

PROFESSIONAL CAREER DEVELOPMENT

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INTRODUCTION

Career development is referred to set of programmes that design to fulfil individual needs, abilities and career goals along with current and future opportunities. Generally, it is lifelong process that helps to encourage employee motivation and productivity. The career development supports to attract top staff and retains highly valued employee within workplace. Professional and career development is the procedure of career planning and development. The process includes self-assessment, career survey, planning and employment tactics. It is not only helping individuals to get success over the period but also supports to improve their personality. It contains two major components career planning and career management. Whereas career planning guides individual to work in right direction while career management enables person to achieve their goal by providing understanding about occupational behaviour. The brief study provides understanding about theoretical study and practice study which are quite different from each other while taking in practices. The report includes personal reflection by applying reflective model to elaborate personal experience. The brief study helps to understand significance of career planning for the future. Self-motivation, learning styles and personal development models and theories will contain in the report.

MAINBODY

Reflection Model

Gibb's Reflective model is popular framework for personal reflection and apply in different situation and supports to evaluate. The model was proposed by American psychologist and sociologist Grahams Gibbs (Al-Jubouri and Al-Jubouri, 2019). I used the model for sharing my feeling while learning that has supported me to develop employability skills. The model assists me to think systematically regarding the experiences that has experienced by them while dealing with number of task or situation. In addition, I have examined all my strengths, weaknesses, driving factors etc. supports me to manage my career plan. The model contains various stages which are described as follows:

Description

It is the initial stage of the reflection model in which describe about events on which reflection is given in detail. I am graduating in economic management from the collage. While studying in collage allocates different tasks to students from the teacher. The reason behind is that to analyse ability of individual student to deal with future issues. The collage teacher has allotted one project to me that was needed to complete on time for gaining high scores in graduation. There was number of students who were working effectively on the project because it supports to influence career opportunity. I was required to give informative information on the topic along with given time deadline and must use formal language so that establish positive image in the analyser mine for me. I gathered qualitative information about the project within given deadline. Even I have developed plan to enlist number of activities related to my projects which guided me to carry out all task in systematic manner. Thus, I completed my project within prescribed time deadline (Cherkis and Rosciano, 2018). Even I took guidance from my senior authorities as well while working on the project. The reason behind was that I wanted to make sure that work that is completed by me must creative and quite different from other students.

Feelings

It is second stage in which expresses actual feeling's before and after the event or task. While working on the project has various emotions in me such as it was my first project so I was bit anxious to listen time deadline. The project related to my accountant field and most of the things I have experienced while taking lecture class in collage so I was more excited. While working on the project I experienced various new things which I never faced. For example, critically analysis of available data, observe patterns and portray logical conclusion etc. it was quite difficult for me because it was consuming more time for completing report. When I have analysed all the facts related to my topic then it supported me to improve my knowledge about different new facts and I wrote logical conclusion of the project. When my project was fully completed, I felt too much relax. It was great feeling for me that I completed my task in given deadline.

Evaluation

It is third stage that helps to analyse all things like which went wrong or right that is required to access that the event was properly accomplished or not. There were numerous things which went well while working in the project. For example, I was able to communicate with number of people effectively to gather information for my assignment. Whatever content was recorded by me in the project that was liked by external team. When overall task was done by me then needed to be displayed in front of senior authorities (Lecturers) and students. I have scored high marks on the basis of delivering speech. The topic was selected by me for the project that was more interesting and liked by senior authorities of collage at the time of presentation. There was most interesting thing that is related to my experience was time utilization. I used proper time to understand resources effectively and kept proper body language while interacting with people, improved my knowledge related to my topic (Cho, 2019). There were various things which went wrong such as lack of critical thinking skills that caused I unable to write logical conclusion. Lack of eye contact, enthusiasm and writing skills etc. caused I scored average and received passing marks only. Due to low enthusiasm I was unable to deliver clear purpose of the report while presenting my project in front of teachers and students. Due to these reason, conclusion of the report was weak and I received low marks in the whole presentation.

Analysis

It is another stage of model that related to the evaluation of learning which acquired by individuals while working on the activities for specified events. I learned various skills while working on the project such as effective communication that supported me to take proper direction from the class teacher who have allotted different tasks among the whole students. The project assisted me to understand significance of effective communication because it resolved numerous critical issues which could act as obstacle in the project. I have developed the skill for the purpose of building employability skills (Hussein, 2018). As I know it is crucial to work effectively in collage time and it can support me to deal with critical situation that can face while working in a company or workplace. Apart from this I have experienced negative things as well. For example, lack of enthusiasm I scored low in the presentation. By the weakness I have learned that all the issue could be resolved effectively by being energetic while performing number of tasks that supports to develop ability to perform effectively. I learned many things from my mistake which I did in the project and I have decided that I will portray logical conclusion along with specific purpose for these type presentations.

Conclusion

The stage is related to looking back at overall the situations that faced while working on the project effectively. When I analysed my project and the steps which could be taken effectively to accomplish expected results. When I evaluated my project then I found there were various which was done effectively by me. The major weaknesses were lack of enthusiasm and lack of critical thinking skills. These weaknesses caused I unable to give proper conclusion and purpose of the project in the presentation. Due to this I scored low marks that lower my confidence because I was expecting to achieve high scores. But I have decided to develop my weak area while taking classes and follows guidance of my senior authorities.

Action plan

It is last stage of Gibb's reflective cycle in which overall action could be taken in the future for dealing with similar situation. I enlisted my weaknesses because it will help me to

improve my personality and employability skills as well. I have decided I will be enthusiastic next time while giving project presentation in front of senior authorities as result, I will score high marks in the project (Savickas, 2018). I have decided that if I get similar opportunity in the future, I will analyse all the facts critically so that I can write logical conclusion of all the contents which will be recorded in report. I have decided I will use logical example while giving my speech so that I can fulfil teacher's expectation. I knew this time the presentation was not much informative but next time I will take care of these issues. Thus, I will improve my skills for the future.

Career plan

It is a set of goals for individual's career in which includes action plan that determines steps towards defined goals. The career plan is used by employer or individuals to determine career opportunities which matches requirement, capabilities and preferences as well. The career plan is used by student to set its goals for the future so that can achieve over the time. There are number of career opportunity for the finance management student. The finance management course deals with number of subjects i.e. financial planning, accounting and strategic plan for potential growth of company. The main aim of the course is to develop financial skills in individuals. I am graduating in the finance management. My career plan is to do job as finance manager in the MNC. As I know finance management has wide scope in the organization as well as banks. If I passed with high score in the accountant then I have opportunity to start as accountant in the bank. There are various corporate and private banks requires highly skilled accountant so I can apply for the job in the future. There are various multinational companies where requires budget analyst and financial analyst so I can apply in the future and can meet my objectives (Sekarwinahyu, Rustaman and Widodo, 2019). I can become personal financial advisor as well because most of the companies needs personal financial advisor who can help to resolve financial crisis. This post requires good employability skills i.e. effective communication skills, math skills, critical thinking skills and analytical skills. I can develop critical thinking skills which supports me to give creative advice to resolve problem on the spot. I have good communication skills and math skills so it will support me to communicate with people effectively. Thus, it is another career opportunity for the future where I can apply. There

are lots of banks that needs loan officers and it has vital scope in the future as well. So, I can go for this post as well if I improve financial skills effectively.

Employers perspectives

The main goal of the organization is to recruit those employees for the finance management post who have financial skills and can lead high profitability within company. Employers requires number of skills such as effective communication skills, critical thinking skills, analytical skills in a candidate if they apply for the finance management post (Cho, 2019). Apart from this, there are numerous roles of finance management which they perform within organization such as produce financial report, direct investment activities and develops strategies and plan to achieve long-term goals of the business. So, employers have lots of expectation and requirement before recruiting finance management team. In addition, employer wants individual member of finance management have creative skills so that they can give quick solution regarding problems. Whatever requirements are proposed by employers can fulfil by me because I have effective communication skills that can help to communicate different type of employee effectively. I have developed analytical skills in me which will meet employer's expectation. I made creative action plan for enlisting number of task for the project so that guided me to work in right direction. so, I can say that I can develop effective strategies which will support employer to achieve long-term financial benefits within business.

Self-motivation

Self-motivation is too necessary for developing professional career. That's why I always try to make myself too much motivated in any time at any place. There is self-motivation can highly contribute in my all over growth (Mityaevan and et.al., 2017). Currently I have ability of self-motivation. I am able to make myself highly motivate to achieve my different targets and objectives on time. In this dynamic and modern world, there is self-motivation is the only thing which can support us to always be motivated to gain high success in life. According to many personality development experts, every person should try to be self-motivated to develop its professional career. Otherwise, that person never develop its professional career. Basically, self-motivation motivates a person makes some productive future plans to gain various

objectives which has based on personal career. Currently many people are doing different activities in their personal life to always be self-motivated. In this situation, I also always tries to he be self-motivated, because I also want to achieve my different objectives on time which has based professional career. Currently there are huge competition in the market in any field. That's why a person should be motivated to make some predictive techniques and strategies for systematically dealing competition.

Currently there are lots of factors existing in my persona life which can motivate me for developing my professional careers. For example; I always like take appreciation and rewards from anyone for increasing levels of my dignity. That's why this factor motivates me for always completing such task which can provides appreciation and rewards. On the other side, I have different needs which are highly motivated in my personal life, like; physiological needs, safety and security needs etc. These are some major factors which always highly motivates me (Rowe, 2017). Many times I read some motivational novels as well, in which such novels also motivate me to achieve something big in my life. I have somewhere learnt that, if any person not achieve in its life, then its life is completely useless. In this situation, I don't want to become a useless in my personal life, so my mind-set and mentality always motivates me for achieving something great in personal life. Nowadays, I completely understand that, self-motivation is too necessary for developing my professional career. In this situation, I need to conduct such activities within my personal life for always be self-motivated.

Learning styles

There are different learning styles also plays very great role in professional career development. In this situation, I always try to use these all learning styles to develop my existing personality and professionalism. For example; there are VAK are some major learning styles which can support me for different new thing in my life (Weiner and Schultz, 2016). There is VAK (Visual-Auditory-Kinesthetic) styles are basically a learning model which give opportunity to a person to learn lots of new thing and gaining huge knowledge. VAK learning model is developed by Walter Burke Barbe and Neil Fleming. Basically this model divides different people into three major categories of learner. For example; first is visual learner who learn

information by sights, then second one is Auditory learner who absorb information through listening sounds. At the end, third one is Kinaesthetic learner who gain information by moving one place to another. This is the basic concept of VAK learning model. Currently I am completely knowing actual advantages of this learning model, so I will definably implement this model in my personal life for gaining or absorbing huge knowledge and formation to develop my professional career.

On the other side, these learning styles will give me opportunity for improving my different skills and abilities as well. There are lots of skills and abilities I still need to be improved for property developing my professional career. For example; communication skills, decision making skills, time management abilities, people management competencies etc. In this situation, I can definitely improve or develop my these all skills, abilities and competencies through these learning styles. Basically, there are lots of people also has taken different innovative steps towards improving their skills and abilities. Many of people uses these learning styles also for absorbing huge knowledge and information. There are huge knowledge and information about anything has highly required to properly improving or developing professional career (Greenan, 2016). In this situation, I also highly need to gain or absorb knowledge of different things which can positively affect my professional career. Through these learning styles I will be able to improve my different skills and abilities as well. Currently there are many people has already succeeded in improving their knowledge, skills and abilities through these learning styles. So, I believe that, I can also improve or develop my different skills or abilities by using these different learning styles like; VAK model. My these all step will contribute in development of my professional career.

Personal Development

Currently there are various innovative models and theories available which can support to anyone in personal development. In this situation, I am also able to take huge advantages from this models and theories for developing my personality. There is personal development is too necessary task to me, because without improving my personality I will never develop my professional career. This is the main reason that, I should highly consider personal development

factor for proper boost my professional career. Currently I am too serious for developing professional career (Zavatskyi and Toba, 2017). In this situation, I am ready to cover any task or activity which can positively affect my professional career. For example, I am ready to use or implement different theories for personal development. There are some major theories and models has been discussed below which can contribute in my personality development task.

Behavioural theory: This is one of major theories of personal development. According to this theory I should develop my existing behaviour for developing my personality. For example; currently there are various weaknesses existing in my personal behaviour. In this situation, firstly is need to identify these behaviour weaknesses, then I am responsible to choose some appropriate ways or methods for developing my behaviour. When I will be succeeded in developing my behaviour, then I can easily improve my professional career as well.

Biologicals theory: This is another productive theory of personality development. Currently I am able to take huge advantages from this theory as well. According to biological theory, in should take productive steps towards developing body language and other regular habits for properly developing my personality. In the development process, I will responsible to remove my such all habits which can negatively affect my personality. At the end, with the support of these my steps, I will be able to complete my personal development task.

Humanist theory: Humanist theory of personal development also plays very great role for developing personality of any person. According to this theory, a person should increase its levels of humanity, because a person who has well-developed personality can easily understand emotions of any other human (Earley, 2020). That's why I highly need to consider this theory of personal development for improving my existing personality.

These are some major and popular theories and models of personal development. Currently I should properly consider these all theories or models for developing my existing personality. I believe, these theories of personal development will defiantly support me for improving standard of my personality. On the other side, there is a SWOT analysis also used below specially for analysing my existing strengths and weaknesses.

SWOT analysis

SWOT analysis is one of the major analytical tools which mainly uses by different companies or businesses for analysing their various internal factors. Basically SWOT term refers four major factors, like; strengths, weaknesses, opportunities and threats. In this situation, these four factor has been discussed below which can support me for analysing my different internal factors.

Strengths: Currently I have various well-developed skills and abilities which always supports me in performing excellent within any place. There are well-developed communication skills, time management skills, knowledge of finance and economics etc. some major strengths.

Weaknesses: I have some weaknesses too. For example; my decision making abilities, problem solving skills and people management skills are too weak. Recently I have taken different actions towards improving these skills or abilities. I hope I will definitely develop these un-developed skills and abilities.

Opportunities: Currently I have great opportunity to develop my existing personality by using different innovative personal development theories or models. On the other side, there are various useful learning styles also available to me for absorbing knowledge and information (Rimmer, 2018). By absorbing various knowledge and information, I will be able to develop my professional career.

Threats: Many times I takes too much time for taking any decision, because my existing decisions making skills are not much effective. So, because of poor decision making skills, many times I need to drop those opportunities which can affect my professional career. In this is situation, impact of poor decision making skills I the biggest threat to me.

Employment goals

I already made my future plans for making my career in that field where I really wants to be enter. I want to make my career in finance and economics. In this situation, I have mentioned those all steps in my different plans which will need to conduct in the future. In my opinion, everyone should make different future plans for achieving all decided objectives and goals on

time. There are many factors I have considered while making these plans, because I want to run my all actions according to my existing future plans to achieve my final goal (Marshall and Taylor, 2016). On the basis of my future plans, recently I have taken some productive steps towards learning about finance and economics, because I really want to make my career only in this field. In these steps, I using various learning styles for properly absorbing knowledge and information about finance and economics. In my future plans, I have mentioned some major resources also which can contribute in developing my professional career. At the end, I will be able to achieve my employment goals.

Action plan

There is a productive action plan has been mentioned below which will definitely support me to overcome my weaknesses. This action plan can help me for achieving my final goals as well.

Skills and Abilities	Activities	Resources	Time Period	Evaluation
Decision making abilities	I will read different books and journals, articles, etc. which has based on decision-making abilities (Phillips-Jones and et.al., 2017).	There are books & journals, articles etc. are major resources to me.	3 Months	Time period of 3 months is enough time to me for developing my decision abilities.
Problem solving skills	Problems solving skills also I highly need to be improved. For improving these skills, I will watch different informative videos on internet.	There are internet, personal computer, laptop, smart phone etc. some major resources which can contribute in improving my problem solving skills.	6 Months	There are six months enough to me for developing these skills. I will put my huge effort to develop problem solving skills.

People management skills	For improving my people management skills, I will take specific training sessions and read some people management books and magazines.	I have required to use different resources like; human resource (trainer), books and journals, magazines etc.	9 Months	I have highly required time period of nine months for developing my people management skills (Turpin and Shier, 2017). I will properly use different resources to develop these skills.
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CONCLUSION

It can be concluded that there are developing professional career is not a small task to anyone, because each person has highly required to conduct different activities or steps for developing its professional career. Currently there are various innovate ways and methods available to a person which can contribute in developing its professionalism and personality. For example; VAK learning model, SWOT analysis model, etc. are some major tool to a person which helps in developing personality and professionalism. On the other side, there is self-motivation is too necessary for gaining effective results in personal life. A self-motivated person is always able achieve high success in its personal life. At the end, a person should create a productive action plan also for developing own personality and professionalism

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