**PERSONAL DEVELOPMENT PLAN**

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# Personal reflection through using Gibbs Reflective model

One of the key components for personal development is the reflective model, which refers to a person's dangers and opportunities as well as their strengths and limitations. A perfect reflection model is always useful in identifying a person's strengths and areas for improvement. The Gibbs reflective model is one of the most significant and well-known models for the reflection cycle. The key topic of discussion during this full analytical reflection assessment will be discussed and the selected model in this self-analysis is the most effective model for doing so. There are six main steps in the reflective approach, which include "description, feelings, evaluation, analysis, conclusion, and action plan." The “Gibbs model of reflective” thinking encourages the people for thinking systematically regarding their experiences and the actions they took in specific circumstances in their lives, activities, or events. There may be a situation of personal development for both personal and corporate life by adopting this cycle of reflection Grit, 2019). By allowing the essential skills, this also contributes to ensuring efficient and secure care. Here, these six fundamental steps are addressed.

**Step 1: Description**

The first stage of “the Gibbs model of self-reflection” is described in the description, and at this level, I must reflect on the real events that happened in my earlier days, especially throughout the length of the year that I spent studying for this module. In this specific step, I can say that I have a few things that will aid in the development of my own knowledge in a variety of skill areas, including management of a team, employee relations, communication, and decision-making, among others.

**Step 2: Feelings**

The second step of “the Gibbs model of self-reflection” is called feelings, and it refers to how I feel about any event or circumstance as well as how I feel and think about my life. This phase requires me to express how I feel about a particular life experience in light of various aspects, such as communication, leadership, and situational decision-making (Uche, 2019). These emotions will aid in my understanding of various scenarios in which I find myself.

**Step 3: Evaluation**

The Gibbs model of self-reflection has three stages. The third stage, called evaluation, asks me to assess my life experiences and consider whether they were positive or negative. Understanding the experience throughout the evaluation phase can help you examine it later. It is necessary to assess the contributing elements and determine the positive and negative aspects of the relationships between the various skills.

**Step 4: Analysis**

The Gibbs model of self-reflection has four stages. The fourth stage, "analysis," asks, "What can I make of the situation?" I will need to evaluate my feelings and investigate any contributing elements or personal strengths in the analysis section (Safari, *et al*. 2021). These will aid in my self-examination and decision-making.

**Step 5: Conclusion**

The conclusion denotes the fifth step of “the Gibbs model of self-reflection”, and it refers to the assessment of how much better off I would have been if I had done anything different at the end of a real-life experience. In the concluding section, it is necessary to assess the situation and look at any other elements that might encourage men to acquire the abilities that I don't have or I have lacked or at least lacked less in my life.

**Step 6: Action plan**

The last and the sixth stage of “the Gibbs model of self-reflection” is the action plan, and this stage relates to the future action I will take in response to the circumstance or incident. Making an action plan for developing my weak or lacking talents is necessary at this stage of the process (Kaliky, *et al*. 2020). My ability to build the abilities necessary for my future growth will be aided by this.

After discussion of my personal reflection I can say that my experience taught me many things that helped me to discover my strong areas and my weak areas as well, and this will help me to develop my personal skills to develop my ability in future. Through developing my personal skills and their enhancement will help me to enhance my ability to work in a group for both the personal and professional life for a better future (Gasmi and Belloumi, 2022). This reflective model will also help me to understand those aries that I need to develop to overcome those issues and in the process of team formation for a better team collaboration.

# Personal development plan: Analyzing the residential component (Leadership skill)

Business executives must strike a balance between the performance of their employees and the organization's future performance in order to generate significant quantities of income from the modern business market. They provide their vision, honesty, and constant process-centeredness, as well as their capacity for strategic planning and catalyzing collaboration among the business team within the corporate organization (Wang, *et al.* 2022). According to my research, a good leader must possess the following qualities and abilities, which are listed below:

**Strategic thinking**

The ability to create a vision that is full of carefully chosen personal plans for where he wants to be in a few years and where he wants to see his company in five years is the fundamental trait of a leader. The best thinkers are never sidetracked by small details and always see the broader picture. As an active visionary, I believe they should have strong communication skills and the ability to have ongoing dialogue with their followers. Strong communication skills are essential for corporate leaders.

**Planning**

While choosing the vision, they must prepare the steps necessary to realize it and deal with any obstacles that arise along the way. Reputable leaders are renowned for being the best action planners to deliver the current strategy and vision (Aldosemani, 2019). For both leaders and managers, project management and planning, along with the risk management, are crucial abilities.

**People management**

The best leaders are renowned for their talents to identify the appropriate individuals and inspire them to work towards the organization's chosen vision. There are further difficulties that can prevent the delegation of all tasks within the team, including balancing the process of the several, demanding tasks (Minger, 2017). They must comprehend the correct requirements for performance management on both the regular NBA buys and how to manage all employees who don't perform well.

**Communication**

In order to grasp the ideas and the plans of other people's thoughts and listening to them, where leaders must always work on the best methods for communicating their vision. Excellent leaders are always terrific listeners and are able to actively hear the issues that their team members are facing. By asking the right questions, they can get information from the staff. Theft beavers act aggressively against their staff and can quickly and amicably improve their work output (Qu, *et al.* 2022). Together, these abilities aid a leader in developing the trait of "brightness," which contributes to charisma. People desire to follow the corporate leaders of today because of their charm and "brightness."

There are some strong skills that will help in my future career such as "Mentoring/Coaching skill, Interpersonal Skills, Planning and Organizing skill, Diplomacy/Tact skill, People Advocacy skill, Resilience skill, Time and Priority Management skill, Appreciating Others skill, Teamwork skill, Project Management skill, Conflict Management skill, Decision-Making skill, Leadership skill, Futuristic Thinking skill, Negotiation skill, Influencing Others", and others (Meng, *et al.* 2021).

Success in a profession is also dependent on an individual's drive, since it affects both personal and professional achievement. Success, in my understanding, is an aspect of professional achievement that is tied to happiness level through balancing the personal and professional lives (Woods, *et al*. 2019). Given how they have affected my job and general well-being, I think I have both strengths and shortcomings. Teamwork, persuasion, and leadership are my three greatest assets, while adaptability, time management, and problem-solving are my three greatest liabilities. My friend provided me with honest comments after our meeting, and it turns out that I have both strengths and limitations because they will have an impact on my job and well-being (Arouri, *et al.* 2022). Teamwork, conflict management, and leadership are my three greatest talents, while flexibility, conceptual thinking, and problem-solving are my three greatest limitations. My flaws need to be turned into strengths in order to assist me increase my effectiveness, career structure, and overall well-being. I also need to focus on my strengths in order to enhance those qualities.

This assessment of my skills and flaws has taught me a lot. As a result of this review, I am able to examine my talents from a fresh angle and recognise both my strengths and flaws. I've learned more about the diverse skills that comprise both my strengths and weaknesses and my talents, which are both (Tucker, *et al.* 2019). I now have a fresh perspective on my personality and leadership style that I can apply to my future planning as a result of this.

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