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Unit 3 – LAD

Reflection of the recruitment and selection process and individual performance

SWOT Analysis – updated)

In this learning aim, I will complete a review and evaluation of the role play completed, the interview and also complete an updated SWOT analysis and career action plan to help me progress in my chosen career pathway.

<p>Strengths</p> <ul style="list-style-type: none">• I had basic knowledge of what physio is about and the different types of it- it allowed for mw to be able to answer the questions efficiently and it linked to the job which gave me good benefits.• Due to me having this knowledge it will give me a higher up place in the list of people to interview again because of having this knowledge	<p>Weaknesses</p> <ul style="list-style-type: none">• I had a lack of confidence which led to me stuttering a few times. Because of this that will not allow me to present all my skills which i have. Such as identifying where and when the treatment should be used and how to diagnose people correctly.• Due to a lack of confidence this may mean that I will be less unlikely to get a job because of not having the skills as others. such as being able to do things such as discover the issues just by hearing questions due to having less years with experience it will take me much longer to figure it out.• Another disadvantage would be that due to the nerves i was not allowing all my knowledge to come across such as i wasn't able to explain correctly how to figure out if someone had arthritis and what the symptoms on.
<p>Opportunities</p> <ul style="list-style-type: none">• Letting someone do a mock interview beforehand there for i would be able to feel much more comfortable in the interview without panicking and stuttering.• Learn more professional words which others may not know and have a clear understanding of the definition.	<p>Threats</p> <ul style="list-style-type: none">• May not be able to fund qualifications due to them being so expensive.• Being unable to have a qualification will mean that i will prevent me having a job in physio due to not having what they expect me too. Such as the knowledge off what to do if someone has arthritis.• If there was no placement avail.able, it would prevent me from being able to get a better insight to what has to go on to help people who are unable to sort their problems by themselves.

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Interviewing/observing

Before the interview, we were split into pairs and practiced interviewing each other because of this it would allow for us to feel less nervous and remember what we were going to say during the interview. This seemed to help some people as they needed to run over it a few times to allow for the best result to come from it.

Because of practicing this it allowed for me to build up more confidence because i would be prepared on how to answer a question and be able to portray that i have had confidence.

I will now reflect on the strengths and weaknesses from some of the questions asked to me on interview:

Question what skills do you have? And how will they be useful with this job?

1-do you know what the role entails? What will you have to do to be able to have a successful career?

I believe that this question shows that I would/ should have been doing research to allow for the best outcome because then it would show that i could be the right person for the job. This is such a basic question anyone coming in for a job interview should be able to answer it easy and straight forward without filler words. there is a positive to this question as it allows the person interviewing can see if this is the correct job you came for and to test your knowledge on the subject, however people may feel under pressure which will lead to the person answering the questions to feel stressed and begin to stutter, then the interview may then not pick them for the job as they feel they are to nervous.

2-why do you feel you are fit for this job?

I think a question like this where interviewers find out how deeply you want this job and can tell you if you are passionate or not. This is crucial because off it will also show how much you would commit to the job. And if you are not committed to the job it will show the employer will be able to tell from how you answer the questions and your body language. This is very important as the job holds a lot of reasonability and if you are not fully committed there would be no point taking the job now.

3-what skills do you have? And how will they be useful with this job?

By being asked this question it allows for the interviewer to be able to find out more about you, this will also highlight where you should improve yourself. If the interviewer has a clear vision of you being committed to the job and you need a bit more training they are more likely to take you on because they will ensure you get the right training, however if you have little to no knowledge on physiotherapy they are less likely to take you on because they want you to know the basics of physiotherapy beforehand as they expect a university degree. Without that degree you are not likely to become a physio as it makes you have no qualification in that field.

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Strengths i had during my interview was that i had knowledge on the topic as i have family and friends in the field which made it much easier for me to answer the questions i was being asked. This is good for me as i can keep up to date with all the new things which people are coming out with in physiotherapy and also what new equipment is used and how to use it. This is also good for me when trying to apply for jobs because it will be able to pay off in the interviews as i will be coming into that interview with good knowledge.

Another strength was that i had good posture throughout my interview showing i was interested in the questions and i was actively listening. another good thing is that by having a good posture it shows that i am engaged in the conversation and it also shows that i am open to getting to know about physiotherapy because if i has bad posture and was slumped over it would look like i don't want to be there and the job does not interest me.

Weaknesses i had was that i was not very confidence which made me mumble my words and made it much harder for me to have a good impression because of me not being fully confident. Because of this i would then go away and find things in which would help me gain confidence which could be something such as talking to a family member who works in physiotherapy and asking their advice and practice interviews with them.

Another weakness is that i would fidget with my ring on the odd occasion because of being nervous, this would mean it could be a distraction to myself or even the interviewer because of constantly moving around. Next time i do an interview i would make sure that i have no Jewellery on to ensure there would be no messing around with it and so i am unable to get distracted.

Review of communication skills:

Due to me having a lack of confidence my communication skills could do with some improving. Such as me adding extra detail or even speaking up more. Because with these extra bits i would be presenting myself much better. As communication skills are very important as without these skills there would not be a successful interview as communicating your skills is a huge part. Having communication skills is very key and crucial as without them it would be nearly impossible for me to be able to say where people need to improve and even ask questions to where they feel the tensest. By having a good strong level of communication is key for this job as i would need to be able to identify the problem and where it is on the problem and find the best course of treatment which will help them see a biggest difference. Because in this job you have to have strong levels of communication so then i am able to treat the patient correctly.

Review of organisational skills:

I feel during my interview there was good organisation skills as the questions were presented clearly and straight forward, and I was able to answer with the knowledge I already had. Due to the questions already being planned it made it run so much smoother

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because there were no breaks of pauses which meant the interview went on for too long. Because of this I believe the interview was successful because all questions were answered and asked in a professional way and there was always knowledge applied to some extent. The interview was also very straight forward and the questions all made sense, so the interview ran smoothly, because of this the interview has clear answers and good answers back which made the process more relaxing and calming so there for i was able it get all my knowledge out that i had knowing that there was minimal pressure.

Evaluation:

Throughout the interview process, was overall exceptionally smooth with little hesitation when I was answering the questions, I believe this hesitation came from me not being confident enough during this interview. Reece who I was being interview by remained professional through the whole interview and asked questions clearly which made the answer also able to have a clear answer. I believe I had good posture thought the Inter which allows for me to show my professionalism throughout. The areas in which i can massively improve would be where i speak much louder and clearer because it will make me look better, but i could also not use filler words such as erm and like. I would need to stay away from these because off them making me seem like i do not have as much knowledge as i said i did. Using filler words isn't the best way to go about answering questions due to it will make it seem like i have no knowledge, but in my interview it wasn't such a big deal because there was a clear showing of my knowledge and there was minimal pressure which made it easier.

Career Development Action Plan time scale:

Time scale	Weakness	Actions to achieve goals	Support needed	Deadline	How will you know that the target is achieved?
Immediate action	Always saying words such as erm.	I would work on more key words which are used in the sporting world.	I would need to be partnered up with someone so when i am saying these filler words i would be told straight away.	One month	I would practice with a smaller group of people until i don't say filler words such as erm, and keep pausing. Once i realise i am not saying this no more than I

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					can move to a bigger group and a more professional environment.
Second stage of immediate action	Me always mumblings is an issue because off people not understanding what I'm saying.	I would need to work with small groups so I am able to build my confidence because then i will be able to speak much louder.	In order for me to do this i would need to be given a small group and someone to watch over how i present myself and give me feedback.	One month	For me to be able to get over from speaking so quietly i think i would need to practice with someone who will analyse my work and give me feedback.
1 year	Going to uni	Getting a levels and my choice of a university	Ucas personal statement and completing any outstanding course work tasks	One year	Being accepted into university
3 years	Finishing uni	Graduating with the qualifications i need to be a physio	I would need my qualifications so then i will be able to get a job doing physio	3 years	Being able to get a job doing physio
10 years	Getting a job in physiotherapy and tending to athletes	Having a job and going up the levels of physio to get to being a physio for the athletes	My university degree and knowledge i have so then i can be the best i possibly can	10 years	Because i would be helping out with higher League players

Justification of CDAP to address my SWOT:

After reviewing my career development action plan and taking into consideration my interview where i re-watched how i performed, i have identified that my first immediate action is that i will need to find words in which i can replace my filler words with. I would need to replace the words “erm” “what” with more professional words because it will be able to project my knowledge to my full extent, this is going to be useful when i am applying to university because it will show i have knowledge beforehand which will show that it will be slightly easier for me to pick up on everything else. But me also changing my filler words will give me a better grade because i would be using words which people who are fully trained in physiotherapy use and i would be able to describe the types of equipment easier to show my knowledge i am coming in with. But

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also, without filler words the interview process will go much smoother, which shows the interviewer i am aware of what i am on about and i know how to describe what is needed and expected off me within that job role. Other things i am aware which needed improving would have been my confidence while presenting a session. I am aware that this could easily affect my chances of being a physiotherapist because of having to speak to the patient. All of this would have had to be fixed before university because off it is impacting my chances if it was left to late. I would improve this by teaching small sessions and begin to grow them over time which will make my confidence slowly grow allowing me to see more positive results. Once i would have finished my sixth form years and got the qualifications i need i would then a year later would go on to university and then i would have to make sure i have the sport qualifications they are asking for because i would need to know the muscles, bones and muscle types of the body to be able to study physiotherapy, if i did not have this knowledge it would make it more or less impossible for me to get in because i need to know all the muscles to become a physiotherapist.