



University of Wales
Trinity Saint David

PROFESSIONAL CAREER DEVELOPMENT

BMSW 4005



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Introduction

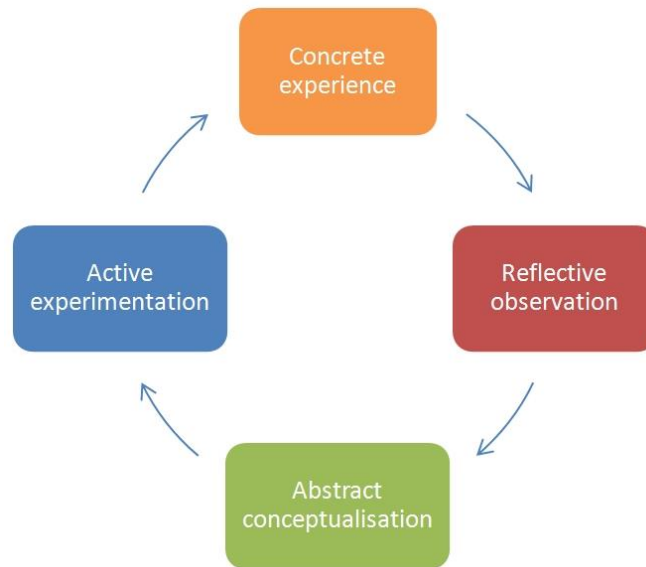


At some point in a person's life, they initiate a keen interest to gain a significant career development. Career development can be described as the method of selecting a certain career, enhancing, or building the necessary skills and knowledge required for that career and finding expertise to advance along that career path (Career Development: Winning Strategies | GetFive, 2021). It is a journey in life where learning and making decisions that would reciprocate on the ideal job that an individual works towards and help in establishing a better skillset and lifestyle (Kelley and Bridges, 2005).

The following report speaks about my passion to become a beautician and thus it highlights the career plans that I carry and what I have achieved so far in the journey. This report also focuses on the skills and knowledge that I require to acquire a significant career development and the difficulties that I face within the journey.

Personal reflection on career development

The Personal Reflection will be done using the assistance of the Kolb's Model which is a reflection model that comprises of four stages as shown below.



Concrete Experience

As a youngster in school, I was good in my academics and always dreamt of becoming a lawyer someday. However, due to the challenges I faced in my childhood, I was unable to become a lawyer. Eventually as I entered the corporate world, I started drawing interest towards beauty culture. I used to research about Western and Asian makeup trends and the differences in makeup styles and techniques in different cultures. According to Walt Disney, "All that you dream of will come true, only if you have the courage and need to pursue them" (Walt Disney business quotes to inspire and motivate you, 2021). Therefore, I started pursuing a career in the beauty culture field.

Reflective Observation

To really get the details of the industry, I spoke to my friends who are in the industry as well as the beauticians. Thereafter I joined a local store that sells cosmetics as an intern. By working here, I gained knowledge about different brands, tools, the critics, and reviews of customer favorite brands. Then after I moved to England where I started improving my educational qualifications and knowledge that I need towards pursuing my career. To begin with, I followed a certificate program from skill development in workplaces. This program helped me to understand the skills I currently hold and the skills I need to develop for the future. During that time, I also followed a diploma in beauty therapy treatments and a diploma in makeup artistry. While I was pursuing that, I started working at a health and

wellbeing center as a receptionist. However, due to the Covid 19 pandemic crisis, I had to give up my job. Currently I am working as a food advisor at a restaurant.

Abstract Conceptualization

I have already gathered a significant amount of knowledge, but my current job is not a path that would lead to my dream career, but it helps me to gain the capital and financial support I need to pursue my career. I am still learning about the industry and therefore as for now I'm focusing on getting the knowledge until I can gather hands on experience.

Active Experimentation

While I conduct the following job, I am searching for an internship or job opportunity in a beauty center or salon to get more exposure towards my career and this would help me increase my knowledge and skills. In the meantime, I practice makeup on my friends and freelance for clients to put into practice what I've learnt.

Reflection on the Role play

The reflection on the role play will be done using the assistance of the Gibbs Model which is a reflection model that comprises of six stages as shown below.



Description

The Role play was conducted with me as the interviewee and my colleague as the interviewer. In this role play, we were presenting the dialogues between a manager and an applicant that is applying for a job position as a beautician. We conducted this in front of our lecturer, and we were judged based on our communication and presentation skills.

Feelings

I was very nervous at the beginning of the role-play and was unsure on whether my performance would be to the level expectation of the lecturer. I was shivering and eagerly waiting for my turn and was mentally preparing myself and boosting my self-confidence. However, as I progressed with the role play, I felt much more confident. Me and my colleague were able to present our dialogue clearly with bare minimal errors and were appreciated by the lecturer which made me proud and happy about myself.

Evaluation

In the role play, I was able to speak out the educational qualifications I have and the other skills and abilities that I possess to be successful in the career I intend to achieve in the future. It was a good experience for me to practice myself for professional interviews in the future and I was able to experience the emotions of both the interviewer and interviewee through this role-play. Apart from the minimum errors in communicating and maintaining the coordination, the role-play went well as intended. The Role play enabled me to understand my journey and what I have achieved so far and what is left to be achieved in the future.

Analysis

I believe that the role play was a success because I had received enough guidance from the lecturer and because I had a good support from my colleague. Also, according to what I had researched and the teachings in lecturers, I believe that due to the educational qualifications and the personal skills I inherit I was able to do this role-play successfully. Also, if I referred to communication models and got expertise ideas on how to conduct a successful interview, I would have been able to do a better job.

Conclusion

Through this role play, I was able to gain a limited experience of how I would have to face an interview in the real world when applying for my career goal as a beautician. It also gave me the experience of a manager when interviewing the interviewee when our roles were switched. I was able to understand that professional career development is not merely

something you can achieve through both educational qualifications and skills enhancement through work experience.

Action Plan

In the future I will ensure that I work on much more fluent and precise communication and get help from my teachers on how to control the nerves and anxiety in speaking. I am also planning on attending a presentation skills workshop to increase my skills in presenting.

Self-Motivation

I am a highly motivated individual and a visual based learner. I am continually striving to do something or to carry out certain activities to attain one or more objectives as efficiently as possible. It keeps me focused on the task at hand. What motivates me the most is appreciation from other people and the passion I hold for things that I like to do. I am very goal oriented and gets motivated when a specific goal is given to me.

Skills and knowledge that contribute towards efficient working

I have developed interest in the beauty industry and after my internship at a local beauty center; I realized that I have skills that are required to be a good beautician. Some of the knowledge and a few such skills I have recognized are as follows.

1. Good Communication

As a good communicator, I possess the ability to listen well, understand what the other person is trying to say, clearly communicate what I intend to say and to conclude information the way it is intended and not based on assumptions. Good communication is helpful for my career because I must communicate well with the customers in order to know what they desire and to make sure that they are satisfied enough to ensure repetitive customers.

2. Friendly in nature

Since I was in school, I have always been extroverted and very friendly in nature. I am a person that people can easily get along with and my friends and colleagues have often told me that I am very friendly and kind at heart. This ability of having a friendly and pleasant personality has helped me to develop professional relationships with customers and to increase the satisfaction.

3. Trilingual

I am a native Romanian and therefore I can speak Romanian language. Apart from that I can speak in Italian because I worked many years in the country and also, I am able to communicate in English. Being able to communicate in various languages is a skill I possess which has helped me immensely in dealing with foreign customers. It has helped me to creatively communicate and express my ideas and helps me to approach people easily.

4. Team working ability

Another skill that I possess is my ability to collaborate with others to work towards a common goal. I am very independent in work however I am also able to get along with others in a group and to work together whilst sharing ideas and opinions. This ability to work in a team has helped me immensely to work in a small- or large-scale organization and will definitely help me in the beauty industry when working with a team of beauticians in a beauty parlor.

Personal development plan

To develop enhance my strengths and to develop the weaknesses into strengths, it is important that I have to first do a SWOT Analysis and determine the strengths and weaknesses that I have in order to grasp the opportunities and avoid the threats within the industry.

STRENGTHS • Having an academic background and qualifications in beauty therapy and business management. • Ability to communicate clearly for the other individuals to understand precisely. • Fluency and ability to speak three different languages. • Ability to work with small or large teams due to prior experience in organizations of different scales.	WEAKNESSES • Often I struggle with difficulties in managing time. • Very precise on even the simplest details and therefore require an extensive time to complete tasks. • Lack of professional experience in the beauty industry. • Difficulties in communicating in a highly professional or formal manner.
OPPORTUNITIES • Rising interest of people towards beauty and wellbeing. • Beauty trends that evolve through time. • Changes in people's perception towards getting their makeup done professionally than doing it by themselves.	THREATS • Large number of people being interested and currently being engaged in the field. • The spread of covid 19 pandemic that has brought in social distancing regulations.

After properly identifying the strengths and weaknesses, it is important that I enhance the strengths that I have and take measures to develop the weaknesses into strengths (Sampson and et. al., 2014). For this it is important to develop a personal development plan and ensure that they are efficiently improved. A few methods of personal development are as follows.

Training: In order to overcome my weaknesses, I need to get a proper training in a work setting that is ideally a beauty salon that would give me a chance to put my knowledge and skills in to practice. According to Roshchin and Travkin (2017), training can help increase employee productivity and efficiency (Roshchin and Travkin, 2017). Thus, it is important to have a proper training to develop my weaknesses and enhance the strengths.

Teamwork and engagement: To achieve success, one must be independent but, in a work, setting it is important to engage with others and build a team because teams are

preferably more productive and innovative than working alone. I am very comfortable with teamwork and therefore by engaging in a team-based work place I will be able to develop my personality.

Give and Receive feedback: To know for sure if you are up for the job and whether your performance is exceptional, one must always get the feedbacks of others who are preferably more knowledgeable and skilled than you. Through this, I will be able to observe and get the experts' opinions and knowledge which will help in developing the career ahead (9 Ways to Improve Your Personal Development Skills, 2021).

Employment goals and personal actions

My career goal is to become one of the best and most recognized beauticians and to own a beauty salon. In order to accomplish my goal, there are a variety of actions I have made, and I have to make in the future. As for the present, I have already started gaining the knowledge and skills that are required for my career and have also taken on a few qualifications on business administration and management.

I have applied to a few salons in the neighborhood to get an experience and exposure to the industry and get the privilege to utilize my skills and knowledge (Vondracek, Lerner, and Schulenberg, 2019). Working in a beauty salon will also enable me to capture my opportunities. I want to start off at a small-scale beauty salon and gain the experience and skill development and then either work myself to a higher position in the same salon or to join with a large-scale beauty salon to get a better experience and exposure. At the peak of my career, I want to open up my own beauty parlor and gradually convert it to a chain store business and to be an entrepreneur and manager with the administrative knowledge and managerial skills I possess.

Conclusion

In conclusion, it is clear that to have a clear and detailed professional career development, it is important to set a goal and follow a plan that would lead to the career you intend. Through the context of this report we discussed about the journey thus far, the strengths, weaknesses, opportunities and threats I have and how I need to develop them to ultimately reach my career destination.

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Appendix

APPLYING FOR THE TITLE OF BEAUTICIAN

Interviewer: Good morning please take a seat.

Interviewee: Good morning thanks

Interviewer: I can see that you have applied for the Beautician job position at our salon. Can you tell me why you applied for that position?

Interviewee: Yes. A position in the beauty industry was not what I was aiming for as a youngster in school. I was a student who wanted to pursue a career in Law. But with the childhood challenges I had; I couldn't achieve it. However, as I progressed in life, beauty culture has always been a comforting activity for me. Over the years, I have grown a significant interest towards it and now I wish to pursue a career within the industry.

Interviewer: From a lawyer to a beautician? What triggered you to create a passion towards beauty culture which is a totally different job compared to a lawyer?

Interviewee: Ever since I moved here to England, I have visited many salons and met with many cosmetic brands that I was unaware about back in my country. By admiring the skills portrayed by the beauticians here in England and the brands and their sustainable practices is what really triggered me to be a part of this industry. Also, the fact that it helps individuals to build up their confidence and look beautiful, as a people pleaser, I really wanted to explore in the industry.

Interviewer: Your application shows that you have received quite a few academic qualifications. Apart from the academics, what makes you think you belong at your company?

Interviewee: As mentioned in my application, I compose a diploma certification in beauty therapy and makeup artistry. Currently I am following a Business Administration Diploma. Apart from my academic qualifications, I have the skills and natural talent at it. I am very good in dealing with clients and have done extensive personal research in regard to the beauty culture industry, what brands are ethical and unethical, the brands people prefer to use and also have a good understanding about the beauty standards and health and safety standards that are required when performing. I am still in the process of gaining academic qualifications and will manage to gain other

qualifications and training programs that would support my career and its development.

Interviewer: You say you have skills required for the position. What are these skills that will differentiate you from the other applicants that are here today? Also have you been employed any other place before. How much experience do you have in the industry?

Interviewee: I have been employed as a receptionist before at a beauty parlor which is where I learnt and created a passion about beauty culture. However, I have not been employed as a beautician before under any corporate. Even though I have not been employed, I have been a freelance beautician for over a year and have temporarily worked at a local salon for about a month. Due to the pandemic and the closure of the salon I did not get a chance to work for a longer period. However, I am familiar with identifying and using cosmetics that match a client's skin tone and type. Apart from that, I have good communication and listening skills which can come in handy when dealing with different types of clients. I am also very motivated and passionate about the industry as well as the job position offered. I am very sure that I am a better fit for this job because I have the passion and the skills to perform the best in the position.

Interviewer: Finally, tell me why we should hire you to be a part of our salon, and What is your goal from this job?

Interviewee: I believe that I can be a good addition to your team here at the salon. I have personally visited this salon a couple of times before and have a good connection with the beauticians here. Also, I am a person who wants to gain experience on the job whilst assuring that I have the best academic qualifications that help me reach higher in the industry. I am a very hardworking and dedicated person who wants to achieve individual success by giving the maximum contribution to the company I work at.

As for my goal, I want to start up a successful salon just like this someday in the future and what better way to gain the experience and knowledge from non-other than the best salon in town. The reason why I want to join your team is because of the work environment, ethics, and business operations that you conduct which is a great place to gain experience.

Questions the Interviewee asks the Interviewer

Interviewer: Thank you for participating today. Do you have anything you want to clarify regarding the job position or the company?

Interviewee: Yes, I do have a couple of questions. Firstly, I want to know the corporate values that you follow within the salon?

Interviewer: We as a company try our best to ensure maximum satisfaction of customers as well as employees. We have various benefits that we provide to our employees such as on the job meals, employee discounts as well as there is an annual employee trip we organize. Further, there is a zero-tolerance policy followed on workplace harassments, bullying as well as any sort of discomforting activity. Within the company, we tend to have a diverse workforce even though we are a medium scale company to have inclusivity and to show our customers that we serve every customer regardless of their origin.

Interviewee: What do you think is the most challenging aspect of the job position I have applied for?

Interviewer: The job position of a beautician is the most important job at our company. The most challenging aspect of it is catering towards the unique requirements of the customers and customizing the service based on each client's requirements because sometimes the client itself is unsure or unaware of what they require and what suits them. So, catering a unique experience to gain maximum customer satisfaction is the biggest challenge.

Interviewee: Sir/ Mam, thank you for this opportunity and for calling me in for an interview.

Interviewer: Thank you for your attendance and we will inform you within the next couple of days about your eligibility for the job.