

PROFESSIONAL CAREER DEVELOPMENT

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Introduction

Professional development is a reflective and continuous process that is concerned with the person's personal needs. It presupposes a lifelong learning, in diverse contexts, in which the person assumes a fundamental role, and his potential is valued. Many authors argue that the concept of professional development is not equivalent to that of training, since it presupposes the application of theory to practice and normally occurs in a structured way (Ball, 2009). However, training can contribute to the professional development of people, as long as it represents an opportunity for their individual learning needs. In effect, a person is an important agent for his own development, being able to get involved in processes of reflection and collaborative work, for example, with educational researchers.

Professional Development Concept

The appearance of the professional development concept results from the recognition of the need for for lifelong training. The word development presupposes an evolution and continuity that leads the person to deepen his knowledge throughout his professional career. Indeed, people during their life participate in a process of personal, social and professional growth, acquired based on knowledge about science, context, curriculum and didactics,

conditioned by factors of cognitive, affective and social nature. For Borko, (2004)

Professional development means allowing people to develop their own objectives in words and in actions. Professional development has to listen and promote the people' voice; establish opportunities for people to confront their conceptions and beliefs underlying practices; avoid the fad in the implementation of new strategies; and creating a community of people who discuss and develop their goals together, all the time. According to the Davies, (2007), for a person to develop professionally, there are four elements to take into account: the goals of the person; the person as a person; the real context in which each person works; the culture, namely the relationship that the person establishes with his colleagues, inside and outside the business. Other researchers have made their contribution to the understanding of this concept. For Fraser, et al, (2007) professional development is thus a perspective in which the need for growth and diverse acquisitions is recognised, a process in which the role of the fundamental subject is attributed to the person. In the same vein, Gewirtz, et al., (2009) show that professional development reflects an increase in knowledge, skills or attitudes of people. For Rob, (2009) it is a process of professional growth in which the person gradually gains confidence, gains new perspectives, increases his knowledge, discovers new methods and acquires new roles. Helen, (2014) defines it as the evolution and improvement of the people' practice that encompasses not only the person himself, but also the entire community. According to this Rob, (2009), the professional development of people can be seen as a crossroads, like the glue that allows uniting educational and pedagogical practices. In this regard, Fraser, et al, (2007) reinforce the idea that professional development enables the interaction between knowledge and learning, presenting five principles that help the person to develop professionally: making connections between new ideas and existing ones; create opportunities for discussion and reflection that allow the person to change the ideas he holds and create new ones; create familiar environments for the person, in order to facilitate his

learning; changing the person's thinking, helping him to resolve the discrepancy between new ideas and existing ones; assist people in developing strategies that promote the learning of all their people.

Guskey, (2002) also considers professional development as a complex process in which the person, not forgetting the business context, has the opportunity to improve his practices, individually or in collaboration with colleagues, managers and trainers. In this context, it is important to consider that professional development presupposes a holistic perspective of the person- the manager in the business context. Thus, the development of the person supports his learning throughout his career, requiring the creation of contexts and the provision of resources for a personal investment. In a society that is constantly changing, it is important that people see themselves as learners capable of adapting to the constant changes that occur in their businesses.

Career Plan: Concept

In order to determine your career plan in the best possible way, it is necessary to take into account three aspects: The current situation of your career, where you want to go and what it would take to do it. It is important to use cautious devices when planning. The objectives must be concise and correspond to reality, defined according to your personal experience and abilities. Keep up to date with the vacancies that are related to your objective, for example, attend lectures and debates, participate in courses ... Invest in your professional training (Gewirtz, et al., 2009) . That way, you are already getting ready and increasing the chances of success

Select a network of professional contacts and make a point of getting involved in networking events to help broaden your horizons, expose yourself to the market and present your main skills and experiences.

Review your career plan annually. In this way, it will be possible to keep the project updated according to your wishes for that moment and, still, keep your strategy realistic and closer to achieving success.

Take professional examples of success as inspiration, and study the report of each one of them, regarding their careers and path to success. Stimulate yourself with the progress of exemplary professionals, and take as a basis to pursue your own goals (Davies, 2007).

Believe that you are capable too, and that you will certainly succeed. From there, choose the alternative in which the result of your career plan fits - remembering to leave a space beside for general observations, with learning and lessons you gained from the experience. These notes can assist you with the elaboration of updated plans, if necessary.

Career Plan Benefits

The development of a good career plan can bring benefits to both the company and those who work there. With the plan, the professional will be able to have a better idea of the time it will take to reach his goals, having the chance to develop more and more. The company, in turn, will profit by investing in the skills of an employee who already works there - much more than it would profit by hiring a different person (Davies, 2007). With the career plan, the professional will be able to know what the stages will be that he must pass in the hierarchy of the company, as well as the time that will be in each one of them. You will also be aware of the projects and skills you need to develop, saving energy with unviable ideas. The professional who wants to grow in the company - and in his work environment in general - through a career plan, must inform the company of his intentions, having to present them to the responsible sector (usually HR), who will probably guide and will closely monitor the performance of this employee. For the company, planning will reduce employee turnover and concentration, reduce risks, once actions are carefully studied, increase the quality of services

provided, create a healthy competitive environment among employees, and bring financial profits.

My Career Journey

My personal association with my family members been a considerable aspect in where I am, but there are a some friends and colleagues that have supported those judgments too. In my life there are some essential individuals, comprising old friends , earlier lecturers at my former college Hackney community college where I studied my level two in health and social care and colleagues, and friends inside the new company I work and outside of it, that have been a direct effect on my profession and life styles. According to a great deal on their network and status, these people have given me with assistance, abilities, and chances to improve that have opened the door to the level I may not have been ready for otherwise. These role models have also been effective in supporting me identify the areas I should work on. In general these individuals were also a good support when I required them most and when my predictions were very high or I was overoptimistic in a field that I apparently required further experience in. I would surely explain that my father is one of the most powerful associations in my life that has given me with both the assistance I require, the confidence I am usually lacking, and the motivation to continue to understand, manage and improve as an individual and a professional. Without him and those supporting individuals in my life, I usually wonder where I would be.

Normally I believe not just regarding the individuals in my life that have supported me get my passion to work in health care, but also the situations that have supported for it. In general chances come up in other areas and at particular businesses that can realise like the suitable time to move on, or not. I observed myself continuously focusing at work postings, only to review what sort of abilities or experiences a role like it would need. Reading by the details

and needs has actually supported my own professional growth aims, in considerable if there are fields of the work that I understand I lack a lot of experience in. Though, I believe that business and my real wish to constantly be learning has also supported me better combined me with these types of levels. My wish to usually to be learning regarding the unknown and wish to be high getting in everything which also prompted me to get a diploma in adult care level 3 and a job offer in the Nhs . I am aware that later down the line I will keep looking for chances to develop, understand and identify particular areas of skills that are related to my future aims and professional aims.

When I consider regarding my professional satisfaction earlier and currently, a lot of it is referred to how I support others. I tried when I realise as by judgments are being established that are not performed so with success and the ever modifying requirements of others at heart. I focused even further when it understands like one individual's plan and personal wishes trump those of other people. This links back directly to my emotions regarding the value of institutional and environmental fit. Moreover, chances for development and growth to make sure people are at the centre of their exercises are also mainly logical to my consideration of satisfaction. As someone usually wishing to understand further and looking to recognise new views, measures, and chances that we can better assist other people, I have been further pleased of my progress and also been in my lecturer class Molly has given me the zeal to become even more better in everything I do and also the chances to read books, review articles, which helps my personal growth in a manner that is natural and real to who I am. When I understand as my development is restricted, I usually focus to feel linked to my role as people are continually modifying, as are their requirements, and it is necessary to me to understand that I have access to the most up-to-date devices to research and get answers and also mentors and lectures who are available to help me. In the context of career growth and

advising, usually it is as small as editing a CV, discussing to a person regarding his life aims or plan, or even inquiring him to define his strengths that bring me the most joy. I love the chance to support a person get a system that will present him with professional accomplishment, motivate him to be engaged and obtain while he is with me, if he or she wishes to constructively become better in his or field.

As I earlier mentioned, I had a time of pause and reflection, as I do not consider that I have ever shown to myself or others how directly linked my own gratification is to other people's professional accomplishment. The further that I think regarding it, the more that I am beginning to observe my present work in healthcare and my intention in professional growth of people that support my personal future professional goals and aims. After attending different trainings and lectures, something that connects with me is the concept that one of the important aspects of people retention is career clarity, as people who leave their jobs most normally do so as they lack clear professional approach and/or meaningful business future plan. In this context, moving ahead I believe one of my personal motivations is to continue to get approaches to show the value of including professional growth as an element of my personality. In the coming years, I would please to reveal how these views can better link on me achieving my goal of becoming a mental health nurse, and get chances to be further develop myself and grow. This reflective report has improved my general thinking and made me more determined to pursue my goals and achieve everything I wish to achieve and also my views about how to achieve my goals are real to me and shows who I am, and when considering regarding how that view has influenced my professional growth, it has focused which chances I chose to take and which ones I turned down. People focused concepts have surely supported my career path to where I am currently, and I understand that will be the case for future as well. Whether it is my personal family or role models, me achieving my professional goals are very much a product of their impact and support, and usually their

honest reality checks. Without the system I have the individuals who have supported me get to this position in this area, I would be missing out on a lot of experience, abilities and knowledge. This reflective report has supported me with the value I place on giving people advices on how to achieve their goals and also grow and counselling chances to other people, as I really consider that those discussions goes a long way to help those people .The further that we can support people clear on their professional aims, support them recognise a plan and goals, and assist them in the growth of their professional journey, the better ready people will be for life after success. All of the abilities, tools, policies, experience, and chances that we present are not just to assist other people, but may be further importantly, to support them be effective after. Studying this course has, in fact, motivated me to focus further regarding how my present role and future roles can bridge the gaps between people persistence and working towards achieving their goals. I look ahead to where my professional journey continues to bring me and the impact my continuous studies will have on it!

How to improve my Personal and Professional Development

With each passing day we are no longer the same and we are constantly evolving. It is part of personal and professional development to experiment, grow and improve skills to improve our knowledge, seeking a better quality of life. The oldest of me, if time is the measure, is in my past and not in the present. This reflection brings us closer to the awareness of beginning to reflect on where I am today, where I want to go and what must be done to achieve the expected goals. Personal and professional development is an area of knowledge that focuses on how to improve the quality of life and, increasingly, develop the personal and professional skills of each person. Separately, we know that professional development is related to increasing knowledge and career improvement, as well as obtaining skills and abilities that will help you become a more qualified professional. Personal development, on the other

hand, refers to growth as a whole, and includes the search for continuous improvement in aspects: physical, emotional, psychological, spiritual, behavioural, family and interpersonal.

All of our decisions that have been made throughout life have brought us to this very moment. Everything you have today, in a way, you wanted or dreamed. But what to do when the current state is not the one we are looking for? At some level, we are responsible for where we are. Mainly because we want the current situation which is the comfort zone or because we did nothing to change it. When we do things the same way, we get the same answers and we enter a permanent cycle of actions that do not generate results. Therefore, we have, at this very moment, the chance to redirect our boat. Many small actions done with awareness a definite purpose and determination can be the key to changing our course. However the change generates discomfort and sometimes extra effort is needed to change some habit but it is worth remembering that any transformation however small, can lead to a big change. Based on that, now I will show you some transformations that can be applied in daily life to accelerate my personal and professional development.

Have a routine

It is more than clear that many high-performing people have a very well-defined routine on a daily basis. They usually start the day before 6 am and start working effectively only 2 or 3 hours after waking up. This includes a daily practice of physical exercises such as stretching, sit-ups, push-ups, among others. Starting the day like this, I improve circulation, oxygenation of the brain and still have time to better plan the day's activities. If I want to have the energy and time to get everything done, I start early!

Write goals

I already mentioned in the article on personal strategic planning how important it is to write my goals. It is proven that those who put their goals on paper with defined deadlines and together with that, develop an action plan are much more likely to achieve my goals. I am the owner of my destiny and my life only tends to change when I align my dreams with actions that will make me come true. If I want to achieve a successful career, write down my dreams, goals and targets and read me day by day. This will make me think about my achievement and also reinforce the bond. Leave it on display in my room, on my mobile screen and wherever else I have easy access.

Invest in Myself

Many people invest only in clothes, consumer goods and leisure. This is also important, but above all investing in me, as training or improving skills becomes more as a life project. The word investment brings me of thinking only about money, but in addition I refer specifically to time. What do i spend my time with? To improve myself, I need to better manage the time of weekly activities and improving my skills. This includes: Developing my strengths; Learn or train a language; Take courses and training; Attend motivational lectures; Read books. The first step is to enrich my routine with these activities. Focusing on increasing the time spent on them is much better than setting aside just one period to do them. Certainly, this small change will generate great results and understanding where I stand out will improve my professional life.

Strengthen my Network of Contacts

Those who walk alone may even arrive faster, but those who are accompanied, certainly go further. Since we are not alone in the world, it is very likely that there are other people with aspirations, dreams and goals similar to mine. It is worth knowing and relating to me to accelerate my personal and professional development. My tip here is to recruit a friend

who has goals similar to mine and who can assist me in meeting the goals. Every day when activities are over, set aside final minutes to send a report with all activities performed. In the report, describe in detail everything that is important for the day. In this way, one can assist in the discipline of the other for the greater purpose.

Learn from Mistakes and Feedback

At some point, we will face failure in our personal or professional lives. It is not always easy and much less pleasant, but it is always possible to learn something good from something that did not work. We can still consider feedback as a powerful tool for personal and professional growth. I remember some of our classes we did with the TEAMS app we downloaded when we could no longer attend face to face classes in person. I get to see how some of my classmates ask question and get feedback from you and even though I am not the one who has asked the question I still get to learn from the feedback you would give.

Mind-set

Everything I have been discussing about the awareness of where I am and where we want to go is totally related to the mind-set. Our results often depend almost exclusively on the way we think. Research indicates that there are two types of mind-sets, fixed and growth, and that they are determinants in anyone's life. Create and maintain the habit of having a growing mind-set to enhance my results and leverage my personal and professional development. I don't wait for someone to tell me that I am capable of taking action. I develop my self-motivation at work, believe in me, keep my focus on my goals and always remember my professional goals.

Predisposition to the unknown, this is the name given to the mentality of trying new things. This tool is essential for me to evolve, increase my knowledge and boost my life. It is impossible to learn something if we are not willing to explore new possibilities and paths. When I set up my mind to be ready for the unknown, I can better observe some patterns and make better use of opportunities. So, don't be afraid of success! Go out and discover something new every day.

Conclusion

The best way to achieve success at work is with planning, and the career plan is there for that. A business career plan aims to unite the goals of the employee and the organization, enhancing the growth of both. The career plan is a structured program that organizes and assists the path that each employee must take within a company, making it possible for the individual to achieve his long-term goal - determining the requirements and the knowledge necessary for each hierarchical position, as well as the company's expectation regarding that position. The correct execution of a career plan requires determination, discipline and patience (even more because the evolution is gradual). In this way, the employee will be able to reach larger and more stable positions within the corporation. With a career plan, it is possible to schedule the time necessary to reach the goals and objectives, allowing the professional to assess their competences and skills, offering possible projects for development in the company.

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