Career Development Plan

(20% of overall module marks)

**Assignment 1**

Congratulations, you have completed the **first section** of the Careers Module, which focuses on getting to know yourself. Having completed and reflected on the following: Strengths Profile, Type Dynamic Personality Assessment, Skills Audit- Technical and Transferable skills, SWOT Analysis and Industry Sector Analysis. You now need to incorporate these personal findings into your Career Development Plan as set out in the template below.

**(A): PERSONALITY TRAITS:** 200 words

*What did you learn about your personality type? What was the top two traits that were highlighted for your type that you felt were accurate for you and why? What were the areas for development and highlight what you will do to implement changes to develop these areas?*

**Write your answer here**

My personality type is Architect – I like to plan and design everything. I am 55% introverted, 51% intuitive, 63% thinking, 60% judging, and 47% assertive.

The top two most accurate traits were **Adaptable** and **Improver**

I keep changing my plans to adapt to the requirements of the job and/or new situations. I prefer to have a calm life at home and study/work intensively at the workplace. Context and requirements do change all the time, so I try to stay on track along with the demands and plan for the unexpected.

I think ahead of the new ways of learning, working and improving. I analyse the task at hand, the ideas put forward and how they will benefit the project both short and long-term.

I need to work on my **Courage** and leave my comfort zone from time to time. I learnt I was an *omnivert* - I am outgoing and can work comfortably in a group, but at the same time I take time to warm up to new people and beat my “shyness”. I try to find the balance between having social events and staying cosy.

Thanks to the ATU studies, I have successfully beaten the “Impostor’s Syndrome” – I proved to myself that my career path is valid. However, I need to improve my communication skills such as starting a conversation with people quickly and easily.

To learn how to break the ice, I attend events, and conferences, and go out to meet strangers.

**(B) STRENGTHS PROFILE:** 200 words

*What are your key strengths and how have you demonstrated these strengths in your achievements? How will you describe and translate these skills to an employer using the STAR structure*? Choose **two** of your strengths and using the STAR structure, write out an example of where you demonstrated these strengths.

***Situation/Task*** *- the nature of the task, problem, situation or objective*

***Action*** *- what you actually did and how you demonstrated the skill/quality*

***Result*** *- the outcome or result of the situation*

**Write your answer here**

*Educational/Research skills*

To complete various types of projects, we must develop a mastery of specific tools and equipment.

I need to learn, try and adapt to different technologies and software all the time – and truly enjoy it.

For one event, the organisers got tired of tracking all information in spreadsheets. Manually checking the lists of the guests at the entrance was also very inefficient, irritating and error-prone.

My manager decided to build a mobile application to track the guests. Nobody in the company had Android development skills at the time, I asked the manager to allow me to experiment with the platform to see if it was a good fit for the job. He agreed.

I went to a bookstore and bought a book on Android basics, and skimmed through it to see how the parts fit together, next I started trying out Android examples from Google to see things in action. It felt foreign at the beginning, but as my confidence grew, I realised that yes we stood a good chance of building a winning product quickly. I reported findings to the manager and showed him a rough prototype.

I learnt more about Android OS, made a few modifications to the product following the feedback and my research, then we demonstrated the product to the customer who got interested, and finally we started planning for the first release.

In the end, I learnt the basics of mobile programming, I helped build a successful product AND the company kept good relations with the customer.

*Planning and organisation*

Once in my role, the company made the decision to focus on clearing defects from the product backlog. As I was responsible for managing customer issues by email, my target was to decrease the size of that bug list by at least 20% in one quarter.

As I had to liaise between the customer, managers and the development team and started to go through the email list, I quickly realised that the email method needed an upgrade. So I suggested we use Team Foundation Server for bug tracking to the manager, he agreed, then I installed the TFS on-premises. Next I worked with the rest of the team to get them interested in agile technologies.

I approached the assigned task in a planned and organised way which immediately gave us a performance boost. Moreover, customers were happier and it boosted everybody’s productivity.

**(C) SKILLS AUDIT:** 200 words

*What are your* ***key*** *Technical & IT skills and top THREE Transferrable skills (Personal skills) that you have, and that you know employers seek now? List all your skills and give brief examples of where you developed these skills.*

**Write your answer here**

*Job-Specific skills*: Experience with Java/C#/.NET, web services and technologies; design and development for both relational and NoSQL databases; testing, debugging and profiling of software; releasing applications using continuous integration; code inspection and bug fixing; design and architecture of product prototypes; maintenance of engineering documentation; knowledge of base algorithms and design patterns, OOP and functional programming; collaboration in Agile fast-paced development environment; deployment to Azure and other cloud services

*IT skills*: experience with Windows, Linux and MacOS, knowledge of office suites and accounting software; used Tableau for data visualisation; communication via Slack/Trello/Teams to ensure on-time delivery

*Ongoing self-development*: Understand new technologies if they impact my/company work in a good way. Try to innovate in solutions e.g. use design patterns. Read more books and follow video courses regularly.

Planning Work: I can work on concrete as well as vague tasks independently. I like results and have a strong attention to the planning phase.

*Teamwork:* I value team work. I worked with other team members to roll-out important changes and applications. Eager to learn about all the processes and issues related to the job that the team performs. Can take ownership of hands-on projects and delegate tasks to the group members.

*Customer focus:* Everything is about the Customer. Formulated requirements for the customers and worked with technical support on customer issues.

*Giving feedback:* logged product defects that were easy to follow and fix; reviewed code changes and reported back their correctness and best practice conformity back; passed customer feedback to the management

**(D) SWOT ANALYSIS** 200 words

*The****personal Strengths, Weaknesses, Opportunities and Threats****(SWOT) analysis you completed will identify your strengths and weaknesses and will assist you to find the talents and the career objectives that relate to these.*

*Please write out* ***ONE Strength*** *you are going to* ***build on****. List* ***ONE weaknesses*** *you will try* ***to eliminate*** *and how. List* ***ONE opportunity*** *you will try to* ***enhance*** *and* ***ONE threat*** *you will try* ***to fight.***

**Write your answer here**

*Strength: Thirst for Knowledge*

I love discovering how things are made/created by the Nature and Humans. I try to find out about new technologies and how to apply them in practice (hello, MidJourney!). I execute my studies well because I am curious. I concentrate on self-learning and I feel energised doing that.

I can be a dreamer and a pessimist because there is still so much to learn about. This year I will dedicate even more time to studying in order to get the right programming job.

*Weakness: Impostor’s Syndrome*

Typical whisper in the head: “Are you good enough?”. It is so easy for that weakness to show up time after time, so how do I eliminate it?

I keep learning and practicing, taking tests and MCQs is enjoyable and fulfilling. I also stop and reflect on the past successful projects I took part of - they happened and I helped achieve the success. I can be proud of my work academically and professionally, as an individual and a team player. There is no stopping me in future endeavours.

*Opportunity: Build my network*

I try to extend and improve my network. I visited a few job fairs and seminars last year, took part in a Job Care programme and I am being more pro-active on LinkedIn (the only social respectable network left).

*Threat: Inter-personal communication*

I need to become more courageous in articulating my thoughts and ideas – mostly verbally. I can express myself in writing effectively, and I do have empathy, patience and respect for others – but I need to speak aloud and demonstrate that I can work well with others.

**(E) INDUSTRY SECTOR ANALYSIS**: 200 words

*Analyse an occupation/industry sector and formulate an appropriate occupation/sector analysis.* ***List two companies*** *that interest you and why, highlight your research in these companies by answering some of the questions below and put together an action plan on how you are going to progress your application to these companies:*

*What do they do? What products/ Services do they make?*

*What is their recruitment process?*

*Do you have any contacts in the company?*

*What attracts you to this company?*

*Where are they based?*

*Do they have a base internationally?*

*Where is their parent company?*

*How many do they employ?*

*Have they won any recent awards?*

*Are they on Linkedin ?*

*Do they have a mission statement?*

*Who is there target market?*

*Any plans for expansion or growth?*

***Write your answer here***

**Stryker** is a leading medical technology company. They sell products and services that can be useful in Orthopaedics, Medical and Surgical, and Neurotechnology and Spine.

The recruitment process is slow (4-6 months) but straight-forward. First, a video interview with technical leads from two different departments. Next is a Gallup interview where you are asked a series of general questions. The last two interviews take place on one day – a technical review and a hiring manager interview.

The company attracts me as they produce medical technology that improves people’s lives around the globe. There are opportunities in the company to learn and grow steadily. People are great and friendly.

Stryker employs over 10000 people all over the world, their headquarters are in Kalamazoo, Michigan. They also have several buildings in Co. Cork.

Stryker was founded by a surgeon in 1941 and their mission statement is clear: “Together with our customers, we are driven to make healthcare better.”

Their LinkedIn page is <https://www.linkedin.com/company/stryker>

The company targets healthcare as they design and manufacture medical instruments and devices and research new technology. The company has a bright future and will keep growing.

**NetApp** is Cork-based generalist software company that helps business to get most of their data. They bring customer data onto the biggest public clouds for delivering the right data and applications to the right people.

I am attracted by their location and diversity. They used top-of-the-notch tools and technologies and they approach challenges with fresh eyes.

They recently moved to their brand-new headquarters so there are definitely plans for expansion. I am not yet aware about their recruitment process as there is little information online.

They have a great presence on LinkedIn: <https://www.linkedin.com/company/netapp/>