Personal Development Plan

Employee Skill Development

(IT2100)

Reg No: IT23588332

Name: Helitha Y.M.Y

Degree: BSc (Hons) in Information Technology specialize in Software Engineering

Year: 2

Semester: 2

1. Self-Assessment

I have conducted a personal self-Assessments using SWOT-analysis supported by a skill audit to evaluate my current personal, academic and professional development. This exercise help me to understand my strengths, weakness, opportunities and threats in relations to my career aspirations as a computing undergraduate at SLIIT.

1.1 SWOT Analyze

Strengths

- Strong memory (regarding technical knowledge) and critical thinking skills, enabling me to solve logical and technical problems under pressure.
- Adaptability to new technologies, with willingness to experiment and integrate them into on going project even when there if there is risk.
- Leadership experience, demonstrated by leading 2 out of 3 university projects to over 80% marks and successfully coordinating team effort as well as a experience of being prefect for consecutive 5 years.
- Effective presentation skills – clear and confident voice, pacing for audience to understanding, and expressive gesture.
- Hand-on technical experience: hackathon participation, development of a microservice based mobile application with Docker and AI integration.
- Growing proficiency of in multiple languages (C, C++, Java, Python) and currently learning of MERN + Three.js (3D object rendering to website), showing consistent technical growth.

Weaknesses

- Difficulty with theoretical knowledge retention – I tend to forget theoretical concepts within a few months.
- Limited communication and relationship management skills; I struggle to consistency maintain friendships, respond to messages, and build professional networks.
- Inconsistent discipline for non-technical task such as language learning (e.g. Japanese), attending long lectures, or business-related studies.

- Presentation delivery is strong, but language proficiency(particularly in English and other languages) needs some improvement for professional settings.
- I sometimes prioritize technical problem solving over broader strategic or business thinking.

Opportunities

- Access to hackathon, competitions and internship through my university, providing practical exposure and professional networking.
- Also, there are time to risk for exploring and experiencing new things like starting and growing a business.
- Availability of online learning resources (YouTube, Udemy, Coursera) to improve technical, language and communication skills.
- The global demand for full-stack developers and AI/ML specialist, creating career opportunities if I strengthen my skills consistently.
- Personal interest in experimenting with emerging technologies such as AI and 3D visualization (Three.js) which can give me a competitive edge in job market.

Threats

- Rapid technological changes in IT section, requiring continuous upskilling to stay relevant.
- High competition from peers who may possess stronger professional networks or industry internship.
- Potential burn out from taking risks with untested technologies in academic projects, which could affect project outcomes, if not manage carefully.
- Overreliance on technical problem-solving might limit opportunities in roles requiring, stronger communication.

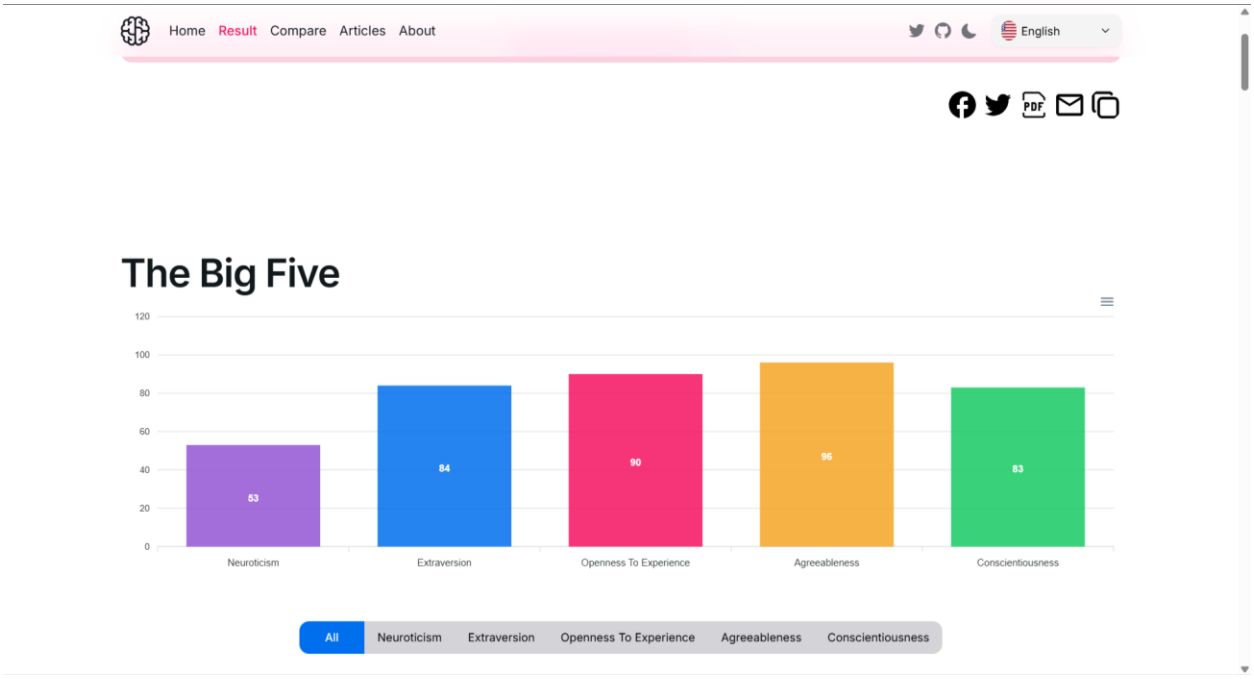
1.2 Skill audit

- Technical Skill: Proficient in C, C++, Java; actively learning MERN and Three.js experience with Docker and monolith architecture; AI integration in projects.
- Problem Solving: Excellent under pressure, with demonstrated ability to resolve unexpected technical issues.

- Leadership: led teams in multiple academic projects as well as in school, good at project coordination.
- Presentation: Strong verbal delivery, stage presence and audience engagement.
- Communication & Networking: Needs development; Difficulty in sustaining personal and professional relationships.
- Time Management & Consistency: Strong when motivated by technical challenges, but weaker in theoretical or less engaging tasks.
- Language Skill: Basic proficiency in English for academic work, but improvement is needed for professional fluency and additional foreign languages.

1.3 Personality Traits, values and Learning Styles

Personality Traits



- **Neuroticism** is low, indicating that I am exceptionally calm, composed and unflappable. You do not react with intense emotions, even to situations that most people would describe as stressful.
- **Extraversion** is high, indicating you are sociable, outgoing, energetic, and lively. You prefer to be around people much of the time.

- **Openness** to Experience is high, indicating you enjoy novelty, variety, and change. You are curious, imaginative, and creative.
- **Agreeableness** indicates a strong interest in others' needs and well-being. You are pleasant, sympathetic, and cooperative.
- **Conscientiousness** is high. This means you set clear goals and pursue them with determination. People regard you as reliable and hard-working.

Learning Styles

My learning styles is largely independent and self-directed. I rely heavily on self-study methods such as exploring online resources (YouTube, AI-powered tools and books). I prefer practical application of knowledge through hands-on projects, hackathons and experimenting with new frameworks, rather than passive lecture-based learning.

Values

- **Innovation & Curiosity** – I'm motivated to explore new technologies and framework even if they involve risks.
- **Resilience** – I value staying under calm under pressure and finding solution instead of giving up.
- **Growth & Learning** – I believe in my self-improvement through new projects, challenges and skills.
- **Collaboration** – I recognize the importance of teamwork, as seen in my leadership roles in academic projects.
- **Adaptability** – I value flexibility and the ability to adjust to adjust to changing technologies and project requirements.

2. Goal Setting

Following my self-assessments, I have identified a set of **SMART goals** that address my weakness, build on my strengths, and align with my long-term career aspirations. These goals are structured as Short-term, Mid-Term and Long-Term objectives.

Short-term Goal (0-6 months)

1. Improve Communication Skills
   - Specific: Enhance English fluency and clarity in professional conversation
   - Measurable: Participate in speaking session; record review progress monthly.
   - Achievable: Join a community group or SLIIT gavel club.
   - Relevant: Support career growth and team leadership.
   - Time-Bound: Achieve measurable improvement in 6 months.
2. Strengthen theoretical knowledge retention
   - Use spaced retention(Anki) to improve recall of theory
   - Retain 70%+ of core subjects beyond Exam
   - Track retention through self-quizzes by the end of each semester
3. Expand peer Networking
   - Build consistent professional relationships at SLIIT
   - Join at least one active student community; respond to 90% of messages within 24 hours
   - Maintain habit over next 6 months.

Mid-term Goal(6-18 months)

1. Secure an internship
   - Apply technical knowledge in professional environment
   - Try to attend at least 3 interviews
   - Provides industry exposure and practical skills
   - Secure placement within 12-18 months
2. Expand technical Portfolio
   - Build 2-3 side projects including newest technology and AI integration
   - Publish project on GitHub with documentation
   - Complete within 12-18 months

Long-term Goal (2-5 years)

- Establish a career as a Full-stack developer
- Develop leadership capacity by managing large project teams in academic and professional context
- Gain global exposure by participating in international tech conferences or securing employment in a multinational tech company.

3. Action Planning

Goal	Key Activities	Timeline	Resources/Support
Improve Communication Skill	• Practice weekly session • Record Session • Join and actively participate in a community group	0-6 months	Peers Mentors
Strengthen Theory Retention	• Create Anki flashcards • Revise weekly • Self-test past papers		Anki Lecture notes Study groups
Expand Peer networking	• Join SLIIT clubs • Attend hackathons • Maintain relationships		University clubs WhatsApp/Discord group
Secure Internship	• Update CV, LinkedIn and GitHub • Apply for suitable internship • Attend for career fairs	6-18 months	Career week LinkedIn
Expand Technical portfolio	• Build 2-3 new projects using various technology • Upload to GitHub & Update LinkedIn • Do the proper documentation		GitHub VS code Android Studio Online Tutorials
Improve English proficiency	• Enroll in a English course • Use Duolingo for practice		Coursers Duolingo

Establish Career as a Full stack developer	• Specialize in various technology, frameworks and AI	2-5 years	Online courses Internships
Develop leadership skills	• Take leadership roles in teams • Mentor junior		Student Societies Project Works
Gain global exposure	• Apply to international conferences • Internship aboard		University links Scholarship programs

4. Monitoring and Evaluation Strategy

To ensure my personal development plan remain effective and realistic, I will implement structured methods for tracking progress and making adjustment when necessary

Methods for reviewing Progress

- **Personal Journal:** Maintain weekly reflection journal noting achievements, challenges and areas needing improvements
- **Monthly progress checklist:** Review SMART goals monthly against planned milestones
- **Peer and Mentor progress:** Seek consecutive feedbacks from teammates, lectures and mentors on communication, leadership, and project performance
- **Self-Assessments Tools:** Use online quizzes, coding challenges (LeetCode, HackerRank) and mock interviews to measure technical and problem-solving growth

Plans for adjusting PDP

- **Quarterly Review:** Every 3 months, evaluate which goals are proceeded and which is progressing and which needs adjustment
- **Flexibility in Learning Paths:** If one strategy is ineffective (e.g. learning language by books), I will adapt by using interactive tools (apps, gavel clubs, movies or random conversation in online).
- **Continuous Updating:** Update goals as trends evolve in industry (e.g. If AI and blockchain gain dominance I will align technical learning accordingly.)
- **Balance with academic demands:** Adapts timeline during high workload time periods (exam seasons, final year project)

This strategy ensure that I do not only set goals but actively monitor regulate and adapt my development.

5. Personal Insight and Motivation

My motivation for this PDP comes from both my career aspiration and my personal values.

Reason for my chosen Goals

- I selected communication and networking goals because my technical strength must be complemented by strong interpersonal skill to become an effective professional
- I focused on theory retention because, despite excelling in practical work, I often struggle to sustain academic knowledge long-term, which is critical for exams and certification.
- I targeted technical portfolio building and internships to bridge the gap between classroom learning and real-world experience.
- Long-term, I aspire to be a full-stack developer with expertise in AI, and these goals logically build towards career path.

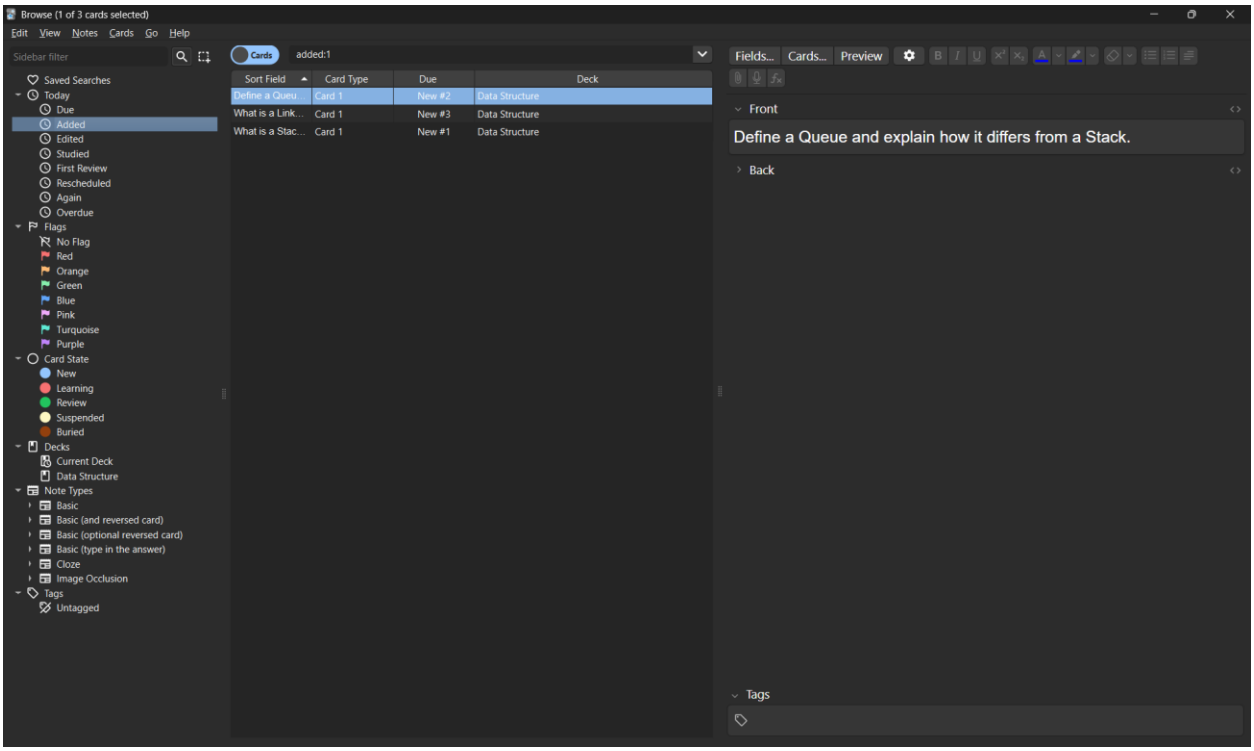
Personal and Career Vision

I am passionate about problem-solving and innovation; I enjoy the process of experimenting with new technologies even when there is risk. My vision is to grow into a individual who not only writes efficient code but also leads project that create-real world impact. Eventually, I aim to secure a role in a global tech company where I can contribute to cutting-edge solutions while mentoring others.

Evidence for self-motivation

- Learning Spanish with Duolingo

Creating Anki cards for theory retention



CV including current qualifications

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UNDERGRADUATE AT SLIIT

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SKILLS

- Project Management
- Teamwork
- Time Management
- Leadership
- Effective Communication
- Critical Thinking
- Digital Marketing

LANGUAGES

- English (Intermediate)
- Japanese(Basic)
- Spanish(Basic)

ACHIEVEMENT

- Dean's List – Semester 1 & 2nd Year Semester 1
- Prefect (5 Years) – Leadership & Discipline, Grades 6–11
- Olympiad Math Competition – Participant (Grade 9)
- Leadership Campaign – Participant

PROFILE

Detail-oriented and proactive Information Technology undergraduate with a strong academic record, including multiple Dean's List achievements. Skilled in full-stack development with experience in MERN, Java, MySQL, and Docker, alongside practical knowledge of advanced libraries such as Three.js and Chart.js. Demonstrated leadership as a project team leader, successfully guiding teams to deliver high-quality solutions. Experienced in hackathons and industry competitions, showcasing adaptability, problem-solving, and innovation. Eager to contribute technical expertise and a growth mindset to dynamic professional environments.

ACADEMIC & TECHNICAL PROJECTS

- Ceylon Smart Citizen – Hackathon Project Rootcode
  - Features: Service details (required documents, fees, booking, queue status) + AI assistant for customer queries
  - Participated in Trialathon, Desynthon, Hackathon, and Datathon rounds
- Online Examination Management (Group Leader) – HTML, CSS, JavaScript, Java, MySQL
  - Led team, secured 84 marks
- Website Development Project – HTML, CSS, JavaScript, PHP
  - Secured 80 marks
- MERN Stack + 3D Visualization Project (Ongoing) – MERN + Three.js + Leaflet.js + Chart.js + Docker

HARD SKILL

- Programming: C, Python, Java, JavaScript, PHP
- Web Development: HTML, CSS, JavaScript, PHP, MERN Stack
- Databases: MySQL, MongoDB
- Tools: Docker, Git, Chart.js, Leaflet.js, Three.js

EDUCATION

Bachelor of Information Technology (Ongoing) - SLIIT

- GPA: 3.8 (Dean's List, Semester 1)
- GPA: 3.24 (Semester 2)
- GPA: 3.94 (Dean's List, 2nd Year – Semester 1)

Diploma in IT (Python & Basic IT) - University of Moratuwa (Ongoing)

Advanced Level (Math Stream) - Mo/Wellassa National School - 3C passes