

# CONTINUING PERSONAL DEVELOPMENT

1507680

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## 1 Introduction

The third and final year of university is by far the most important. Not only do the grades weigh the most but it's the last year to polish skills learnt to show off and excel in the real life environment. During this term I kept weekly reports to identify skills I need to improve on. The skills identified are managing mental states, building and supporting, disciplined task setting, improved programming projects and problem solving. This report will show why these skills are important in the workplace and how I am going to use SMART goals to improve them myself.

## 2 Affective domain

A big part of the first semester I have been dealing with personal problems. During the games industry managing one's thoughts and feelings is important as working a 9-5 job gives little time for respite. Making sure that your mental state is positive improves productivity and allows for a better work ethic. One of the subdomains of affective domain is organizing, this is putting together different values, information and ideas then relating them to an internal philosophy. Creating a point based system for outside of university would help me balance out work and personal life. To go into more depth each day I would have a set point limit I would need to reach for both personal and work related tasks. For example 10 work points for 300 words on an essay and 5 fun points for an hour spending time with friends. With this type of point system, if I can identify that I am overworking or becoming more stressed than normal I can adjust the work to fun ratio to allow for more personal time.

## 3 Interpersonal domain

Working in a team has become a daily practice this term. This doesn't mean that improvement is not needed. Working in the games industry means that the interpersonal domain is one of the most important as working well in a team is vital to completing projects. The subdomain I will be focusing on is

building and supporting, this is when positive feedback is given and to assist another person to accomplishing a collaborative goal. As my team is new to Unreal Engine I have been looked to for advice, this has shown that my skills in portraying tips and helping them has been inadequate. To improve this skill I am going to use the daily meetings to find someone who is having a problem with their task. I will then sit down with them and initiate conversation with a positive attitude, next I will actively listen to them. This in itself will help me improve my listening skills. Working through their problem with them to see if I am able to help them complete their problem. Having a minimum goal of helping 1 person a week this will help me build multiple skills.

## 4 Dispositional domain

Time management and self discipline is 2 key skills to success in life and the games industry. Allowing myself to leave tasks to last minute has become a recurring problem the past few years. Because of underestimating tasks and outside university problems, becoming competent in this domain will significantly help the quality of my work. Because time management is such a broad skill I will be focusing on act of completing tasks and consistently keeping up with the method of designating these tasks. Each week I will create a list of tasks I need to complete and then each night I will apply the ABCDE method to this list. A = “must do”, B = “should do”, C = “nice to do”, D = “delegate free time” and E = “eliminate”. If there are several A’s I will label them A1, A2 and so on. Once I start working on a task it is important that I discipline myself to stick to each task until they are completed starting from A. Using this method not only improves my time management skills but also helps discipline myself to be able to choose the most important tasks and not work on unimportant easy tasks.

## 5 Cognitive domain

Keeping up to date with programming and learning new techniques helps employees keep up with the advances in the games industry. My programming practice has been very poor this term. Working in Unreal Engine mainly has given my little reason to programme outside of university. Although some programming skills are still present I can see that some are starting to decline. To improve this skill I will be linking it to my portfolio so that I can work towards building it up for after university. With help from a lecturer I will design and plan out programming projects that will show off my skills. Creating a trello board I will have set tasks each week to work on towards each project, delving into different programming techniques and languages will build my skills to show off. By the end of the year I will ideally have 2 major projects and 3 minor ones to put onto my website.

## 6 Procedural domain

Problem solving is a skill that we use on a daily basis and might seem to be a second rate skill, but in the games industry it can become vital in completing tasks on time. During this term I found myself stuck on tasks that I could not solve for a few days, this can be detrimental when other teammates are needing your work to continue. There are many ways of improving this skills through the use of different techniques such as mind maps, rubber duck debugging and problem solving minigames. The way I will be improving is through the use of a method called IDEAL: Identify, Define, Examine, Act and Look. Each week I will use the IDEAL method for a problem I encounter, if I do not stumble upon a problem I will apply this method to a task on the friday. The first step is to identify and write out what the problem is, the next is the ability to define the problem and break it down into smaller manageable chunks which define the main problems. After that is a big part of the method, examining possible solutions for the problem. Not only do i need to look for obvious fixes but also be creative and remember that some fixes might have negative effects. During the fourth step of acting on resolving the problem it is important to plan a step by step process and to observe results as you go. The final step is the most important, to look for ways to learn from it. Sitting down after the problem is resolved to review your solution and compare it to other ones you had planned out.

## 7 Conclusion

In conclusion I have a lot to improve in each of the domains, but the main domain I will be working on is the affective domain. With the smart goal set for this domain it would not only help divide up my work to personal life so that I can spend time to myself, but also keeps me on track to doing work each day. This would also link to my dispositional domain where I could relate each point tasks to the ABCDE method.