



Professional career development within
Health and Social Care
(LCHS4005_LON)

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Reflective Report

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Introduction

In this reflective report, I discuss employment relationship, focusing on Health and Social Care, briefly bringing up the way rights and obligations are legislated, breaking down the recruitment and selection process, also reflecting on the development of the interview role-play exercise done in the class using the Gibbs reflection cycle. Furthermore profiling the career development required to accomplish the aimed objective, identifying strengths and weaknesses as the factors in achieving all steps to be recruited, and adding at the end an action plan to describe further and required steps to follow along the career path in becoming a Cognitive Behavioral Psychologist.

Employment relationship

For centuries, as used to happen in the Victorian Workhouse in the United Kingdom (Brain, 2019), historical working conditions have been adapted through time by the powered with little to no regard at all towards the working forces, there was also a misconception of human values. According to Centralus in 2017, thanks to the end of WWII, set by the consolidation of the Versailles Treaty, which managed to manifest a new concept of social conventions, law order, and human rights, were influenced by the treaty motto, which is the new human acts foundation "Peace can only be established only if is based on social justice", has helped to form the perception of society as we know nowadays, regulating any circumstance that needs to be included.

Many acts have been developed since that time to cover different requirements. In the United Kingdom the three main acts everybody working should know are:

- **The Health and Safety Act of 1974:** The objective of this act is to draw a precise set of rules that employees and employers must follow, the conditions to meet to work in safety, and to eliminate health issues for everyone at work (British Safety Council, 2023).
- **The Employment Rights Act of 1996:** In this act the right to fully understand employment terms, including holidays, dismissal or redundancy, data protection, payslips, and sick leave (Net Lawman, 2023).
- **The Equality Act of 2010:** This act is concentrated on reducing niches or minorities, unifying humans, and allowing them to be competitive regardless of their age, race, gender resignation, disability, sex, religion, pregnancy, maternity, marriage or partnership (Gov.uk, 2015).

Recruitment process

According to Indeed in 2023, there are 6 recognized stages of the recruitment process:

1. **Identifying needs and defining requirements**, vacancies generally become available when people retire, are promoted or dismissed, and when the business grows or expands creating new vacancies. Besides these conditions, the recruiter also needs to define the new candidate's profile, tasks, experience level, qualifications, skills, and expectations required.
2. **Planning a campaign**, in this stage, a strategy to reach candidates have to be chosen, including application form and interview processes.

3. **Searching candidates**, once the strategy of attracting candidates is established, the next step is to decide if the recruitment will be **internal** or **external**. This means that internal recruitment will be within the company, giving existing staff to get promoted, or externally, when the vacancy is publicly published, for example on Indeed or a newspaper, in a public website, or outsourced.
4. **Selecting candidates and shortlisting**, when candidates start to show their interest in the vacancy, employers will scrutinise the candidate's curriculum vitae and cover letter, they must prove to have the qualities required to proceed to the next stage.
5. **Hiring and onboarding**, in this stage the successful candidate will be offered an offer from the employer, where all onboarding requirements must be evident, which can be written or not, as the offer to be accepted.
6. **Process evaluation**, to learn from experiences, is essential to evaluate the procedure's effectiveness to help human resources (HR) to better implement further hiring standards.

Recruitment and selection

In this section, I would like to extend a reflective analysis of the role-play interview done in class, using Gibbs's reflective cycle, in this cycle Graham Gibbs emphasize the eight stages of learning through reflection on the experience of doing, according to the University of Edinburgh (2023).

In week 9 of this course, we did an interview play-role to practice and analyse how we perform during an employment interview. In the first half of this role-play, we were required to rise 5 questions to the interviewee in the most professional approach whilst pretending to be a real interviewer. In the second half, we were expected to answer 5 questions performing as if we were applying for a concrete job vacancy in our field of interest.

First impressions are essential determinants of the way others will perceive us in the future, when one is invited to be interviewed, is not only the image and presence that got us there in the first instance, but the result of intense scrutiny and comparison after reading our curriculum vitae, cover letter, application form, and a selection amongst other candidates. As usually happens, before any interview, a sense of anxiety grows when people are less prepared to face the interview process. In my case, I have prepared, to avoid anxiety and stress, manage to focus accurately to explain better, and leave the best impression possible I could. On the other hand, I received feedback on my performance explaining how serious my face was, apparently stressed, and I learned the need to smile more, as sincerely as possible.

All along the interview I controlled my breathing, body language, posture, timing when talking, being the most attentive possible towards the interviewer, assuring confident eye contact, and thinking with the most positive attitude. Also very important was to be on time for the interview.

In grosso modo, all the work done to be prepared before the interview was essential to the outcome of this process, overall I was a feeling of success and tranquillity, a side effect of well-doing and preparing correctly beforehand.

In conclusion, I learned that strategic preparation is essential before any interview, as well as a sincere smile and a clear understanding of our strengths, weaknesses, and showing a perfect understanding of the enterprise, its objectives, ethics, and history.

For future opportunities and vacancies, I would most probably do the same preparation before any interview, getting submerged into my domain in Psychology, keeping on reading to gain fluency and knowledge, and having a clear idea of where, how, and what I required to do when applying for the employment of my choice.

Career development

To have a clear idea of the steps required to take in order to evolve professionally, we are forced to fully understand the way we are, what we have and what can we do with it. To gain that knowledge we need to make tests or be fortunate enough to identify our tendencies and preferences without any extra help.

“Give thyself time to learn something new and good, and cease to be whirled around.”

Marcus Aurelius, n.d.

Humans depend on external information to absorb experience and knowledge, we all use our senses to identify and collect information exposed to us, known as VAK Learning Style Model, an acronym for Visual-Auditory-Kinesthetic, but we are not all the same, nor do we use and perceive similarly the world that surrounds us. As MindTools explain in 2023, our senses (smell, taste, touch, sight, hearing) can be developed in a different way, depending on the acuteness of our sensory organs and other internal and external factors, to what we tend to have a preferred channel of embedding knowledge.

In my particular case, depending on what am doing or learning, I will use different sensory organs, some experiences require more or less visual, auditory, or kinesthetic, or even a mix of them. Being strongly **visual**, I have a need of reinforcing information by watching it, pictures and images are essential to my data retention, in comparing images I can manage to store information for longer in my brain, and this is my second strength, but the main learning style to me is **kinesthetic**, the most important to me is to do things, to practice, hands in, repetition.

Another great method to evolve professionally is the Reflective Cycle Graham Gibbs developed in 1988. Where a structure of weakness, strengths, threats, and opportunities (SWOT), are identified for a specific outcome.

SWOT

<u>Strengths</u>	<u>Weakness</u>
- Creative - Positive willingness - Empathy - Analysis - Determination - Problem-solving - Perseverant - Adaptable - Able to take initiative	- Language - Time management - High expectations - Unstable background - IT skills - Multitasking - Focus trouble - Impulsive - Lack of confidence

<u>Opportunities</u>	<u>Threats</u>
- Better understand and help others - Can work in a wide variety of environments - Language - Better knowledge - To evolve psychology - Gain experience - Earn money	- Loneliness - Foreign origin - Getting older - PTSD - ADHD - Fully disagree with gender reassignment - Other psychologists

Action plan

To manage to obtain the direction I required in the field of Psychology, firstly, I need to focus on getting excellent marks in my current degree in Health and Social Care, as well as perfecting my English knowledge, to better understand and better use the language to make myself easy to comprehend by anyone communicating with me, due to the high level of technicalities in the profession. Secondly, I need to start gaining work experience in the field of Mental Health, to obtain my third objective, which is to study for a master's degree in Cognitive Behavioral Therapy. Aside from these objectives, I must maintain a certain level of exposition, to gain experience, to meet people in the field, for example, going to seminars, and psychological presentations, and listening to podcasts of behaviorists psychologists as those linked to the Cognitive, Behavioral and Developmental Psychology.

On top of all this, I will be required to take part in psychological therapy for myself, in order to fix whatever psychological deficiency, I might have to work on, as now Health Practitioners are prompted to be completely centered on Service Users, and due to the nature of psychology, Psychologists are meant to work very closely with their patients, dealing with their psychological or mental issues, and to implement an accurate professional and clinical analysis, followed by the most effective outcome and to excel at Mental Health.

Conclusion

This module has helped me to better understand the steps of the hiring and selection process, identify how helpful are the SWOT reflective cycle and VAK learning style, the importance on be legally concerned to apply the best human, health and safety at work, and equality rights, as the consequences or possible failure in not delivering a good enough set of skills or considerations when searching, applying and approaching a new employment opportunity. Is also important to emphasize that to stay actualised, we need to keep on reading relevant information, continue to educate, and develop our knowledge, in addition to this, these set of rules are not worldwide, and in each place, we intend to apply, we have to assume the possibility of its uniqueness by being well prepared to adapt and stand up apart aiming to be on top in the crowd, with the faultless and most proficient profile to get hired.

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Appendix

Application for **Assistant Psychologist**

Name: **Ignacio SAVE**

Education and training

2023 - UWTSD - Certificate of Higher Education in Health and Social Care (UK)
2000 - INEA - General High School (Mexico)

Online

The path to happiness with Ph.D. Martin Seligman

Managing happiness with Ph.D. Arthur Brooks

Fundamentals of Neuroscience with Ph.D. David Cox

Qualifications

June 2023 (UWTSD/UK) - Certificate in Health and Social Care Level 4).

June 2002 (INI/Mexico) - General Baccalaureate.

January 2018 (INEA/Mexico) - GCSE.

Employment history

Test Operative for Covid-19

Name of employer: Splendid for NHS

Job title: Covid-19 Test Operative

Length of time with employer: 6 months

Reason for leaving: End of the contract and pandemic

Duties:

Required to test and explain the testing process to the asymptomatic Covid-19 general public in the Ealing London Borough.

Required to follow up on Health and Safety protocols.

Being able to work as a part of a team.

To ensure public satisfaction and a safe environment.

To do this job I was required to undergo NHS training and be certified as qualified for dangerous biological exposition.

Previous employers

Please tell us about other jobs you have done and the skills you used or learned.

Name of employer: Friends

Job title: Voluntary Carer

Length of time with employer: 2 years

Reason for leaving: On and Off approach

Duties: To support a vulnerable person with MS to manage his day-to-day activities, such as eating, shopping, organizing his house, and supporting him with basic and less basic requirements.

Supporting statement

Please tell us why you applied for this job and why you think you are the best person for the job.

With a great interest in Positive Psychology and human development, I have invested many years in self-educating, analyzing, and helping others, upon these experiences have gained the motivation to study university level, to understand how to do the human mind and behavioral work, and how we perceive and learn. I have a particular attachment to learning disabilities, cognitive, developmental psychology, and mainly, promoting mental health and its accessibility to all.

Right to work in the UK

Do you need a work permit to work in the UK? **Yes**.

Declaration

I confirm that to the best of my knowledge, the information I have provided on this form is correct. I accept that deliberately false information could result in my dismissal.

Name: Ignacio SAVE

Date: 22/03/1981

Questions asked in the interview with Diana Giraldes:

Can you tell me what defines you best?

Could you explain why do you want to do this job?

What does it makes you think you are the best person for this job?

Please develop a difficult situation you have had at work, and how did you react to it?

Where do you picture yourself in 5 years?

Do you have any question for us?