

TITLE: PROFESSIONAL CARRIER DEVELOPMENT PLAN

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### **Aim**

The main aim of this professional carrier development plan is to design my carrier goals and develop an efficient plan that would define my path in becoming a registered nurse. My ultimate aim is to become a successful nurse. In this regard, SWOT analysis and learning plan has been included for the completion of this assessment. SWOT analysis is an efficient method that would enable me to identify my strength, weakness, opportunities and threats in relation to my carrier option.

### **Self-reflection and Analysis**

At present, I am at my early stage of selecting nursing as my carrier option. At this stage, it is a fact that I lack theoretical knowledge and clinical experience. Thus this is my major goal to enhance my knowledge in these aspects with progress in time. This would enable me to improve my skills while I train myself to become registered nurse.

According to me, this can never be said that nursing is a stagnant profession. There are few core qualities that must be developed by a nurse to become successful in their carrier. These qualities include multitasking being empathic, compassionate, critical thinker, adaption of self for the broader picture, developing of the mentoring relationship, etc. In order to develop these, a professional development plan would enable me to summarise my objectives, ambitions, goals, and aspiration that would help me to shape my carrier. Moreover, I would be able to define all of my short and long term goals that will help me to make a realistic adjustment with time. I believe that having a clear overview of my carrier would able to motivate me in the future.

The writing of my carrier plan will also help me to refer back anytime in future and also allow me to supervise my progress with time. Moreover, this would enable to "bend back" my attention towards my objectives and allow me to make focused attempts. This will also help me to determine personal meaning gained in professional nursing practice and mark my progress while interacting with others.

Here, I am listing some of the key points that would help me to develop appropriate professional carrier development plan through five staged processes:

Reflection and self-evaluation: This process enables me to gather all the necessary information so that I could assist myself in the taking decision while developing my carrier.

Exploration: The second step would help me to explore various tactics and look towards my personal interest, values, needs of the work-life and narrow the areas of the possibilities.

Goal Settings and Decision-making process: This stage would help me to explore various options and make me efficient in the decision-making process in varying critical situations.

Gaining of Experience: Experience gaining, through taking part in professional nursing practices and knowledge gaining would help me to shape up my carrier in a better manner. This would also make me well aware of the practical situation.

Implementation: The final step would be the implementation of all the defined objectives and process self-evaluation about my improvement status.

#### SWOT analysis and Learning Plan

<p style="text-align: center;"><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills</li> <li>• Passionate about Nursing Carrier</li> <li>• Strong communication skills</li> <li>• Ability to adapt the critical situation</li> <li>• Quick learner</li> <li>• Patience</li> </ul>	<p style="text-align: center;"><b>Weakness:</b></p> <ul style="list-style-type: none"> <li>• Fear in expressing my view publicly</li> <li>• Lack of confidence</li> <li>• Inefficiency in the clinical decision-making process</li> <li>• Inability of critical decision making process</li> </ul>
<p style="text-align: center;"><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>• Presence of varied carrier options</li> <li>• Scope for personal and professional development</li> <li>• Very less number of people wants to work with the patients</li> <li>• Existence of student perspective programs</li> </ul>	<p style="text-align: center;"><b>Threats:</b></p> <ul style="list-style-type: none"> <li>• The job option is highly competitive in nature</li> <li>• Requirements of specific expertise for specific types of the problems</li> <li>• Presence of income competition among the hospitals</li> </ul>

The performance of SWOT analysis enables a person to identify the areas of my strengths, weaknesses, opportunities, and threats (Francis, 2018). In order to improve my weaknesses, I will gain help from my mentor and work on those aspects to improve it. Moreover, I would discuss these matters with my co-workers and family members so that I could overcome my fears and become more efficient while achieving my carrier.

Prior to opting nursing profession as my carrier option, I was unaware of the various important aspect of this profession. However, developing of carrier plan helped me to highlight various focus areas that I must work on while becoming a registered nurse in the future. I also became aware of various strategies that I must focus on while progressing my carrier in becoming a successful registered nurse. Moreover, self-reflection on my carrier goals and SWOT analysis is crucial which would enable me to review my objectives at every step of my learning process. In addition, reflection aid in enhancing owns' practice and promotes open-mindedness and willingness to take appropriate action against any negative aspect.

#### **Identification of Three Strategies for Carrier Development Plan:**

**Self-care:** The nursing carrier is prone to various types of stressful situations and workplace burnout (Cherry, 2016). So, regular self-care would enable me to counteract and manage these types of the situation during my learning process. Moreover, self-care would also enable to improve my skills potentially.

**Updating Knowledge:** Improving the knowledge about the subject is one of the most important aspects of improving one's carrier (Bryant-Lukosius, 2016). Thus, I could improve both theoretical and practical knowledge by continuous participating in workshops, training sessions, and internships in clinical settings. Moreover, getting involved in the continuous learning process will make me more passionate about my profession and make me well-equipped with practical situations.

**Development of Critical Thinking and Time Management:** Critical thinking helps a nurse to make effective clinical decisions in a systematic and logical manner. On the other hand, time management is very improving in such type of situations (McAllister, 2018). Thus development both of these skills would help me ensure safe and quality nursing practice.

The detailed future learning plans are mentioned in Appendix.

### **Philosophy and Conclusion**

My nursing philosophy is to provide safe and quality care to my patient. I chose the nursing profession as my carrier option as I am passionate about this profession. I feel myself privileged if I could help anyone in improving their situations in bad times of their life. I believe that providing holistic care to the patient would make my spiritual, physical, and emotional side stronger. Thus my vision while developing this practice as my carrier option would to become knowledgeable and gain the trust of my patient. In order to follow my philosophy, I will focus on professionalism, providing quality care, maintaining of the high level of caring, etc.

In conclusion, I would mention that designing this carrier development plan helped me to understand the steps that I need to follow in order to develop my carrier. Now, I believe that hard work, positive self-esteem, and persistence towards my goals would enable me to achieve my carrier objectives. Thus I would take all the necessary measures to become a successful midwife in the future.

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### References

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## Appendix

### *Future Learning Plan*

Learning Goal	Objectives	Timeline	Reflection
Undertaking of undergraduate nursing course successfully	Developing basic nursing skills Adapt various nursing aspects in the transition phase of the nursing carrier	To complete this course by the end of 2021	This would help me to understand every theoretical aspect of the nursing carrier.
Development of knowledge	Participating in various training programs, workshops, etc. Ensuring to undertake successful CPD course	Continuous progress throughout my carrier	This would help me to fix my commitment and enable me to get involved in the lifelong learning process
Development of critical thinking and confidence	Participating in clinical nursing by doing internships Using support networks (mentor, family, friends) to improve my weaknesses	This would improve eventually with time. Self-evaluation on my skills after every internship would enable me to improve	This would help me to provide efficient service to my patient. Moreover, this would also allow me to maintain safe and quality care for my patient.