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Introduction

In this report I will write my reflection on career my development. I will express my thoughts regarding the role play, the abilities, and skills that I have and that I have developed over time. My reflection is about what I am learning, what I know, the skills I still have to develop, the abilities I have and how they will help me in the future and at my own job. However, this will not be just about my skills and abilities but about myself too. To succeed in life, your education it is important too. I will always look to learn more than I know, to improve myself, my skills, and my knowledge.

Reflexion

I chose to study business and management so I could gain more knowledge about any business. I have always wanted to have my own business. To have your own business, you need to make sure you always have the right people. Therefore, to ensure this, you must hire your people according to the needs of the company, this means that you have to be sure when interviewing someone.

I will use Gibbs reflexion model as it is easiest to talk about different situations and I find myself more confident talking about this using this model reflexion. In my role play, where I had to do an interview with an employee, I was feeling not very confident of what I must do. In the interview I had to give, I had to make sure that the person I was going to hire was in line with the company's expectations. However, it was a very enjoyable and interesting experience at the same time because I learned what it means to interview someone in the true sense of the word. In conclusion it is the easiest way to learn about people, to know what they want, how they do things, how can they improve your business and help your business. I have taken action to hire the most experienced person which I thought that it fit to our expectations.

When I was interviewed, it was with Area Manager for Costa Coffee and I have applied because I wanted to be hired as a manager in one of their Costa Coffee. When I was in the position as employer, I felt a lot of pressure. I could not think at anything else but to take that job. From my point of view, it is important how you present yourself at the interview, the person interviewing you also matters a lot, after a while, talking with my interviewer I was starting to feel more confident on myself, the way and the tone that you have is important. Whenever you go to an interview, you think that everything you say now will help you or not to take the job. I learned how and what to talk about in an interview. It will not matter the qualification which you have but will matter the experience that you have gained. From my point of view, as a manager there will always be something or someone from which I will have to learn. The skills and abilities we have can always be improved. That is what I learned from the role play I had; I will always improve my skills.

Career development planning

As I am studying business and management, in the future I want to have my own business. I was always passionate about coffee and I want to improve my knowledge about it. I know that is not that easy to start a business. First, I want to improve my skills and my knowledge regarding business and the industry that I want to work with. I will learn about my weaknesses and strengths and how they can help me in my future. I want to be able to grow my company as much that I helped my employer as well. I will make sure that when the business will start, there will be experienced people around me. I will progress into my business and I will become what I ever wanted: become my business owner.

Therefore, because the relationship between employer and employee is important, I will improve my communication skills, problem-solving will always be necessary in a workplace.

What Employers Want

As an employer, I will always want the best from my employees. What I expect from them is loyalty, to be honest, to have integrity. From my point of view, I would never hire someone who is not prepared enough to grow my business. When you hire new people, you think about whether they are trustworthy and whether they are sufficiently prepared both physically and mentally. It is not plainly important to talk, it is important to think about what you are doing.

When I hire someone, I have to make sure that the people who work with / for me are able to listen, to explain to those they work with what is good to do and what is not. The explanations they will share with others must be clear and precise. They will have to adapt easily to their team. They need to be understanding with their colleagues.

In my opinion, I have all the skills that need to comply with what employers wants. I can understand each other colleague of mine, I am capable to deal with different situation at my workplace. I am responsible of listening, teaching and guide them how to do everything in a good way. I could say about myself that I am a strong person and a good leader, and I will always do my best to achieve and to improve my knowledge and my skills.

An example is, when I started my second job as a manager, I was having problems with the staff. I found them less prepared for what I expected. I was struggling with them, teach them everything from the begging, since you have not learned properly from the beginning, it is much more difficult after a while to learn what is right. I did not give up until I was able to teach them what to do. It is true that there were some people who did not help me but in the end I managed to communicate with them and explain to them that what I do is my job and that what I teach them is what these must also be the standards expected by the company we work for. If there was communication and respect, we managed to work as a team.

SELF MOTIVATION

Motivation is the thing that pushes us to accomplish our objectives, feel more satisfied and improve our general personal satisfaction. Understanding and building up your self-inspiration can assist you with assuming responsibility for some different parts of your life. Motivation is one of the three zones of individual aptitudes that are vital to the idea of passionate insight.

What motivates me is that during the time I have learnt how to treat people in a better way, how to see them as equal not as subordinates. During my time as a manager, I learned how to improve my business knowledge. Now I can say that I have learned how to react in different situations, whatever they may be. The most important thing is that I became much more ambitious than I was. I understood how you can work in a team, how to guide and form a team. What motivates me is that when I get to work, I have someone to rely on. It motivates me when I see that all my colleagues are satisfied with the results we have as a team and that makes me proud of who I am now. It motivates me that in this way I can get more experience which will help to develop my career in the future. For example, I had a discussion with my Area Manager about my sales and she has showed me that unfortunately I am down with my shop sales. In that time, I felt that something was missing from my job, that I was not pushing enough to get our target. That was a bit disappointed which I had it in the last past month. I have decided to take actions so I can prove myself that I can achieve what I set out to do.

Learning Style

The VAK Learning Styles Model was created by clinicians during the 1920s to characterize the most widely recognized ways that individuals learn. As per the model, most of us like to learn in one of three different ways: visual, auditory or kinaesthetic (although, in practice, we generally “mix and match” these three styles).

Visual: an outwardly prevailing student ingests and holds data better when it is introduced in, for instance, pictures, outlines, and diagrams.

Auditory: a hear-able prevailing student favours tuning in to what exactly is being introduced. The individual in question reacts best to voices, for instance, in a talk or gathering conversation. Hearing his own voice rehashing something back to a guide or mentor is additionally useful.

Kinaesthetic: a sensation predominant student inclines toward a physical encounter. She prefers a "hands-on" approach and reacts well to having the option to contact or feel an article or learning prop.

During my classes I have discovered that my learning style is VAK. The best way that I can learn new things is when I see them. An example is that if I would want to cook, first I would have to see how the stuff it is prepared. Then I can understand how they supposed to be done. Whenever I improve in my skills, which is from people around me, I like to listen of what they have to say, I like to take any advice that they have for me. Another example can be that if my Area Manager is not happy with my job, she would need to tell me and explain me what the best way is to improve, which I will always do. Therefore, there are times when I

prefer to just do the things. From a real case, I could never do a coffee if I could not practice how to use a steamer.

Personal Development

Below I will present a personal SWOT Analysis:

- Strengths
 - I am confident
 - I am studying towards a degree
 - I have good communication skills
- Threats
 - I am sensitive and I act according to my feelings
 - I am not very creative
 - I get easily distracted from my goals
- Opportunities
 - Getting more knowledge about how to run a business from my job
 - Making connection that can help on a future basis
 - Getting more experience in recruiting the right staff
- Threats
 - With the current situation the economy level can affect my plans
 - Industry level competition

Self-awareness is a deep-rooted measure. It is a route for individuals to survey their abilities and characteristics, consider their points throughout everyday life and set objectives to acknowledge and boost their latent capacity. I can see my self in the next years, having my own business, great team around me, people that I can trust and be trusted. when I will have my business, I will achieve my goal of expanding wherever I have the opportunity.

S(specific)- My goal is to have my own company, not depend on anyone and work for myself, not for others. I will start working on it and building my own place for work. I will workday by day until I reach my goal and get where I want.

M(measurable)- If i have my own business i can provide easier and more considerable to my family and it will develop my knowledge. I will push my limits until I will not need to depend on others. At the moment I can say that I am not fully prepared to start my business, but after I will finish my courses and university, after I will improve my knowledge and my skills, I will be able to start what I want to do in my future.

A(actionable)- To succeed, I will have to finish my university to get more information about any business. After that, I will need to find the perfect place to start my business to locate my business. When I will decide this, I need to make sure that I have good providers, who can help me improve the quality of the business. Therefore, after I found them, my company need to be registered to company house and after this I can start step by step my business.

R(relevant)- My goal can be achieved if I know how to work on it. It will be realistic as long as my skills and knowledge will be improved by my studies.

T(time-bound): I decided to open my company in the next 5 years. In the next 3 years I will study what I need to help me improve my knowledge, and after I finish the necessary studies, I will work hard to get where I set out to be.

Employment Goals

As a result of my studies, I will focus on what I learn at school. I will combine school with work, so that it will be much easier for me in the future. what I will do is learn what is good and what is bad, any mistake I will make, I will make sure that the second time it will not exist and I will learn from the mistakes I made. I will keep my job because it will be useful for me in the future to achieve the goals, I set for myself. It is not easy to work in the field of business and management, but it is something you learn from. From placing an order to the point of knowing your employees better than you. How to talk to them, how to behave with them. This would be a good thing in the future you set out to do and what you set out to do with your career.

Conclusion

In conclusion, the work I do matters a lot in accordance with what I study. Always choose to study what you like. Choose to work on what you want to do in the future. I have learned how to push my limits, and step by step I can achieve the goals I set for myself. I will be able to push my limits. After graduation, the abilities, and skills we will have will be improved due to the hours spent learning.

Professional Development Plan

- ☐ What do I want/need to learn?

I want and I need to learn Business and Management to be able to manage my business.

- ☐ What will I do to achieve this?
I will continue my studies and I will study as much as I need to achieve my knowledge regarding my future business.
- ☐ What resources or support will I need?

From my point of view, I will need my family support, to be there whenever I need them. When I will study, I will need to pay attention my lecturer, access library, books and everything that can help me to succeed in my future.

- ☐ What will my success criteria be?

My success criteria will when I will earn my own money, when I will see that people who are working with me are happy. I will be successful when I will be recognised trustworthy employees as my partners.

- ☐ Target dates for review and completion

My target date is in the next 5 years. Then I will have my own business. I will review everything that I need after completing my studies.

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