**ASSESSMENT 2 - REFLECTIVE ESSAY**

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# Introduction

The essay is going to contribute regarding professional and personal development in practice which is necessary in the internship year. The reflective essay is going to discuss my professional internship as a position checker in the organisation Fresh Direct. The necessary studies going to provide the personal and professional development criteria which are necessary and used for getting into the Fresh Direct organisation as a position checker and also going to illustrate through engaging the gives reflective cycle which provides an extension towards a theoretical approach for professional and personal development. The study also going to categorize the related issue which is been highlighted from the cultivation of theory.

# Main Body

## Analysis of the Personal and professional development during the Internship Project

During the internship project, it is necessary to provide a personal development process which helps in teaching various perspectives on office work, organisation functions, operations and many more which helps in developing the professional criteria. the role of the internship project provide valuable experience which is necessary to enter the working field and approaches in future. The impact of reflection on the internship report helps in the enhancement of performance assessment and provides credits and facilities to gain opportunities for professional development (Chawłowska *et al*., 2021). According to my perspective, I have personal skills of proper leadership approaches which help me to enter Fresh Direct, as a position checker. However, entering the organisation and working with the employees help me to gain various professional development which includes communication skills, decision-making skills and Research skills. These skills are important for me for achieving a professional career in future, as a long-term permanent employee.

## Critical reflection on the professionals and personal development through Gibb's reflective cycle

Analysing in context to the internship project as a position checker in fresh direct, approaches with various personal and professional development and linking with the theory of gives reflective cycle helps to analyse various work practices and approaches. The role of Gibb’s reflective cycle is a part of the useful tool which helps individual learners to learn various situations and experience regularity. It ensures the safety and effective evidence-based learning which are necessary for the improvement of personal and professional skills. Gibb's reflective cycle approaches six stages which include description, feelings, evaluation, analysis, conclusion and action (Ahmed, 2020). Analysing the professional development the role of Gibb’s reflective cycle provide situation and event under the anticipation of 6 stages which help to understand the experience and build proper leadership approaches.

***Description***

In this stage of Gibb’s reflection cycle, the description analyses the things that happen and never draws a conclusion about them. The main aim of this section is to provide a set with scenes and provide context information. While applying for the position of the checker at Fresh Direct, I was interviewed with the necessary approaches which I have gained from my academic studies. However, I have leadership skills which are one of the most important parts while working as a position checker in the organisation. Highlighting, my leadership skill help me to get a place as a part of internship employee in the organisation. It is full of challenges where a lack of communication skills, decision-making skills and research skills create a disturbance while working in the organisation. Approaching trustworthiness defines credibility, comfortlessness, and dependency in the organisation which is essential for working and gaining proper experience (Markkanen et al., 2020). Due to a lack of communication skills issues are created in interacting with other employees, as they are looking forward to proper communication approaches from the new intern employee, and the employees also practice unethical standards of non-communicating with new internet employees. Not approaching with the research and decision-making skills analyse a huge gap between the employees and me, and I was unable to interact with the project work.

***Feelings***

I feel very enthusiastic and happy while getting into Fresh Direct as a position checker; however, my happiness has turned into negative feelings where displeasure and distress are associated. I approached with leadership skills and joined the company, however, due to lack of proper communication, decision making and research skill led to provide disappointment. Displeasure and distress create frustration and feeling of anger, which is not reliable for professional and personal development (Maben *et al*., 2022). Various unethical behavioural approaches lead to a rise the gap in between the employees, however, it is necessary to maintain proper communication between the employees through which I can learn the work, and set in the organisation. Communication skill is necessary to tackle the differences and unethical practices done by the employees at Fresh Direct. Hence, I tried to provide various decision-making and research analysis which help me to get connected with the employees and work together. It is necessary to get control over the feelings as due to increase of stress creates fear towards working and it includes a behavioural disruption and analysis rise of various issues in the organisation.

***Evaluation***

In the evaluation stage, it is necessary to approach with the description and feeling to provide a proper analysis of the theory. Highlighting the positive and negative aspects according to the situation in the organisation it is evaluated that positive approaches help to get interaction with the higher management and authorities. Due to the approach of my personal skill which is a leadership phenomenon the organisation has encouraged me to join a company which helps the firm in various aspects and provides me with the experience which is necessary to work in the same company or approach with a multinational company as a position checker. Analysing the positive phenomenon there are various negative perspectives where unethical practices in the non-communication process with the intern employees create a challenge while working in the organisation. However, under positive phenomena, the unethical practices can be highlighted to the higher authorities as a whistle-blower helps in generating proper communication skills and help from the employees working in the organisation. The role of the evaluation is to provide a positive and bad experience from the necessary perspective (Tang, 2023). However, the negative evaluation creates a situation where poor interaction has been highlighted and it is a challenging behaviour for the professional development in the organisation. The negative approaches continue with the disagreement between the employees, unethical practices, the rise of fear and many more incidents.

***Analysis***

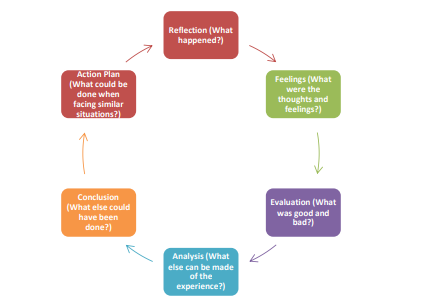
The analysis stage is completely dependent on the evaluation where it is necessary to understand the reason for a good experience and the reason for a negative experience (Ngarmwongnoi *et al*., 2020). The highlighted good experience includes the communication between the higher management and the intern employees while joining Fresh Direct. At the time of joining the organisation has shared various phenomena while working with the other employees who gather experience in the work field which are going to provide huge development in my skill to analyse professional development. The organisation also has a proper communication approach with the higher management through which any concerns and issues can be solved. During the negative experience, I anticipated that due to my lack of communication skills I unable to interact with the employees and work with them. Furthermore, I have analysed that unethical practices are performed among the employees in the organisation where the employees show low interest towards the new employees which rise to huge consequences and communication gaps between each other. It is also analysed that due to my lack of research skills in me, I am unable to interact with the employees. Hence, interaction with the higher management and other intern colleagues is going to solve this issue.

***Conclusion***

According to the respective reflection, it is easier to analyse that good practices tense to create a challenging situation, and approaches with good interaction skills and guidance helps to manage and control the situation and challenging moment (Delahooke, 2020). It is necessary to develop proper communication skills which help to approach the employees working in the organisation as a position checker, and it is necessary to learn each and every phenomenon while working as a position checker in Fresh Direct. The writing is reflected with the belief and respect on the basis of working as a position checker and it is necessary to provide respect to the other employees connected with the organisation. I understand that research skill is necessary to develop through which it is easier to communicate with other employees and can match with the work and learn regarding the work for professional development. Challenges inspired the learning opportunity where the employees can review their own professional practices and share the necessary experiences with the new and intern employees.

***Action***

It is clear that the data analysis which is been gathered from my own experience is necessary to approach with proper actions at the time held to engage more professional development as well as personal development. equal treatment, ethical practices and confidence is the best way to handle any kind of situation and react accordingly. However, from the conclusion stage, it is highlighted that a lack of communication, research and decision-making skills create challenges in occupying the position of an intern employee as a position checker. It is necessary to improve perspective skills by approaching online classes and reading proper textbooks. These activities are helpful in gathering proper knowledge regarding the development of research, communication and decision-making skills through which it is easier to interact with other employees working in Fresh Direct for many years. Another action is working as a whistle-blower and letting the higher authority know about the unethical practices done by the employees working in the organisation for years. The role of the action in Gibb’s reflective cycle provide encouragement towards analysis, feelings, and evaluation and provide corresponding solutions for the arise of challenges (Li *et al*., 2020).



**Figure 1: Gibb’s Reflective Cycle Model**

(Source: Tang, 2023)

## Identification of the related issues highlighted in the theory

Under the necessary prospectus which is analysed from Gibb’s reflection cycle Framework while working and developing personal and professional skills. I had to go through various challenges. Lack of communication, research and decision-making skills leads to facing various issues while working at Fresh Direct as a position checker. However, due to my leadership approaches skills, I have analysed and complained about the unethical practices that occurred in the organisation where interaction between employees and intern employees and not in a good position, for the higher authorities. These activities help me to understand the responsibilities that higher authorities and management performance in the organisation and the unethical practices reduce down.

# Conclusion

The necessary study has highlighted various aspects of professional and personal development skills which are required while working in the organisation. It provides information regarding the personal skills which I have approached for getting the intern position as position checker in Fresh Direct organisation. The study cultivates with the approaches of Gibb’s reflective cycle Framework which highlighted the evaluation under the context of the internship project and also shares the necessary working practices and experience in the organisation. The study also highlighted the various challenges and approaches to provide resolution to the challenges.

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