

Professional Development Plan

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Inhoud

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Intro

Welcome to my personal development plan, PDP for short. In this document I'll tell you about my personality and the traits and abilities that accompany my personalities. Secondly I'll discuss my weaknesses and strengths based on the core quadrant model. Lastly I end with a conclusion of my personal and professional learning goals.

Personality

First I'll tell you somethings about me: my name is Jessica Smits, I'm 23 years old and currently studying Communication and Multimedia design in Maastricht at Zuyd University. Before this study, I studied at drama therapy also at Zuyd. Unfortunately this study wasn't for me, I had to stop during the internship because it felt like walking on eggs. I was very nervous and insecure at the time. I had to take an in-between year, because all internship places for the next year were full and it was too late to go search for a new one. When I started the study/internship again, I felt all the insecurities flooding back after they'd gone. So right before the pandemic I decided this study wasn't for me and I'm glad I did.

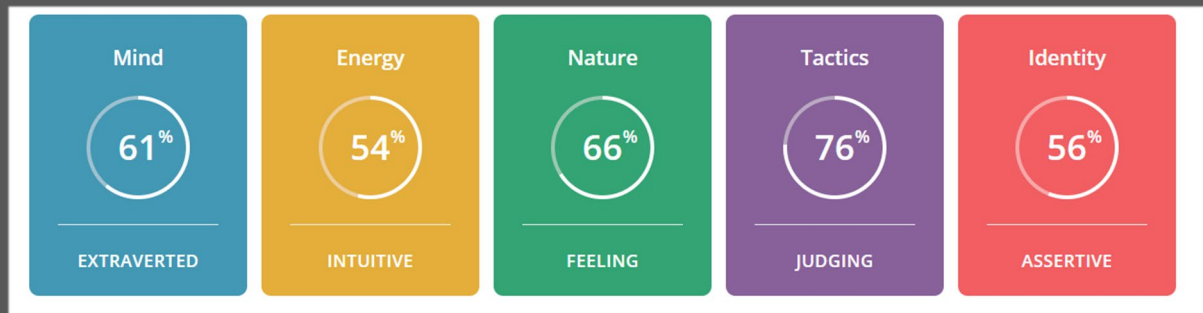
Right now CMD is the perfect fit for me, I love the combination of technology, creativity and people. As of now I really like creative programming, almost as in making art from code. In general I have more affinity with coding and programming then illustrating and design wise. I know the basics of the adobe programs, which is enough for me.

I would like to learn more ways to code, help people with coding projects or learn people coding. My interests also lie with game design and Unreal Engine.

In a nutshell: I'm an enthusiastic, empathic person. When I love/want something I'll go and give it my 100% to get/achieve that goal. But in the last few years I've also learnt that enough is enough; when something doesn't seem to be working out, I'll stop and/or try a different (mid-way) solution.

Protagonist - ENFJ-A

I took the 16 personalities test online, they ask you a few questions and based on your answer they'll sort you in a personality type out of 16. I came out to be a protagonist. Here are my scores:



Extraverted indicates how I interact with my environment. I prefer group activities, get energized by social interaction and am easy to enthuse.

Though this is mostly true, I do get energy from doing something I love. Still after a long day of being enthusiastic, talkative and/or taking in lots of information, I get very exhausted and need some time alone to recharge. Which I think is quite normal and healthy to feel that way.

Energy shows where I direct my mental energy. I'm intuitive, which means I'm imaginative, open-minded and curious.

This as well is very true, but I'm just barely on the intuitive side, the other one is called observant. Observant means that you are more interested in facts and straightforward outcomes. This is true for me as well, I don't think they are opposites, but 2 sides of the same coin. I've heard of a saying that portrays this very well in my opinion: "Follow your heart, but take your brain with you." Think outside the box all you want, but do keep in mind the obstacles and facts you need to consider.

Nature determines how I make decisions and cope with emotions.

I'm a feeling person, which is true. I'm an overall more sensitive and emotional expressive person. This makes me empathic and less competitive. I find cooperation and honesty important.

Judging reflects my approach to work, planning and decision-making. I'm decisive, thorough and highly organized. I value clarity, predictability and closure.

Although this is all true, I do love spontaneous things, but it might take a few minutes to switch to the new thing when I'm busy working something else. Adding to that, I really like structure and being organised, because my mind is not. Sometimes I can also really struggle to find the structure in projects, mainly where to start can be hard for me. Mainly because my mind can be full with things to do, I want it empty as fast as I can. So when I got stuff that needs doing, I want it done as fast as I can.

Identity; I'm assertive which means I'm self-assured, even-tempered and resistant to stress.

Even though this is mostly true, I can feel the stress and will work to have everything done in time. I do think everything will always work out in the end, but not if I slack. I am more self-assured than I was a few years ago, which I really like. Of course I'm not self-assured of things I know I'm not good at, which is fine. I know my worth, strengths and weaknesses.

Roll: Diplomat. *"Diplomats care about helping and connecting with others. They prioritize being kind and generous, and in general, they'd rather cooperate than compete. Empathy seems to come naturally to these personalities. It can almost seem as if their hearts and minds resonate with other people's emotions."*

This statement is so very true, it really resonates with what I stand for and who I am. I like to help others and can easily understand them or feel with them. Which might not always be great, I've had to learn to deal with my own emotions and notice when I feel someone else's emotion.

Strategy: People mastery. *"Personality types with the People Mastery Strategy are known for their ability to handle stress. This helps them to act boldly and maintain confidence, even in the face of challenges or criticism."*

Although I do agree with this statement. As I said in the last trait, stress gets me to do things, because my mind and body don't like stress, it pushes me in a 'fight' mode and activates me to do things. Sometimes this can be really awesome and rewarding, but it makes it hard for me to switch tasks or worse, I want to multitask which results in more information intake and more stress. Lastly I probably won't take any breaks, because I got work to do, even though this may influence the quality of the work I'm doing.

Core quadrants

After all these traits I've found some strengths and weaknesses. I'm using the core quadrants model (right) from Daniel Ofman. To turn my strengths into qualities and check if I find new challenges.



<i>Quality ></i>	<i>Pitfall ></i>	<i>Challenge ></i>	<i>Allergy ></i>
Empathy	Emotional	Down to earth	Emotionless/cold
Enthusiasm	Impulsive	Saying no	Negativity
Creative	Chaotic	Structure	Repetition
Go-getter	Stressed	Taking breaks	Laziness
Self-assured	Overconfident	Modest	Insecurity

I will go over each one and explain in more detail what I mean by it. Not all of these are necessarily learning goals. There are also some learning goals I took from the personality test.

First off is **empathy**. I actually learned I was high-sensitive 2 years ago. I didn't know I was sometimes feeling what someone else was feeling. This made me very insecure. I've worked hard to understand my own feelings and to recognize (faster) when a feeling isn't mine. I can get emotional quicker when I'm tired physically, mentally or emotionally. It can certainly be a challenge to try and be more down to earth sometimes. It really differs day to day how I'm feeling. So all the core quadrants are very true to me.

Second is **enthusiasm** is a trait in which I really identify myself with. When I ask people to describe me in three words, this is one of them. In my first study, dramatherapy, I had to be less enthusiastic because you work with people who can get overwhelmed very easy. Having this as a learning goal, made me very insecure about myself and my identity. Of course you have to know when the enthusiasm is good and when not. I have grown in noticing this with age and getting better at adjusting myself to the environment I'm in. Although the challenge 'saying no' is interesting. I found it on the internet, and first off I thought: "I can say no to people, why is this here?". But then I realised I want to do all sorts of things and get involved everywhere, because I want to, but sometimes you have to say no to things you would like to do, otherwise you get stressed out.

I have an interesting relationship with the word **creativity**. Because I've always thought before this study that I wasn't very creative at all. I linked it to people who were good at art; drawing, painting etc... This is one form of creativity, I love stories, books and theatre; I'm directing a kids show at my local theatre club. I'm good at storytelling and love to learn as well. I've learned creativity is also a way of looking at

problems as an obstacle and finding creative ways to deal with it. I love the saying: “Where there’s a will, there’s a way.” The pitfall of creativity is chaos, at first I didn’t agree, but I have to admit that my mind can wander off quite easily and be very chaotic. The challenge ‘structure’ is something I already do. I am a pretty structured person to compensate for my chaotic mind. I like to keep to-do lists, plan ahead and work with my google calendar to keep track of everything in this also very chaotic world.

As you’ve probably noticed by reading this document I’m a **go-getter**. This is also mainly thanks to my enthusiasm, because I do say yes to a lot of things, I also want to finish them. This can cause stress if I don’t have the time/energy to do it. Sometimes I have to learn to let go of a certain project or put it off a few weeks so the priorities can come first. The challenge ‘taking breaks’ is so true. When I get caught up working on something, I’ve noticed this a lot when I’m coding, I keep on going even till late at night (I don’t do all-nighters though, I can’t function with too little sleep) and I don’t take breaks when I should. ‘Just this one thing, then I’ll come and eat’ is a sentence I say a bit too often to the frustration of my boyfriend.

Lastly I’d like to say I’m **self-assured**, as I also described in the *assertive* trait. It is a bit hard to say to what extent I’m self-assured in. I’m at least more assured than I was a few years ago. Mostly I’m assured of who I am, I don’t mind adapting to people, but I don’t do it so much I push away who I am. Self-assurance in skills I have is still very different depending on what skill, mostly because I don’t have much reference material except for my classmates. I still need to find a balance between when I need to be modest and when it is okay to be self-assured.

Conclusion

As you see I have a lot to learn on personal and professional areas. I have taken all the information from above and sorted them in learning goals for each area.

Personal

One goal I have had for a long time is: **learn to take criticism**:

What?

I used to get very defensive while taking feedback/criticism. Right now it is a lot less, it also depends a lot on the subject.

Why?

Right now I'm at the stage to balance when it is okay to go against criticism, because it might be an opinion difference or when something I did/make could be done better. Mainly in this creative world it can be hard to tell the difference apart. It's hard to notice progress in this goal.

How?

I would like to open up this kind of discussion with my mentor or the person who gives the feedback. I think it is also good to ask questions why they have that feedback, this way I can learn their perspective and I can always choose to incorporate that feedback later or not. This way I can make an informed decision and explain why I did, or did not, change a certain thing.

When?

By the end of the internship I would like to ask people who have given me feedback before, to give me feedback about how I handled the feedback. This way I can check if I kept my word.

The second goal I have is: **taking breaks**.

What?

It feels a bit braggy to say, but when I like a project I can work a bit too hard and too long on it. Sometimes you don't want to stop because you're 'in the flow'.

Why?

I often don't take as many breaks as I should which mostly isn't healthy and actually doesn't help the process of the project. When you take breaks the next time you look at the project you might have new ideas/insights which can help you move forward

How?

I would like to set timers when working at a project, this can be an internship or school project. When I start to work on said project, I will set a timer for 1 hour. I will stop earlier when I get frustrated (with coding for example), but when I'm in the flow I will set the timer for another half hour. Then I have to stop and take a break of minimal 5 min.

When?

I will try and start this already. It will be a new habit to learn and it will be hard to actually listen to the timer, as it is easy to just ignore it. I hope at the beginning of the internship I will have already tried to do this a few times.

Professional

My first professional goal is: **making progress in coding/programming.**

What?

I would like to learn a new coding language in my internship and get better at the current languages I know: HTML, CSS, JavaScript, Processing & PHP. I would love to work more with *Arduino* and *Raspberry Pi*.

Why?

Because coding and programming are a skills I'm very interested in, I would like to get better at using them. I also would like to use this knowledge to teach others or, use it to make cool things for myself and future clients.

How?

I will probably already start learning *Arduino*/*Raspberry Pi* because I have the motivation to do so. I will look up tutorial on YouTube and as with everything you have to do it to learn it.

When?

Hopefully at the start of my internship I will already know more about *Arduino* and/or *Raspberry Pi*. If my internship works with a new coding languages I will also know and use the language at the end of my internship.

My second goal is: **learn to do presentations.**

What?

I want to learn how to get better at holding a presentation. I often get very nervous when I have to hold one. Mostly when it is for someone important (teachers/clients). Funny thing is when I have to present for the class, be it kids or my own class I don't get nervous as much.

Why?

I want to feel confident when I'm expressing my ideas to someone else. Even if you have a good idea, it can still be undermined if you don't present it confidently.

How?

Doing lots of presentations and prepare them well so even when I get nervous I don't forget what to say.

When?

This is also a process that steadily grows and won't be done by the end of the internship, but I hope to be less nervous and more confident than the beginning of the internship.