



Report

Career development

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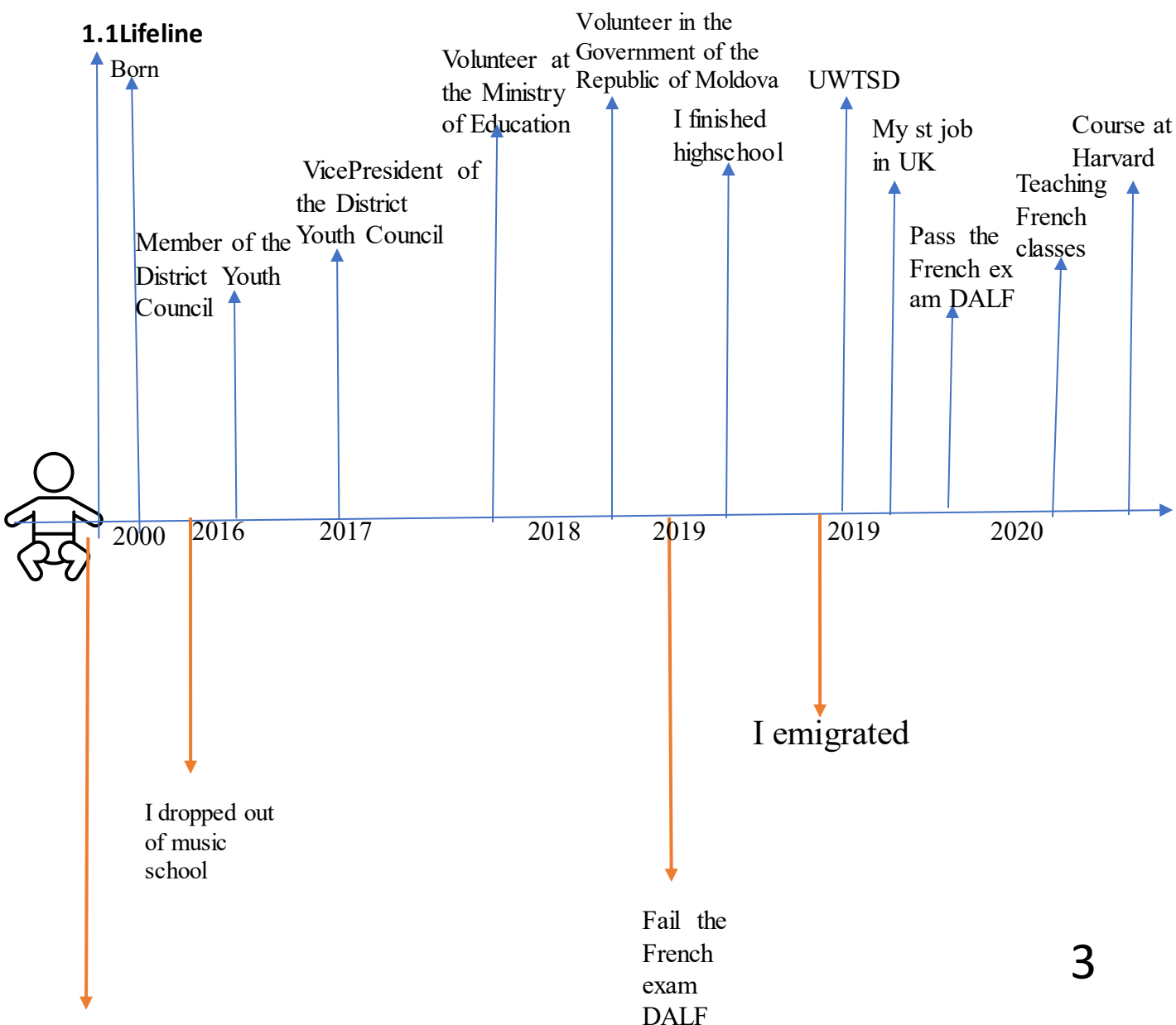
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1.Introduction

In this report I will reflect on my role play also about my career development planning. Analyzing my skills and knowledge which contribute to my future.

If you had asked me 5 years ago where you see yourself in 2020, I would have told you that at the state university in my home country I was studying law. But everything changed in 2016. Career is the dynamic framework in which a person perceives his life as a whole and interprets the meaning of different personal qualities, actions and things that happened to him (Manolescu et al., 2004). Using the lifeline exercise I made a retrospective about my journey and analyzing what factors have influenced my life. Thus creating a career.

1.1 Lifeline



Career - represents an evolutionary succession of the activity and professional position that a person achieves, as well as the attitudes, knowledge and associated skills that they develop over time (Jansen, 2007). Thus, I refer to activities and positions at professional level that a person has during the active life period, including pre-vocational (pupil or student, functions that prepare those in active life) and post-vocational (retired with the role of collaborator, etc.)

In the analysis of my career, as a concept, there is an obvious distinction between two dimensions: one determined by internal factors - individuals (abilities, needs, interests, values, objectives, skills) and other external factors (level of education, family, society, organizational policies and strategies), dimensions whose role is representative in career development.

2. Long-Term Vision

To pinpoint the long-term vision of the career it is first necessary to Although historical reality has shown us that life is constantly changing, on all levels, that economic crises can occur at any time and that anyone can go through a professional crisis. The secret is to know how to go through these difficult moments having established a career plan in time, with variants of "professional backup", maybe even professional retraining.

SWOT analysis is a tool for strategy formulation and selection. This is a powerful tool, but it involves a great subjective element. It is best when used as a guide and not as a prescription.



3.Reflection on my Rol Play

I am a calm and sometimes introverted person, and when it comes to interview I get a little agitated at first which I think is natural, but I always take courage, I know what I want and I leave the comfort zone. Once the conversation starts it becomes comfortable and I like to talk about my experience with sincerity, always using critical thinking, I did the same in the role play, where I applied for the position of assistant. Although it was a unique experience, and the contact to face was replaced with Teams I felt empathy in the game with Andreea, active listening and empathy. I also became aware of my limits and strengths. A slight difference made the interpersonal communication in the way I looked at things, after this exercise made me reflect on my personality and be more open and extroverted, which is crucial in the position of assistant.

In learning from this experience that the labor market has matured enormously in recent years, and with it came fear, in many forms. And I created an interview algorithm:

Introduction. At the beginning, you will meet the interviewer, you will be invited to take a seat and, as a rule, there will be a kind exchange.

Preliminary questions. The interviewer will ask you, in most cases, to start by introducing yourself and making a short history of your career.

The core of the interview. Then follow the central questions of the interview, in which the employer tries to find out as much as possible about your competence and knowledge and how well you would cope with the requirements of the job.

The interviewer may ask you to analyze certain cases, may describe a situation to you and may ask you to say how you would act or what decisions you would make in that case and may ask you to argue each statement. Thus, the employer will more easily identify those candidates with a logical line of thinking, who are able to support their point of view with solid arguments and will see how you judge a particular situation. For exemple my Orange experience where I talked about how I solved the deadline problem.

4. Personal Development Plan

The career plan is a strategy through which you establish the interests and objectives of your career, in order to then put into practice the actions that will help you to fulfill them. Such a plan is an important step in setting professional priorities and is a key factor in determining the career path that someone intends to have. Precisely for this reason, career planning is a continuous action, which can change over time, as our priorities and aspirations may change periodically. The career plan includes the personal interests, the objectives to be achieved and the prioritization of the actions that will be taken to reach the desired point in the career, taking into account the experience and skills acquired so far.

Has a major impact on the professional career of any employee, consequently, the person in question is responsible for drawing up their own professional plan, depending on their own abilities, aspirations, objectives. No one knows us better than we know ourselves, so we are best able to determine what we want to achieve professionally and, of course, the steps needed to achieve any professional goal.

At the moment I can't create too many plans for the workplace, now I'm just learning and teaching more hours for children. But I have many goals.

According to DeBellis(2019) "*Personal development also forms an element in management tools such as personal development planning, assessing one's level of ability using a competency grid, or getting feedback from a 360 questionnaire filled in by colleagues at different levels in the organization*"



4.1 SWOT Analysis

SWOT analysis was conceived as a collecting managerial tool and organizes information by enabling managers to act, defend and promote the goals of the organization with better success and constitute the most important managerial technique for understanding the strategic position of a Organizations

[The Mind Tools Content Team](#) (2018) says : *"Find out what's working well, and what's not so good. Ask yourself where you want to go, how you might get there – and what might get in your way. These are big issues, and you'll need a powerful but simple technique to help you: SWOT Analysis"*

A personal SWOT analysis is a document that will never be completed. I should periodically resume this analysis, on a formal or planned basis, and constantly learn new things. Also, this analysis does not achieve its purpose if I do not establish a plan to help me evolve and work with myself.

Before performing the SWOT analysis (strengths, weaknesses, opportunities and threats), I should decide what I want to achieve through it and whether I consider it to be the best tool for me.

What did I learn from this analysis and what advice do I have for the future

Keep your SWOT analysis short and simple, but don't forget to include the relevant details. For example, if you consider your staff to be a strong point, include specific details, such as the staff and specific skills they have, and why you consider them a strong point and how they can help you. helps you achieve your business goals.

When you finish the SWOT analysis, prioritize the results by listing them in the order of the most significant factors that affect

Take multiple perspectives on yourself for SWOT analysis.

Apply SWOT analysis to a specific problem, such as a goal you would like to achieve or a water problem you want to solve, rather than your business. You can perform separate SWOT analyzes focused on individual problems and then combine them.

Look at where you are now and think about where it might be in the future, as well as where you would like it to be.

S

- Empathy
- Professional training and Sociability
- Transferable skills (communication, teamwork) · Seriousness
- Joviality · Wide range of availabilities and skills
- Opening to the new · Love for children and the profession of teacher
- Patience and calm · Self-knowledge

W

- Cold relationships with some colleagues
- Trust in people
- The lightness and superficiality which I deal with some threats
- Lack of financial motivation

O

- News in the field
- Different forms of improvement
- Partnership relations with the local authorities and community
- Trainings

T

- Permanent social transformations
- Activity restrictions
- Salary level
- Routine
- Declining economy
- Political instability

This analysis helped me to improve specific skills or obtain new expertise as new strengths;

- minimizing or eliminating weaknesses;
- exploiting an opportunity;
- protection of one's career against the identified risks

5.Word of Employment

The 21st century is marked by an unprecedented acceleration in the evolution of the world of work, both economically and technological, digital, social or societal. These permanent evolutions are obvious, which will continue to go through a complete metamorphosis in the coming years. I have always been passionate about writing projects, leading teams and coaching people. I want to be an entrepreneur and since university I am working on a business plan. And my goal is to bring a culture of health into UK business.

In the academic field, I aim to complete level 4 and continue in 5, thus obtaining knowledge about the business world, how to make good decisions, be able to manage risks and be a good leader.

From a professional point of view, I want to run my own company, I think it's the dream of every business student. I want to list the people who work with me and give them the perspective of the future.

But all this should not exclude personal life, I want to travel a lot and be happy. To have a family and to accumulate beautiful memories for old age

6.Conclusion

The process of continuous professional development must become a way of life for each of us and, from my point of view, it is the duty of the employer, at least to initiate, advise and guide the employee in this process. This is also a proof of the respect and care that the employer has for his people.

The benefits of investing in the development of employees' personal and professional skills and abilities are invaluable, both in the short term and in the medium and long term. As an employer, you are probably wondering (as others have asked) if you are not wasting money and time on training, not being sure that employees will stay in the company long enough to use the knowledge and skills they have acquired.

I answer this dilemma with the rhetorical question: what can happen if you do not invest and yet they will remain your employees?

7.References

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DeBellis P.(2019) [*"Surveying Employee Preferences for Rewards: A Primer"*](#) (PDF). Deloitte Consulting LLP. Retrieved 7 December 2019.

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8.Appendix

Development plan

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COVERING THE PERIOD FROM:	1	TO:	3 years

This record sheet is for your guidance only - you may present your development plan in any other format.

Planned outcome

Where do I want to be by the end of this period? What do I want to be doing? (This may be evolutionary or "more of the same".)

What do I want/need to learn?	What will I do to achieve this?	What resources or support will I need?	What will my success criteria be?	Target dates for review and completion
1. Degree To begin my 5 level.	1. Learn about the 5-level application process. 2. Find a suitable university and supervisor. 3. Look at funding routes 4. Create and submit my application. 5. Work on my academic CV by publishing a paper in my chosen field and attending conference 6. Networking with academics (online and at conferences).	- Internet sources - Consulting firms - UCAS	Until I receive the letter of admission	August 2020

What do I want/need to learn?	What will I do to achieve this?	What resources or support will I need?	What will my success criteria be?	Target dates for review and completion
2.To improve my English	- Reading - Research - Watching relative video with natives' speakers	- Courses - TED X - Movies - YouTube English Channels - Duolingo	Until I have a very good speaking and understanding of English	3/6 months
3. Obtain a certificate of knowledge of the Russian language B2	To revise the grammar of the Russian language and improve my speech.	Talk to a native and read the grammar rules	Until I get the certificate of knowledge of the Russian language	2/3 months
4. To finish my Harvard course Improving Your Business Through a Culture of Health	To finish the course and complete the assessments	To plan my time, to succeed at university, but also at the course	Until I get the certificate	2 Months
5.Time Management	To develop myself and find more efficient way to manage my time	Reading more books	Until I can manage well my time	5 months