

WEEK 2

**PROFESSIONAL CAREER DEVELOPMENT
(BMSW4012)**



WHAT DID YOU LEARN
LAST WEEK?

WEEK 1 RECAP

- Were introduced to the Professional Career Development module
- Looked at what career development is and why it's important for your future
- Discussed reflective practice and how it helps you learn and improve
- Reviewed the early stages of Gibbs' Reflective Cycle (description and feelings)
- Reflected on your own career journey, including key experiences and challenges
- Started thinking about how reflection will help with Assignment Part 1

LEARNING OUTCOMES

By the end of this session, you will be able to:

- ❖ Understand what a mindset is and the difference between fixed and growth mindsets
- ❖ Reflect on your own mindset and how it affects learning and challenges
- ❖ Understand resilience and its importance for development
- ❖ Identify your learning style using the Honey and Mumford model
- ❖ Use the Johari Window to develop self-awareness and understand feedback
- ❖ Explore a personal SWOT analysis to identify strengths, weaknesses, opportunities, and threats



**GROWTH
MINDSET**



TYPES OF MINDSET

- A mindset is the way you think about yourself, your abilities, and your potential.
- It shapes how you approach learning, challenges, and new situations.
- Your mindset influences how you react to failure, feedback, and success.
- It can affect your confidence, motivation, and willingness to improve.

There are different types of mindsets, and understanding them can help you recognise how you think and how you can develop a more positive approach to learning.

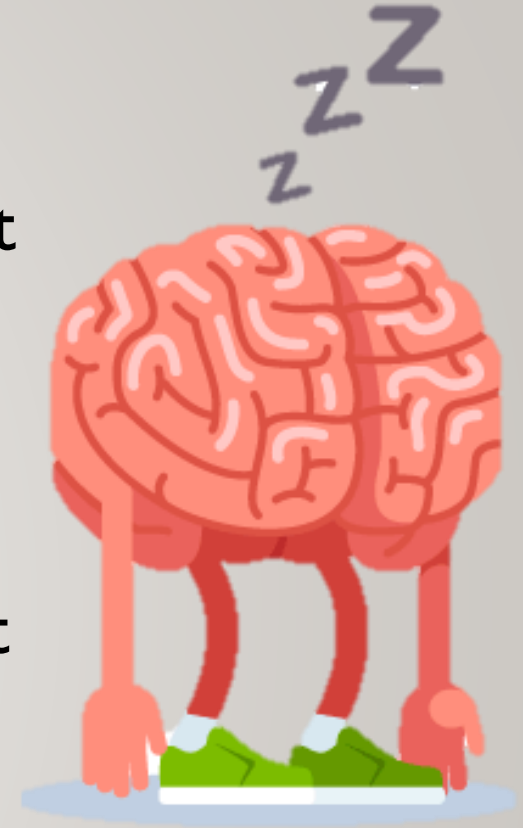
(Dweck, 2006).

FIXED MINDSET VS GROWTH MINDSET

WHAT IS THE DIFFERENCE?

FIXED MINSET

- You believe your abilities and intelligence are set and cannot change much
- You may avoid challenges to prevent failure
- You can feel discouraged or give up when things are difficult
- You may take feedback personally or see it as criticism
- You might compare yourself to others and worry about looking “not good enough”
- Effort can feel pointless because you believe your ability is limited



(Dweck, 2012)

GROWTH MINSET

- You believe your abilities can develop through effort, practice, and learning
- You are more willing to take on challenges and try new things
- You see mistakes as opportunities to learn and improve You are more open to feedback and use it to get better
- You focus on your own progress rather than comparing yourself to others
- You understand that effort is an important part of success



(Dweck, 2012)

Can we think of an example of a Fixed Mindset?

Joe receives a low grade on her assignment.

- He thinks, *“I’m just not good at this subject.”*
- He feels discouraged and avoids asking for help
- He puts in less effort next time because she believes she won’t improve



What would someone with a growth mindset do in this situation?

After receiving the same low grade, Joe thinks differently:

- He thinks, *“I didn’t do well this time, but I can improve.”*
- He asks her lecturer for feedback
- He spends more time practising and improving his skills



In his next assignment, his grade improves

HOW CAN WE DEVELOP A GROWTH MINDSET?

- Take on challenges and see them as chances to learn
- Treat mistakes as opportunities to improve
- Focus on progress, not just quick results
- Use positive self-talk (e.g. “I can improve with practice”)
- Ask for feedback and use it to get better
- Challenge yourself, even when you don’t have to Reflect on what went well and what didn’t
- Learn from others who have a positive, growth mindset



(Yeager and Walton, 2011)

DEVELOPING RESILIENCE

Resilience is:

“Resilience is the ability to cope with challenges and bounce back from difficult situations. It means staying strong and adapting when things don’t go as planned”

Why is Resilience important?



WHY IS RESILIENCE IMPORTANT?

People who are resilient are better able to:

- Prepare for and deal with challenges
- Stay calm and manage difficult situations
- Recover and move forward after setbacks
- Turn problems into opportunities
- Take responsibility and find solutions
- Learn, grow, and improve from experiences

(Hartley, 2011)

COMMON MYTHS ABOUT RESILIENCE

Resilience is a trait - you are either born resilient or you are not.

Myth

Resilience is a skill that can be learned and developed over time.

Truth

Resilient people are immune to stress and negativity.

Myth

Everyone experiences stress and negativity from time to time. However, resilient people choose to respond to challenges positively, to find meaning and purpose in their lives.

True

COMMON MYTHS ABOUT RESILIENCE

Resilient people are tough and independent; they don't need help from others.

Myth

Resilient people are resourceful - family and friends are among their most important resources.

Truth

Adversity makes people stronger.

Myth

It is not adversity that makes people stronger - it is the process of struggling, learning and persevering that makes people strong.

Truth

HONEY & MUMFORD LEARNING STYLES

- Honey and Mumford developed a model that explains how people prefer to learn in different ways.
- It suggests that learning is more effective when you understand your own preferences.
- The model is based on the idea that learning comes from experience and reflection.
- It helps you recognise your strengths and areas for improvement when studying.
- By understanding how you learn best, you can adapt your study habits and become a more effective learner (Honey and Mumford 1982).

There are four main learning styles in this model, each describing a different way people prefer to learn.

ACTIVISTS

Activists learn best by doing, experiencing, and getting involved in new activities.

- Enjoy trying new things and learning by doing
- Like to be active and involved in tasks
- Open-minded and excited about new experiences
- Prefer to jump in first and think later
- Enjoy working with others and group activities
- Get bored quickly and like to move on to the next thing
- Prefer action over long planning or detailed thinking

REFLECTORS

Reflectors learn best by watching, thinking, and reviewing experiences.



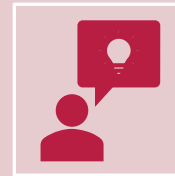
Prefer to observe and think before acting



Like to take time to review and understand situations



Listen to others and consider different views



Careful and thoughtful in their approach
Prefer not to rush into decisions

THEORISTS

Theorists learn best by understanding concepts and logical explanations.

Like	Like to understand ideas, models, and theories
Prefer	Prefer information that is logical and well-structured
Enjoy	Enjoy analysing and thinking things through step by step
Ask	Ask questions like “Why does this happen?”
Prefer	Prefer clear explanations over opinions

PRAGMATISTS

Pragmatists learn best by applying knowledge and trying things out in practice.



Like to apply ideas in real-life situations



Focus on what works in practice



Enjoy solving problems and testing solutions



Prefer practical tasks over theory



Want to see how learning is useful

HONEY & MUMFORD PERSONALITY TEST

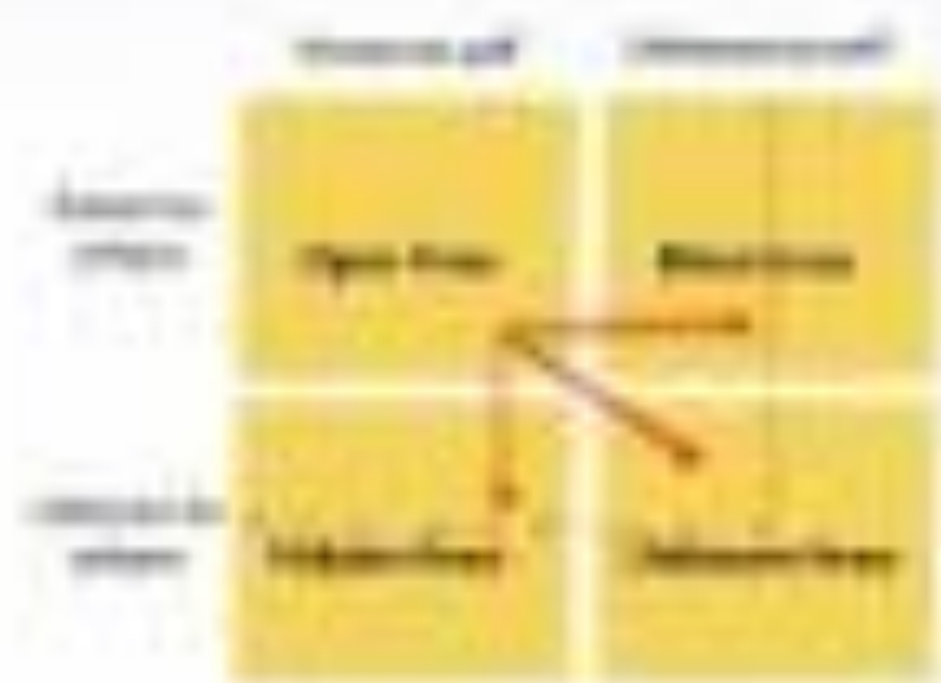
Do you think you're a

- Activist?
- Reflector?
- Theorist?
- Pragmatist?

**LET'S FIND
OUT!**



Johns moved good
things the other way.



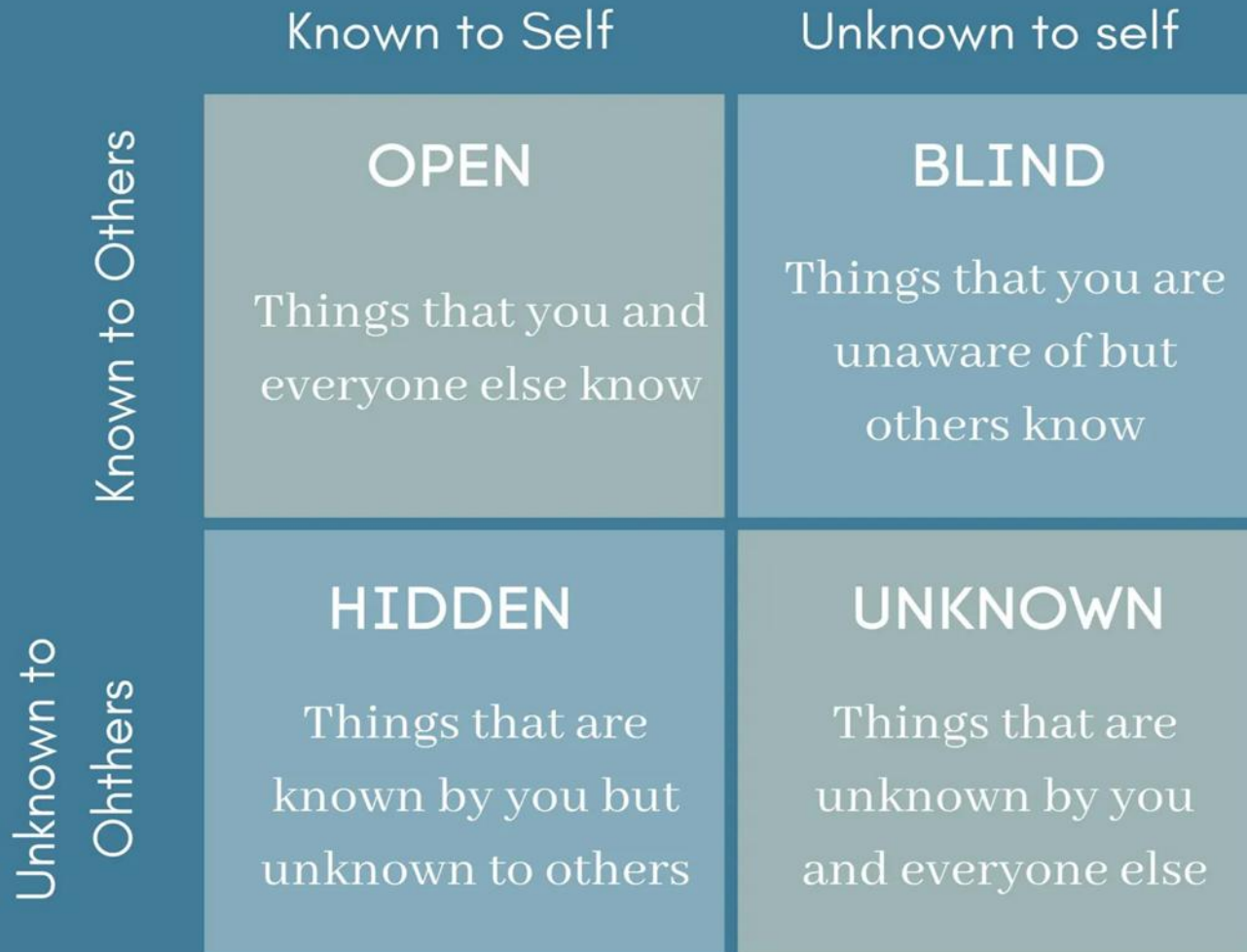
JOHARI WINDOW

- The Johari Window is a tool that helps you understand yourself better.
- It shows how you see yourself and how others see you.
- It is used to improve self-awareness, communication, and relationships.
- It helps you learn more about your strengths and areas to improve.

The Johari Window is split into four areas that show what is known and unknown about you—let's look at these!

(Lutt and Harrington, 1995)

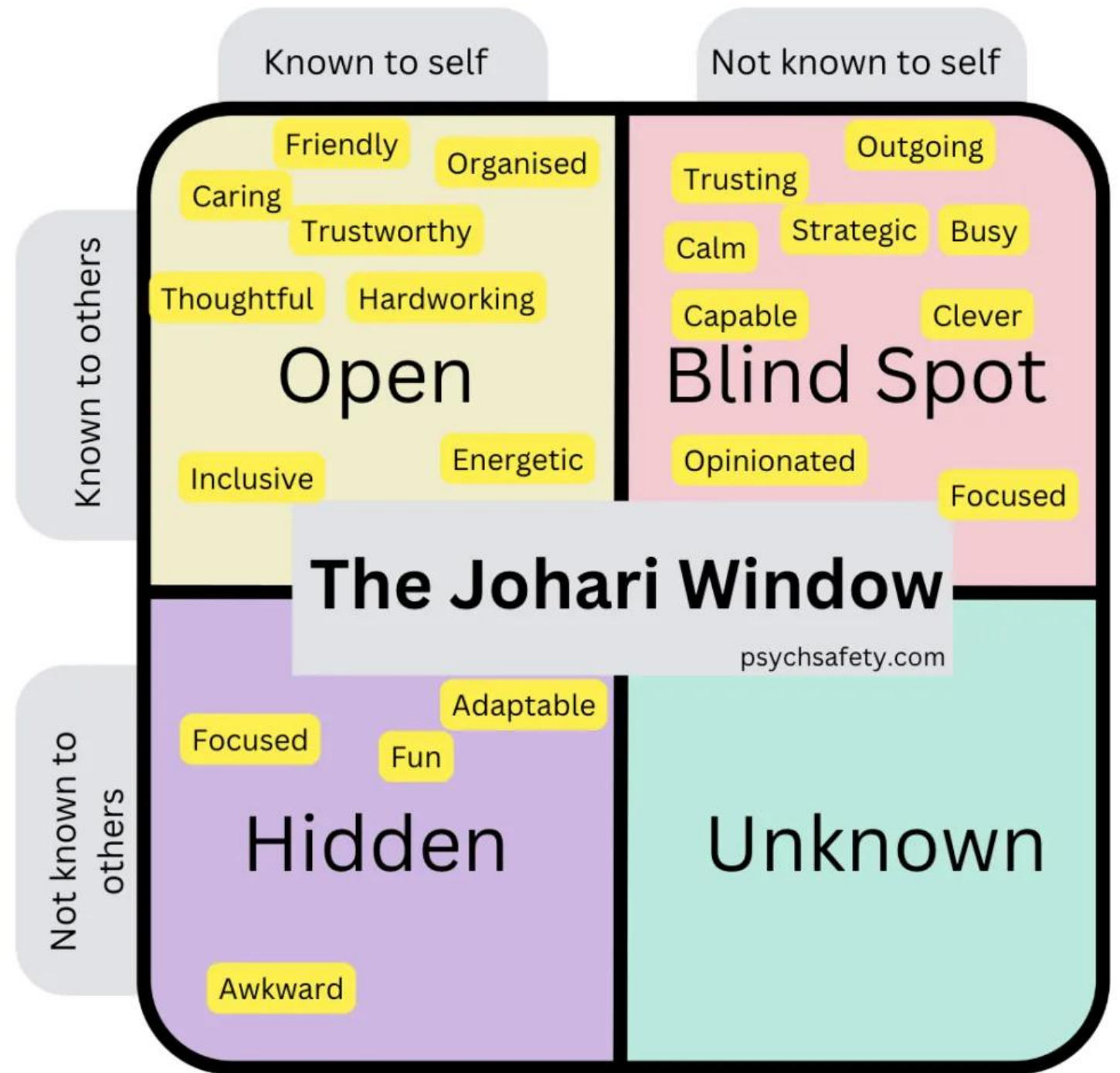
THE JOHARI WINDOW



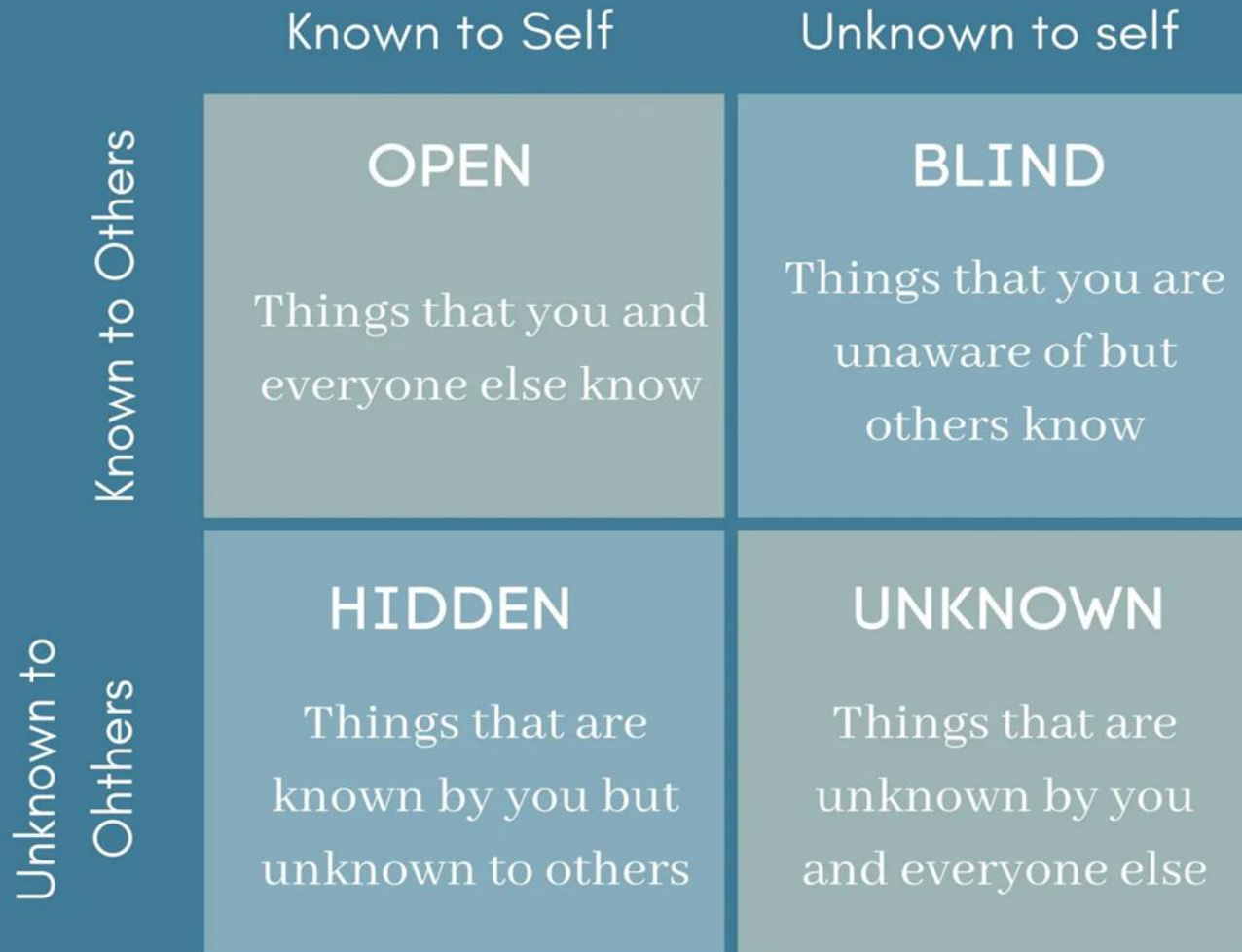
@PSYCHOTHERAPY.CENTRAL

- **Open area:** Anything you know about yourself and are willing to share with others.
- **Blind area:** Anything you do not know about yourself, but that others have become aware of.
- **Hidden area:** Anything you know about yourself and are not willing to share with others.
- **Unknown area:** Any aspect unknown to you or anyone else

EXAMPLE



THE JOHARI WINDOW



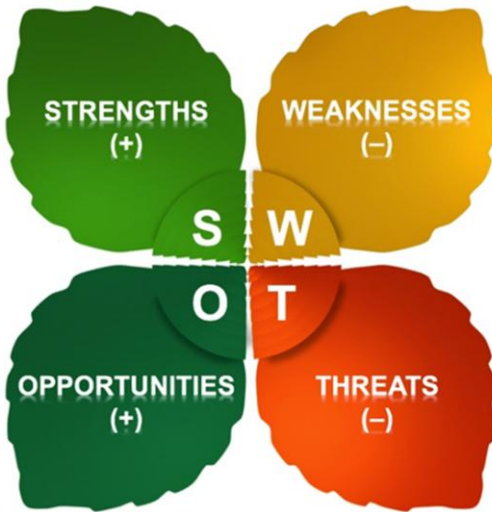
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Take a moment to think:

- What is **one strength** others see in you that you might underestimate
- What is **one area** where feedback could help you improve.

If you're unsure, ask someone you've worked with over the last two terms for their thoughts.

PERSONAL SWOT ANALYSIS



- ☐ A SWOT analysis is a simple tool to help you understand yourself better.
- ☐ It stands for; *Strengths, Weaknesses, Opportunities and Threats*

Let's look at an example of a personal SWOT analysis.

Start thinking about your own—you'll be creating one during the week!

PERSONAL SWOT ANALYSIS - EXAMPLE

PERSONAL SWOT ANALYSIS

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Strengths

- Self-Awareness
- Unique Skills and Talents
- Adaptability
- Strong Work Ethic
- Networking and Relationship Building
- Passion and Enthusiasm



Weaknesses

- Lack of Skills or Knowledge
- Procrastination and Time Management Issues
- Fear of Failure
- Difficulty in Accepting Feedback
- Lack of Networking Skills



Opportunities

- Professional Networking and Connections
- Skill Development through Education and Training
- Emerging Trends and Technologies
- Increasing Globalization and Remote Work



Threats

- Competition
- Technological Advancements
- Economic Instability
- Changing Social Dynamics
- Health Issues
- Lack of Support Networks

STRENGTHS

What are your actual strengths? What are your competitive strengths? What are your perceived vs. real strengths? What other internal factors will help you?

**Matching
Strategies**

WEAKNESSES

What are your actual weaknesses? What are your competitive weaknesses? What are your perceived vs. real weaknesses? What other internal factors will hinder you?

**Conversion
Strategies**

OPPORTUNITIES

What current opportunities do you face? What future opportunities do you face? What opportunities do you face re competitors? What other external factors will help you?

THREATS

What current threats do you face? What future threats do you face? What threats do you face re competitors? What other external factors will help you?

**Conversion
Strategies**

HOMework

Create your own personal SWOT analysis

Use the example and the SWOT guidance on Moodle to help you.

Be ready to share one of each:

- A strength
- A weakness
- An opportunity
- A threat

LEARNING OUTCOMES - RECAP

- Explored mindset and the difference between fixed and growth mindsets
- Reflected on how our mindset affects learning and challenges
- Learned about resilience and why it is important
- Identified different learning styles using the Honey and Mumford model
- Used the Johari Window to understand self-awareness and feedback
- Began exploring personal SWOT analysis to understand strengths and areas for development



**NEXT WEEK (WEEK 3) – GOAL
SETTING & CAREER PLANNING**

REFERENCE LIST

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**If you have any questions, please
do not hesitate to get in touch.**

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