

PROFESSIONAL CAREER DEVELOPMENT (BMSW4005)

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INTRODUCTION

In this report I will be discussing my personal reflection on my role play and my career development plan using the Kolb's reflective cycle. I will be demonstrating my understanding of the skills and knowledge which is contributed to towards working effectively and my readiness for employment.

KOLB'S REFLECTIVE CYCLE

The Kolb's reflective cycle consists of 4 different points such as:

- Concrete Experience: Doing/having an experience
- Reflective Observation: Reviewing/reflecting on the experience
- Abstract Conceptualisation: Concluding/learning from the experience
- Active Experimentation: Planning/trying out what you have learned

CAREER DEVELOPMENT PLAN

My future career goal is to become a midwife, I have had this goal to become a midwife since secondary school. In order to get to my goal of becoming a midwife, I researched all the possible subjects I would require and planned out all my future subjects. To get closer to that goal I took childcare as an GCSE in secondary and got the results of D,D*D*. I then moved on to applied science in sixth form. I am currently studying health and social care in university.

While in university studying health and social care, I have been working as a part time health care assistant doing domiciliary care going door to door assisting the elderly doing things such: washing, making meals, feeding, washing hair their hair, dressing, creaming, cleaning, ironing, booking appointments, going to appointments and many more.

My plan to becoming a midwife is to finish university and move on to using my certificate to work in a hospital as a health care assistant while doing a midwifery apprenticeship degree. This allows me to gather all the experience I will need so that when i move onto working in a hospital as a health care assistant while doing a midwifery degree, once my degree is over, I will feel confident and ready to start my career. I believe all my experiences shows my readiness for the field I wish to work in.

While doing domiciliary care there were many things I experienced and learnt, the Kolb's cycle allows me to break it down and think through all my experiences allowing me to create a plan of my next steps.

Concrete Experience: Domiciliary Care

Working with the elderly can be very challenging. It can become very stressful and overwhelming, seen as I had done it before in secondary at the age of 16 for work experience, I knew what would come with doing it. The elderly can become a challenge to work with due to their age. There were times you would go into a service users house, and they would refuse care but as a care assistant your job is to go in and double check that everything is up and set for them when they do decide to get out of bed and start their day. They would sometimes get very angry when I tried to help them or do anything for them, and this can sometimes become very overwhelming.

Reflective Observation:

Even though looking after the elderly can be very hard and overwhelming, I had to reflect and review the situation to make sense of it. During my reflection I realised that although it may be hard work, I am looking after people who cannot look after themselves and that it is a very rewarding job. Being able to make the elderly breakfast, give them a wash, feed them,

change them and give them medication made me happy because I knew i was helping them do something they could not do for themselves.

Abstract Conceptualisation:

After reflecting and breaking down the situation I understood that it was okay for service users to refuse care and they had a right to refuse care if they did not feel like being looked after. After the experience once the service users started to refuse care learning from experience, I allowed them to feel how they wanted to feel and step out of their way. From Experience I learnt that it was not a personal feeling they had towards me, but it was just that sometimes they would like to try doing daily tasks on their own to feel more independent.

Active Experimentation:

After reflecting on the experience and concluding on it, I then tried out a plan I made involving what I had noticed and learnt during the experience which was:

- Stepping away to give service users space once they started to get agitated and annoyed
- Involving them more in their daily tasks and allowing them to help where they could for example, helping me wash their hair, letting them pick out their outfits for the day, allowing them to have choice with what they wanted to eat for break, lunch or dinner and more
- Allowing them to refuse care and not taking it personally
- Using the plan, I had created, it made service users feel a lot better seen as they felt more independent. This allowed all my visits to run smoothly and felt everybody in a good mood.

SKILLS AND KNOWLEDGE FOR WORKING EFFECTIVELY

Midwifery comes with many tasks and challenges; it's requiring many skills too. Even skills that you may feel are basic everyday skills such as: communication skills, good listening skills, time management, an understanding and caring attitude, good observation skills, emotional and mental strength, willingness to take responsibility, patience, maturity and many more. These are a few of the skills you'll need to require to be a midwife.

Communication Skills

Communication is skill you need in everyday life but also in midwifery, you need to be able to communicate for many reasons.

Making a mistake, you need to be able to communicate and let somebody know you've made a mistake because not only is the baby's life in danger but also the mother's life, being able to communicate allows someone to fix the issue as soon as possible.

Being able to communicate in the correct manner, if you've made a mistake going to tell someone but also being defensive about it does not help the situation but can sometimes make it a whole lot worse.

Time Management

Time management is a highly important skill to have, having good time management allows you to be more organised and allows your day to run smoothly. If your time management is poor this not only messes up your schedule but your appointment schedule too, if you are running late this means that whoever is booked in to see you for a scan or a check-up appointment will be seeing you later than they expected causing everybody to be seen late. In some circumstances being late can not only affect you but others.

If someone had an appointment at 9:00am and you are running late, and they come in at 9:15am this means they'll be coming out to their appointment later than expected and they could have plans or other appointments to get to and this can cause frustration and cause people to become irritated.

Planning your day from the night before allows you to be on time and allows you to be organised leaving your head clear for work and space for your day to run smoothly.

Good Observation

Being able to observe things is very important when dealing with pregnant women because it's not all about caring for the baby but also caring for the mother. If you notice small changes in your regular patients such as dry skin, swollen feet, stretch marks and more you can advise them before the symptoms get worse.

There's are many things that can happen suddenly during pregnancy but there are also things that can start off slow and build up. Sometimes the patient and whoever is around that pregnant patient will be able to notice small things but if you are observing well enough and you pick it up you can stop the issue before it becomes serious.

PERSONAL STRENGTHS AND FUTHER DEVELOPMENT

I have many transferable skills that can be used in midwifery such as:

- Time Management
- Listening Skills
- Good Observation
- Calm and caring attitude
- Good communication
- Emotional and mental strength

Along with having many transferable skills there are many skills I would like to develop such as:

- Group work: I prefer working individually seen as i tend to get things done faster and it allows me to stay organised whereas group work requires effort from each single individual and that does not always happen, this is where I would use my communication skills to communicate that we need to work as a team to get to our main goal.

- Getting enough sleep: Often people underestimate the power of sleep and how much your body needs it to be able to function fully, in order to have a full smooth-running day you need

energy and without the correct amount of sleep that is unlikely to happen. I tend to over work myself and not leave enough time out for myself to relax and get sleep. This causes me to become extremely tired during the day and it results in me losing motivation, becoming lazy and feeling very tired. Running on low hours of sleep can cause you to make more mistakes seen as you are not fully alert. For me to get the correct hours of sleep, I need to plan my day from the night before so I can make sure I complete all tasks on time leaving time for myself to relax and get the sleep I need.

PERSONAL DEVELOPMENT PLAN / EMPLOYMENT GOALS

- Complete GCSE Child Care course with aims of the grade D/D* (distinction/starred distinction) which is equivalent to a A-C grade in order to study to applied science in sixth form
- Complete applied science study along with part time care assistant job role at a care home helping the elderly to gain the experience of health care
- Study Health and Social Care in university while doing domiciliary care going door to door, using the experience from being in a care home and transferring my skills to look after the elderly independently
- Work in a hospital as a part health care assistant and complete my midwifery apprenticeship degree
- Finish my degree and apply for midwifery roles
- Find a midwifery role and after 12 months train to become a head midwife

RECRUITMENT AND SELECTION

My main career goal is to become a Midwife, after following my personal development plan and taking the necessary steps in order to become a Midwife, I would like to work in that role for approximately 12-24 months.

During these 12-24 months I plan on getting myself familiar with the role and getting used to things such as: nightshifts, long hours, challenging days and being able to handle unexpected situations. As I get familiar with the role one of my goals are to strengthen my group work skills and having a realistic sleeping routine. Once I have made progress on those skills, I plan on training to become a head midwife.

I believe it is important for me to strengthen skills such as group work and a realistic sleeping routine seen as both are needed in the midwifery industry. Running on low sleep can cause chaos, complete disorder and confusion. Little sleep comes with many side effects such as: constant yawning, dozing off when not active for a while, poor concentration and moodiness. These side effects caused by little sleep are not things that are easy to brush off and ignore. When looking after a pregnant patient you need to be fully aware and observant since you are looking after 2 people in 1. You need to be fully aware in order to spot any concerns that can cause harm to your patient or their baby. From experience the nights I get the correct amount of sleep my day runs smoothly and I have a healthy amount of energy, therefore I believe me practicing a good sleeping pattern and night routing is extremely important.

Group work is also a very important skill for me to make progress with seen as midwifery is about teamwork. When delivering a baby, it is not done by one midwife there are approximately 3-4 people delivering a baby and it could be if any complications occur.

From experience trying to complete group tasks independently does not work out, it becomes overwhelming trying to play all roles of a group alone. Being able to work in a team allows me to get used to what I will be doing daily after being a midwife. Seen as I am going to be working with a team most of the time, I believe it is important that I strengthen my teamwork skills.

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