things done with such urge or in the same way.	I will need to follow a specific set of rules that I make myself, I will need time and patience. In the long term, watching videos such as Jonathan Bricker's Ted Talk called The Secret To Self-Control, could be my way of teaching myself how to progress.	To do so I would need to experience being in control on multiple projects over time. I could track and evaluate myself with personal notes that I can go back to. I could also ask my lecturers and fellow team members to evaluate me on how I have handled different situations in a professional manner.	End of March, when all our team projects and presentations are over

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Link to my reflective video:

<https://spark.adobe.com/video/jpRXLhBCbzygg>

References and source list for my reflective video

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