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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><b>Strengths</b></p> <ul style="list-style-type: none"><li>• Preparedness was a strength of mine as before the interview I did some more research in the role that I was applying for to get a better understanding this enabled me to answer job specific questions like <i>Can you explain the importance of sport science research and how it can influence training sessions/methods?</i> My response was <i>It is important as it allows us to come up with different ways that can be more effective to assist athletes when it comes to improving their performance or aiding their recovery. the research that we find can potentially be implemented into training sessions/recovery plans to help elevate them their performance.</i> This question allowed me to show the depth of my understanding of what the job consist of. This demonstrated</li><li>• My knowledge of the job role. I demonstrated this by implementing my current knowledge of the role within my answers this showed the interviewer that I know the responsibilities that come with the job making me more employable.</li><li>•</li></ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"><li>• Confidence. Although I stated that I was confident in my strengths I feel that I could've been more confident with some of my answers. Because I was not confident with all my answers it may appear to the interviewer that I may not be able to fulfil the role as confidence is a key personal skill that is important as an apprentice in sport science.</li><li>• With some of my questions I could have elaborated more on like “what motivates you?” my initial response was that I wanted to look back on what I have achieved instead I could’ve said that being successful in the future I want to be able to look back on what have achieved as a result this will then motivate me to push myself in my career. By doing this it will open more doors within the sport industry. This shows that i am ambitious and willing to challenge myself to better my career.</li></ul>
<p><b>Opportunities</b></p>	<p><b>Threats</b></p>

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<ul style="list-style-type: none"><li>• To help me how to complete a successful interview I can do a mock interview. The person who is the 'interviewer' will give me feedback on how I can improve these improvements I will then implement in the real interview. By doing this will help me to develop Indepth responses demonstrating to the interviewer that have an understanding of what is required of me in the job.</li></ul>	<ul style="list-style-type: none"><li>• A factor that could possibly be a threat is not having experience. This is one of the factors that if crucial for a job like this as with experience it allows you to gain a deeper understanding of what the job will consist of. Not having any experience will make me seem less employable to the interviewer. If I were to get the job without having experience (this can be in the same or similar field to the job) it will make the job significantly harder as I might struggle with certain tasks like dealing with technology which is a big part of the job due to collecting data if I were to struggle using software systems it will make it harder for me to analyse data.</li></ul>
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### Interviewing/observing

Before the interview, we were split into pairs and practiced interviewing each this was done so we could gain an understanding what an interview will be like and the different questions that might be asked in an interview. From observing others practice their interview I was able to not just learn from their mistakes but also, I was able to pick up things that were useful like maintaining eye contact and using formal language which are both very important when in an interview. I then used this to practice ensuring that I did not display any of these characteristics. This was important as it allowed me to prepare for the interviewing process.

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

Question

Strengths-

Can you explain the importance of sport science research and how it can influence training sessions/methods?

This question gave me the platform to express how modern research can enable sport scientist to plan more effective recovery plans/training sessions and how it cannot just impact the scientist but also positively impacting the athletes by enhancing their performance. this question showed the interview how much I knew about research as this is a big part of the role as research is a vital because this it helps us to then help the athletes to enhance their performance this links to my organisation skills as I have researched what is the job requires of me, what are the responsibilities and the importance of research and what will this research consist of. This allowed me to answer this question using my knowledge on what I have previously researched. In the video I stated that it can help us to develop training methods. This links in with my organisation as before the interview I

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conducted further research on the job so I could develop a better understanding of the role. This helped me to answer job specific questions accurately while demonstrating my knowledge of the roles and responsibilities of the job role.

What would you do if an athlete wanted to push their body beyond healthy limits?

This question gave the interviewer a glimpse of what I would be like in the job. This then gave me the opportunity to demonstrate how I would implement my strengths (my skills like knowledge and communication) within a pressurised situation like this given in the question they then can assess the effectiveness of these skills to see whether they have been applied accurately they can then see if I am appropriate for this job role. This question also links to my communication skills. Within my response I stated that I would advise them to do so, I stated the consequences if they did and that I would notify the coach about this issue so the athlete and the coach can have a separate conversation. By stating these in my response it demonstrated that I am able to communicate effectively and efficiently not just with the athlete but also with the coach so we can come up with the best solution to help and support the athlete.

Why are you interested in this position and tell me what you will be able to bring to this role?

This question reveals the real reason why I am interested in the job role the interviewer can then assess whether my aims and objectives align with the aims and objective of the company. This also tests myself assurance as this is an important quality to have as you need to be self-assured with the decisions you make within this role if you lack self-assurance this can lead to doubts in your own performance and abilities potentially resulting in the wrong decisions you make negatively impacting the athletes performance as what they need may not be accurately tailored to them. This question allowed me to demonstrate my communication skills as I clearly stated what skills and experience that I possess this allows the interviewer to assess whether if I am appropriate for this job.

Weaknesses-

What motivates you?

This question is a bit vague in order to evoke a good response from the interviewee the question could have been rephrased to 'what your personal and professional goals for this job role?' By asking this question this makes the interviewee give a more detailed response the interviewer is then able to assess whether their values align with the companies this will also help them to decide if they are right for this job. The initial question will not evoke a truthful response from the interviewee as it is not being specific in what it wants me to say. My response shows that I am ambitious and driven as I stated that what motivates me is being successful and looking back in the future and being proud of what I have achieved, and this will motivate me to push myself so I can progress further in my career. My response highlights my true motivations behind wanting this job giving me a chance to demonstrate my values align with the company's.

Why should we hire you?

This is a good question to ask but it is vague and lacks structure. Because of this it might result in interviewees giving a very vague answer demonstrating no ambitions or future aspirations for the job. The question could have been rephrased to how do your past experiences align with what we are looking for? this will allow to the interviewee clearly state what they are capable of bringing to the role the interviewer then has a better idea whether they fit the requirements for the job. This

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will also prevent the interviewee from mentioning any irrelevant information as the question is more direct and less generic. Although the question was vague, I was able to clearly state the skills and experience that I possess. I stated that I have different experiences within sport like playing competitively, coaching I also stated what that will be able to help me with. By stating these skills and experiences it demonstrates how my skill set, and experiences are related to the role and can help me to better my performance within that role.

Tell me about yourself (what you are currently doing)

Although this is good first question to ask it can be quite vague this can cause the interviewee to ramble about information that is not important or relevant to the interview due to the question being unclear as it is a double barrel question this could potentially lead to confusion as they may be unsure whether to answer Tell me about yourself or what you are currently doing. To Make this question clearer of what it is asking from the interviewer it can be rephrased to can you give me a brief overview of your career so far. This is a more direct question it keeps the focus job/career focus this will prevent the interviewee from mentioning irrelevant information or information that may be too personal. Given that the question was vague my response which was I am currently doing A levels which are double sport and psychology I enjoy taking part in sports in my free time badminton and netball. I was able to keep it related to the role demonstrating my ability to accurately answer questions, Keeping my response relevant to the role. Doing this prevented me from mentioning any irrelevant information that might not interest the interviewer.

### **Review of communication skills:**

My verbal communication skills were good as my responses were well answered and structured this allowed the interviewer to understand my responses. Within my responses I avoided to use any slang. This demonstrated that I not only respected the interviewer but was also serious about this process. I showed good communication skills in the second question which was What are three strengths of yours and give me examples of when you have used them? And my response was my three strengths are communication, teamwork and working under pressure. I have used communication when taking part in the shaping brighter futures or the black country we had to use communication to share our ideas on how we can change the community for the better this allowed us to exchange information/ideas efficiently. Teamwork- when playing netball, I had to work with the players on my team to achieve our desired goal. Working under pressure- I had to execute a coaching plan that was initially meant to be spread across an hour, but I had to do it in 30 minutes I was able to achieve all of my objectives that I set for that session. As you can see my response is structured well and there is no use of any slang. My response is clear and structured as I get straight into what the question was asking me this prevented me from talking about things that are unrelated to the job that would uninterest the interviewer (which could have resulted in miscommunication) this further demonstrates my ability to

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communicate effectively. I also avoided using slang which made my response very clear this ensures that the interviewer can understand my response.

**Review of organisational skills:** To ensure that I was organised before the interview, I researched what was required of me within this job. I did have some prior knowledge, but I wanted to gain more of an understanding of the job which helped me to answer job specific questions like What would you do if an athlete wanted to push their body beyond healthy limits? And my response was **I would describe their current situation and advise them on why it is not a good idea to do so, and I would also say what that could potentially result in like a more serious or permanent injury. I would also alert the coach of this situation so they can also have another conversation privately.** By using my prior knowledge and my knowledge of what I researched it allowed me to answer this question using job specific knowledge this demonstrated to the interviewer that I have a good understanding of the job and what is required of me showing that I would be able to fulfil the roles and responsibilities of this job. Another way that I was organised was that I also researched what to wear to an interview as this was my first ever interview, I wanted to make sure that I made a first good impression as this is important when it comes to interviews. I found that for interviews that you needed to be dressed smart this can consist of a smart buttoned up t shirt with trousers and smart shoes. This helped to me to make a good first impression this demonstrated my level of professionalism that I would bring to the role.

### **Evaluation:**

Throughout the interview process, in the interview I am constantly fidgeting with my hands you could see me doing this throughout the duration of the interview, but it was mostly when it was time for me to respond to a question I got asked. For example, when question six got asked when I was responding how I would do to prevent the athlete from pushing their body beyond healthy limits I was repeatedly looking down at my hands/table and fidgeting with my hands a lot. This might signal to the interviewer that I am anxious. From this the interviewer can assume that I am unable to handle pressure. Working under pressure is essential for this job role as you need to be able to make accurate decisions while in a pressurised situation while still having the athlete's best interests in mind. Being unable to do this shows to the interviewer that you are unable to fulfil the roles and responsibilities of the role reducing the chance of being considered for the role during the evaluation process. This also demonstrates to the interviewer that I am unable to communicate effectively while under pressure (as I failed to demonstrate good body language and maintain eye contact). This is required in the job as you need to exchange information with others like the coach, nutritionist etc. If I am unable to communicate effectively while under pressure, it can result in a training plan/recovery session being ineffective as it will not be accurately tailored to the athlete's needs and capabilities. By me doing this demonstrates a lack of professionalism resulting in a lack of organisation (as the interviewer may think that I did not prepare myself for this process due to my body language). To

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improve this for the next time I have to do an interview I can firstly, do a mock interview with a friend and record this. This allows me to familiarise myself with the interview process increasing my confidence. My friend will then look out for these specific things (like if I am able to maintain eye contact demonstrate positive body language, they will make a note of what I was and wasn't able to do). They will then give me feedback on what I can do to improve. I will do this mock interview until I have improved this weakness, and I have stopped fidgeting with my hands. What I can also do is practice some breathing exercises to help me to be calm as going into this interview I was nervous. This will make me more confident and relaxed showing the interviewer I am able to demonstrate professionalism.

However, a positive was my knowledge about the role before this interview I researched more about this job as I only had surface level knowledge. This indicates that I came prepared and that I am serious about this process. This presents me as an organised candidate as organisation is an important general skill need in any job role if you are unorganised, you are unable to fulfil the roles and responsibilities of the job role. For example, question nine was Can you explain the importance of sport science research and how it can influence training sessions/methods? And my response was **It is important as it allows us to come up with different ways that can be more effective to assist athletes when it comes to improving their performance or aiding their recovery. the research that we find can potentially be implemented into training sessions/recovery plans to help elevate their performance.** This question allowed to apply knowledge specific to the job this highlights my deep understanding of the role showcasing my preparedness and my seriousness of this process. By having good knowledge and understanding of the job allowed me to impress the interviewer making me a more employable candidate. Having this knowledge may also put me in a better position than other candidates when it comes to the interviewer picking who is most appropriate for this job. I believe that my eye contact can be significantly improved. In the interview I was repeatedly looking down at my hands/at the table. From the interviewer's perspective this may seem like a sign of disrespect resulting in a negative first impression. It also shows that I may not be engaged in the process and not taking the interview seriously. Because of this the interviewer may not consider me to be a potential employee reducing my chances of being picked for the job. By not maintaining eye contact I was unable to build rapport with the interviewer this demonstrated that I lack confidence which is an important skill when taking on leadership roles. It illustrated that I lacked self-assurance within this job as you are not self-assured you are unable to make accurate decisions if you are unable to make these accurate decisions you could be potentially be jeopardising the health and safety for the athlete as you are unable to tailor the training/recovery plan to their needs and ability leading to regression within their performance. To improve my eye contact I can record myself answering some mock interview questions someone (most likely a friend) will sit behind the camera I will then need to focus on them while answering the question. The person sat behind the camera will then watch the video and give me feedback on how I can improve. I will practice this regular (three times a week for two weeks) after each session I will read this feedback given to me; I will then use this feedback to improve in the next session after the two weeks I should improve this will then help to improve my body language and confidence.

**Career Development Action Plan time scale:**

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Time scale	Weakness	Actions to achieve goals	Support needed	Deadline	How will you know that the target is achieved?
Immediate action	confidence	Research common general questions used in interviews and job specific questions that also may be used and complete a series of mock interviews with varying questions.	I need one person to help me complete the mock interviews. This person will also need to provide me with feedback on what were my strengths and what I need to work on for the next mock interview.	One month	By doing mock interviews to try and familiarise myself with the process as that was my first ever interview and to get me comfortable with answering job specific questions with confidence.
Second stage of immediate action	Body language	For this weakness I will be also using mock interviews. The person observing me will be asking me the questions they will also be choosing the questions to ask me.	All I need is one person who will be asking me the questions	Three weeks	The person asking me the questions will also observe and look out for this weakness they will be able to see the progress through the several mock interviews
1 year	Getting into university	I will need to Get a DM in sport and a C or a B in psychology. To achieve this, I will need to complete my course work to distinction level and revise for psychology	I will need my teachers support to be able to receive revision material and extra support in any areas that I may struggle in.	June 2026	I will know that I have achieved this when I get into my chosen university.

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		daily (doing flashcards and exam questions)			
3 years	To finish my course in Sport and exercise science	To ensure that I can achieve I need to work hard and complete my course to the best of my abilities.	Any extra support that I need will be given by whoever will be running the course. Anything that I may be sure about I can ask them.	2028	I will know that I have achieved this when I graduate from my course (with high grades)
10 years	Working with a sport team this can be local or not.	To achieve this, I will need to get a job with an academy and work my way up to work to working with elite sport teams.	To achieve this, I will need support from those who are more experienced within the role. They can give me advise on how I can progress throughout my career. This will then guide me to progress in my career (working with an elite sport team).	2035	I will know that I have achieved this when I am working with an elite sport team. By this time, I will have worked my way up reaching to that point (like through academies or local sport teams).

**Justification of CDAP to address my SWOT:**

When completing the interview, I lacked confidence. This negatively impacted my interview process as I failed to maintain eye contact and positive body language. This demonstrated to the interviewer that I lacked self-assurance and that I would be unable to fulfil the responsibilities in the role as you need to be self-assured and confident in the decision you make as it will be impacting the athlete's performance and health therefore, demonstrating this made me less employable and less likely to be considered as a possible employee in the evaluating process. This is why this has been selected as the immediate action. Confidence is something that is needed within interviews and withing jobs to help you communicate effectively to avoid miscommunication. To help with this I can complete several mock interviews. This will be done by either a mentor or a friend. They will look out for those weakness (like poor eye contact, poor body language) after every session they will give me feedback highlighting both my weakness and my strengths once I have received this feedback I will see how I can improve and build on some of my skills to improve my interview skills. I have given

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myself one month to achieve this. I believe that this is achievable as I will take part in three mock interviews a week this gives me time to build on my strengths and my weakness. For my second immediate action I have given myself three weeks to improve my body language as this was poor during my interview. This demonstrated to the interviewer that I am not serious about this process as this is important when it comes to first impressions especially in interviews it also showed that I had a lack of respect towards the interviewer. To help me to improve this I will also be using mock interviews. I will be making a list of different kinds of body language like posture, where my hands are placed etc. I will then attempt to implement this different body language into the interview the person/mentor who will be asking these questions will be observing and recording if I have included them. By improving my body language this it will help me to make better first impressions with others but especially in interviews as this can hugely impact whether I get the job or not.

I have given myself a year to get into my chosen university. To achieve this, I will need to get A C or a B in psychology and sport I will need a DM to get into my course which it sports and exercise science. To ensure that this happens I need to be completing my sport course work up to distinction level. I can achieve this by getting support from my taches asking for advice on how to achieve a distinction within my course work. To make sure that I get a C or a B in psychology I will revise daily using a mix of online resources, flash cards and past exam questions any support that I will need during this process can be provided by my psychology teacher. I have given myself a year as it gives me time to work towards achieving this goal as it is vital that I get the right grades to get into university as this will massively help to guide me on the right path to my career. If did not have the right grades to get into the course or university I would have chosen an alternative course/university having a negative impact in my early road to my career as this will massively set me back this might result in me not getting the job that I initially wanted. By ensuring than I get the grades that are required for the course/university allows me to gain more relevant experience within my chosen job. this will be a huge benefit as I will gain a greater understand of the job and what it requires me to do having this prior knowledge can be helpful when I get this job as it will guide me to make the correct and accurate decisions. I have given myself three years to finish my course in sport and exercise science as the e course itself only last for three years. To ensure that this can be achieved I need to complete this course to the best of my abilities maximising all the recourses around me any support that is needed will be provided the person who is running the course anything that I may be unsure a lot or not confident in I can ask for some advice. By completing this course and graduating this makes me look more employable to employees when they are looking at my CV as many employers look for experience (which I will gain while in university) and a degree in sport science. If I did not have this degree and experience it would make me less employable and less likely to get a job as a sport scientist as I will be missing out on piratical experience tis can consist of research labs, projects. without this this limits my opportunities within this career as it is crucial that you have some sort of experience. This will also mean that I will lack specific knowledge (like analysing data) without this knowledge/experience it will be difficult to understand the technical side of the job. Within 10 years I aim to be working with an elite sport team or a local sport team. To get to this level I need to work my way up to get to working with elite teams. This will be done by starting off with local team. Here I am able to gain more practical experience I will be able to understand how to analyse data accurately and how to use certain technology this is vital as this is used regularly by sport scientist If I do not work my way up (starting with local or academy teams), I will find it difficult to work with elite athletes as working my way up allowed me to gain

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even more experience within the job resulting in me having a better understanding of how to make accurate decisions especially under pressure as these decisions impact t the athletes performance and health.