

Professional Practices

The Profession

- Introduction
- Professionalism
- Traits of a Professional
- Applying Professionalism in Daily Life

Introduction

- **Profession**: A paid occupation, especially one that involves prolonged training and a formal qualification.
- **Professional**: A professional is a member of a profession or any person who earns their living from a specified professional activity. The term also describes the standards of education and training that prepare members of the profession with the particular knowledge and skills necessary to perform their specific role within that profession.

Professional Responsibilities

- With reference to Information Technology, Computer Science or Software Engineering, the responsibilities of working professionals in this area include network administration, software development and installation, and the planning and management of an organization's technology life cycle, by which hardware and software is maintained, upgraded and replaced.
- But these are not ENOUGH.

Engineering Council states that other than professional Knowledge, an Engineer must know

- Technical decision making and its commercial and economic implementation;...knowledge of government legislation affecting work, e.g. safety, health, environmental requirements; an understanding of the principles of management and industrial relations; some knowledge of trade unions and their organization; an understanding of the engineer's responsibility to the profession, to the community and to the environment

The Professionalism

- A profession isn't just what you do, it's who you are.
- Professionalism is a way of thinking and living rather than an accumulation of learning.

Traits of a Profession

Four Traits of Profession

1. Varied activities requiring special skills
2. Society-centric motivation
3. Personal standards of excellence
4. Giving back to society

A professional behaves ethically

- Ethics means something more than 'law' and 'morals'.
 - It carries an additional implication of 'rightness'.
 - Breaking the law: can earn a fine or jail time
 - Breaking a moral: can ruin your reputation
 - Breaking an ethic: can ruin your conscience
- It's possible to break all three, simultaneously!

Traits of a Professional

- Being a professional means that they are certain traits which are expected from you.
- We will go through Each of them

Trait # 1 of a professional: Seriousness

- Serious about job
- The job is only a job. A means to an end

Trait # 2 of a professional: Wanting to do better

- Exhibit a never-ending quest to improve their performance in every variable, every project, every relationship, and every detail.

Trait # 3 of a professional: Dealing with the Unexpected

- Stuff happens, things change, and the true professional rises to the events

Trait # 4 of a professional: Communication Skills

- Clear
- Concise
- Confident

Trait # 5 of a professional: Enthusiasm

- Attitude is everything. Those who exhibit enthusiasm for what they do and greet each day with a positive attitude certainly become a leader

Trait # 6 of a professional: Helpfulness

- Understand that real success in the workplace requires teamwork
- Always ready to lend a hand
- Make a suggestion
- Offer a compliment when it's deserved

Trait # 7 of a professional: Taking the Initiative

- Takes the initiative to get things done

Trait # 8 of a professional: Cool under Pressure

- Level headed and calm
- Cheerful manner-even under stressful times

Trait # 9 of a professional: Remains Focused

- Stay focused on the task at hand and the goal ahead
- Navigate through obstacles or setbacks but never lose sight of where they headed

Trait # 10 of a professional: Don't Follow, Lead

- True Professionals aren't faint of heart
- Analyze the situation and willing to take new paths and try new solutions
- That's why they call it LEADERSHIP!

Situational Leadership

- Situational leadership is an adaptive leadership style. This strategy encourages leaders to take stock of their team members, balance the many variables in their workplace and choose the leadership style that best fits their goals and circumstances. In the words of leadership theorist Ken Blanchard, “In the past a leader was a boss. Today’s leaders can no longer lead only based on positional power.”

- Situational leadership is the model of choice for organizations around the world that want to do the following:
- Develop people and workgroups
- Establish links and to bring out the best in their people
- Use a common leadership style across all units in an organization, be it local, national, or international

Style of leadership

(Low competence, high commitment)

– S1 (Directing / telling)

- This is the perfect leadership approach to use in situations wherein the followers lack competence, which requires the leader to show them how to do something or direct them, but are committed to their jobs. In this case, an effective leader would be one who gives precise directions, such as solving problems, making decisions and giving specific instructions.
- This style is also appropriate for emergencies wherein the leader can take control.

(Some competence, low commitment) – S2 (Coaching / selling)

- When followers have little competence but lacks commitment because of inexperience, the best leadership style to use is the coaching style. People who are new to the job will need direction and supervision, as well as support and praise to boost morale and confidence. They must also be involved in decision making to increase their commitment.
- Continuing to solve problems and make crucial decisions, as well as provide direction and supervision are what makes an effective leader. But to ensure that followers are able to learn in the process, it is important for leaders to explain decisions, ask for suggestions and support their people

(High competence, variable commitment) – S3 (Supporting / encouraging)

- This is the best theory to use for highly competent followers who still lack motivation or confidence. These people do not need much direction since they are highly skilled, but they need support and encouragement, especially if they lack commitment.
- Using this approach, an effective leader will share responsibility for solving problems and making decisions with others.

(High competence, high commitment)

– S4 (Delegating / empowering)

- When you have followers with high levels of competence and commitment, this is the perfect style to use. This is because your people are able and willing to work with as little supervision and intervention as possible. But being a wise leader, you will need to provide them with clear goals and limits to their authority. This style helps us grasp the true meaning of empowerment, which, in this case, means giving the people the permission to act and decide based on goals and within clear boundaries.