**Professional Identity & Career Action Plan Assignment**

**Instructions:** You are to complete this assignment by editing and submitting this document. Drawing on what you have learned through the exercises in Units 1-3, complete the following four (4) sections to summarize the employability attributes that you already have, identify those that you need, reflect on how you will get what you need, and summarize this into three clear goals to move forward in your career planning.

**PART 1: WHAT I HAVE NOW**

**Answer the following questions to summarize what you have learned about yourself in the activities you completed in Unit 02. (8 marks, 4 per question)**

1. Using this chart, identify your top attributes in each section. Then map out 2 connections between aspects of your career identity.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Skills** | **Personality Traits** | **Knowledge Areas** | | **Values** | **Interests** | | **Attitudes** |
| 1. Oral communication  2. Problem-solving  3.Conflict management  4.Social and cultural agility  5. Time management | 1. Extraversion  2.Agreeableness  3.Conscientiousness  4.Negative Emotionality  5.Open-Mindedness | 1. Cultural and civic knowledge  2. Digital and technical knowledge  3. Business and financial knowledge  4. Mathematical knowledge  5.Scientific knowledge | | 1.Recognition  2.Achivement  3.Independence | 1.Realistic  2.Social  3.Investigative | | 1. Adaptability  3.Responsiblity  3.Initiative |
| *Example:*  *Personality trait: curious*  *Knowledge: Interest Area:*  *research methods Investigative* | | | Personality trait: Extraversion  Skills: Interests: Social  Social and cultural agility | | | *Interests: Investigate*  *Skills: Problem-solving Knowledge Areas:*  *Digital and technical*  *knowledge* | |

2. Summarize the information above in a statement about yourself, answering the question “Who am I?” (approx. 350 words)

With the activities I have done and what I learnt from unit 1 to 3, I have definitely more understanding of who I am.

To start with, I must talk about my communication skills and relationships with other people. I am an individual who enjoys social settings and enjoys engaging with others, as reflected in my extraversion and social and cultural agility. I am outgoing, friendly, and comfortable in diverse environments. So, I enjoy working with others and often achieve better outcomes in collaborative efforts despite some conflicts occur with teammates. My strong communication skills allow me to be articulate clearly and build positive relationships with those around me. Thus, I find satisfaction in working alongside others to achieve common goals.

Moreover, I am also really good at problem-solving. I enjoy the challenge of addressing complex issues, applying a methodical approach to identify root causes, and finding effective solutions. When I take a systematic approach to pinpoint underlying issues, I am usually able to see the cause of the problem. This aligns with my interest in investigative work, as I enjoy digging deeper to fully understand a situation, whether through research or exploration of new knowledge areas. My curiosity and openness to learning are reflected in my knowledge of digital and technical areas, where I feel confident navigating and applying what I know to real-world situations.

My conscientiousness, paired with adaptability and responsibility, allows me to take initiative and stay organized, ensuring that I manage my time efficiently. I value achievement and independence, driving me to set goals and work towards them with a sense of purpose. I appreciate recognition for my efforts, but I am equally motivated by the satisfaction of completing a task to the best of my ability.

However, I have a personality trait which is negative emotionality. I have never thought of this thoroughly in the past but now that I think of it, I sometimes focus too much on worst-case scenarios when working on tasks or facing challenges, which can cause unnecessary stress.

In conclusion, I am someone who is guided by a balance of strong interpersonal skills and problem-solving abilities. Despite occasionally leaning towards worst-case thinking, I remain adaptable, responsible, and proactive in both social and professional settings.

**PART 2: WHAT I NEED**

**For each of the following prompts write a brief summary of what you have learned from Units 1-3. Answers are not restricted by length but will be evaluated based on the demonstration of critical thinking and in-depth reflection of the course content and yourself. (20 marks, 4 per question)**

1. I’m interested in working in/on….

(*Describe a few possible career paths that you are considering referencing challenges or NOC categories)*

The IT industry. More specifically, I want to have a career as a backend developer which is about handling servers and database system of applications. These days, the demand of decent server engineers is uprising as e-commercial phenomenon and AI revolution are ongoing. People are investing millions of dollars to sell their products with AI or e-commercial and that require servers and database.

1. From my research, I believe that these career paths will require the following employability attributes….

*(reference skills, values, traits, knowledge, etc. that you believe will be important and describe why)*

Problem-solving skills, Time management, Oral communication. As a person who already did 4 co-op semesters in IT companies in the past, those are the most needed features to be developers. First of all, literally every single work you have to do in that industry is problem-solving. You have to analyze problems and figure out what the causes are and fix them. So, it would be impossible to work in this industry without problem-solving skills. Moreover, people have to finish their work by the end of each sprint. Sprints are time sensitive and developers get a specific amount of work each sprint and the work is their responsibility which is time sensitive. Thus, time management is also a huge part. Lastly, communication skills are really important but not many developers have this skill which is a problem. Developers tend to be closed-minded and self-centered on top of their lack of social skills. But making software products is about collaboration and oral communication is highly required.

1. The future world of work will require…

*(reference the changing world of work and how this could impact your personal career)*

a higher degree of flexibility and adaptability, especially with the rapid pace of technological advancements. In the IT industry, particularly in backend development, automation and AI tools are transforming the way servers and databases are managed. These changes will likely increase the need for developers to not only master existing technologies but also learn how to integrate and work alongside automation systems. Furthermore, the rise of remote work and global teams means that developers will need to collaborate effectively across different time zones and cultural contexts. As the gig economy grows, more backend developers may find themselves working on short-term contracts rather than in traditional full-time roles, which would require even more self-discipline, self-management, and continuous learning to stay relevant.

1. Therefore, to succeed in the future, I believe that I’ll need to develop….

*(connect the content from question 2 and 3 and reference skills, traits, knowledge, etc. that you would like to develop)*

My software engineering skills, AI integration, and cloud computing, which are becoming more prevalent in server management. In addition, I’ll need to develop adaptability and a growth mindset so I can stay updated on new tools and technologies as they emerge. Additionally, improving my communication skills will be crucial, particularly for working with globally distributed teams where clear, effective collaboration is key and I’ll need to develop resilience and stress management techniques to handle the challenges that come with the gig economy and remote work, such as job insecurity and isolation, while maintaining my productivity.

1. Three questions I feel that I’ll need answers to are…

*(Pose three questions that have been lingering in your mind as you engaged in course content and how you might approach seeking answers)*

How can I enhance communication skills with team members who are working remotely or in different time zones?

How can I be valuable with the latest advancements in backend technologies, especially AI and cloud computing, to ensure that my skills remain relevant in the changing job market?

How can I prepare myself for the potential challenges of working on short-term contracts?

**PART 3: HOW TO GET WHAT I NEED**

**For each of the following prompts write a brief summary of what you have learned from Units 1-3. Answers are not restricted by length but will be evaluated based on the demonstration of critical thinking and reflection of the course content. (8 marks, 4 per question)**

1. I can gain relevant knowledge for my career path through the following undergraduate courses at the University of Guelph OR through the following further education program in…   
   *(Name the undergraduate courses OR name the graduate programs you are considering explain the skill/knowledge you will gain and how this will help you be successful in the career paths identified above)*

General computing. In this program, I am successfully obtaining knowledge of software engineering such as data structures, database knowledge, Operating systems which are essentials for getting in the IT industry. Also, this program provides a lot of group projects as well and this experience helps me to enhance my collaboration and communication skills which I will need in the future in the IT industry by resolving a lot of conflicts occur.

1. I can develop the necessary employability attributes that I identified in Part 2 through the following three (3) experience opportunities….   
   *(Name the opportunity and the organization which provides it, describe how it will provide skill/knowledge/trait development)*

The three experience opportunities that can help me develop the employability attributes I’ve identified are my previous co-op placements at Canada Revenue Agency (CRA), Atlas Apex, and potentially working at Samsung.

Firstly, during my time at Canada Revenue Agency (CRA), I gained a valuable understanding of how large organizations operate and the structured processes they use to get things done. I learned about organizational rules, compliance, and how different departments interact to ensure efficiency. However, because the tasks assigned to me were relatively small, I didn’t have as many opportunities to develop advanced technical skills. Despite this, the experience provided me with enhancement in oral communication and social and culture agility.

In contrast, at Atlas Apex, the team was much smaller, which meant that I had to take on a broader range of responsibilities. This allowed me to dive deeper into technical work, significantly enhancing my skills in backend development. I had hands-on experience tackling complex tasks, which sharpened my problem-solving abilities and technical knowledge. This environment pushed me to take initiative and be adaptable, as I was constantly learning and applying new skills to meet project demands. In result, I was successfully able to improve my Digital and technical knowledge and Problem-solving skills

Finally, working at Samsung could provide an opportunity to further hone my skills in a larger, cutting-edge tech environment. As a global leader in technology, Samsung would likely offer the chance to work with advanced tools and platforms, while also challenging me to innovate and stay updated with the latest trends in backend development and server management. Thus, I could learn adaptability more in this organization.

**PART 4: SETTING SMART GOALS**

**Synthesize the information in Parts 1-3 into three (3) SMART career-related goals for yourself. At least one must be a goal for this term. Ensure that each goal is specific, measurable, achievable, realistic and time-targeted. (6 marks, 2 per goal)**

1.

S – I will secure a junior backend development position at Samsung after graduation.

M- I will apply to at least five relevant job positions by the end of next April which is my graduation date.

A - I will leverage my co-op experience, refine my portfolio, and improve my technical knowledge (specifically in server management and AI integration) to prepare for these applications.

R -With my past co-op experience and continuous learning in cloud computing and server management, I am well-positioned to secure a role in this field.

T - I aim to secure a full-time position by next April

2.

S- I will improve my backend development skills by gaining proficiency in cloud computing.

M- I will complete at least two online courses on cloud platforms such as AWS or Azure by the end of the term.

A- I will allocate 5-7 hours a week for these courses while continuing my academic studies.

R- Cloud computing is directly related to backend development and is becoming increasingly important, so gaining these skills is crucial for my future career path.

T- I will finish both courses by the end of this semester.

3.

S- I will enhance my oral communication by leading at least two group projects in my current university courses until graduation.

M- I will actively take on leadership roles in at least two group projects, ensuring regular communication and resolving any team conflicts promptly.

A- I have already gained experience through past group projects and co-op roles, so I will be able to apply those skills in current academic settings.

R- Improving communication and leadership in a collaborative environment will prepare me for future remote and global team dynamics.

T- I will complete this goal by next April.