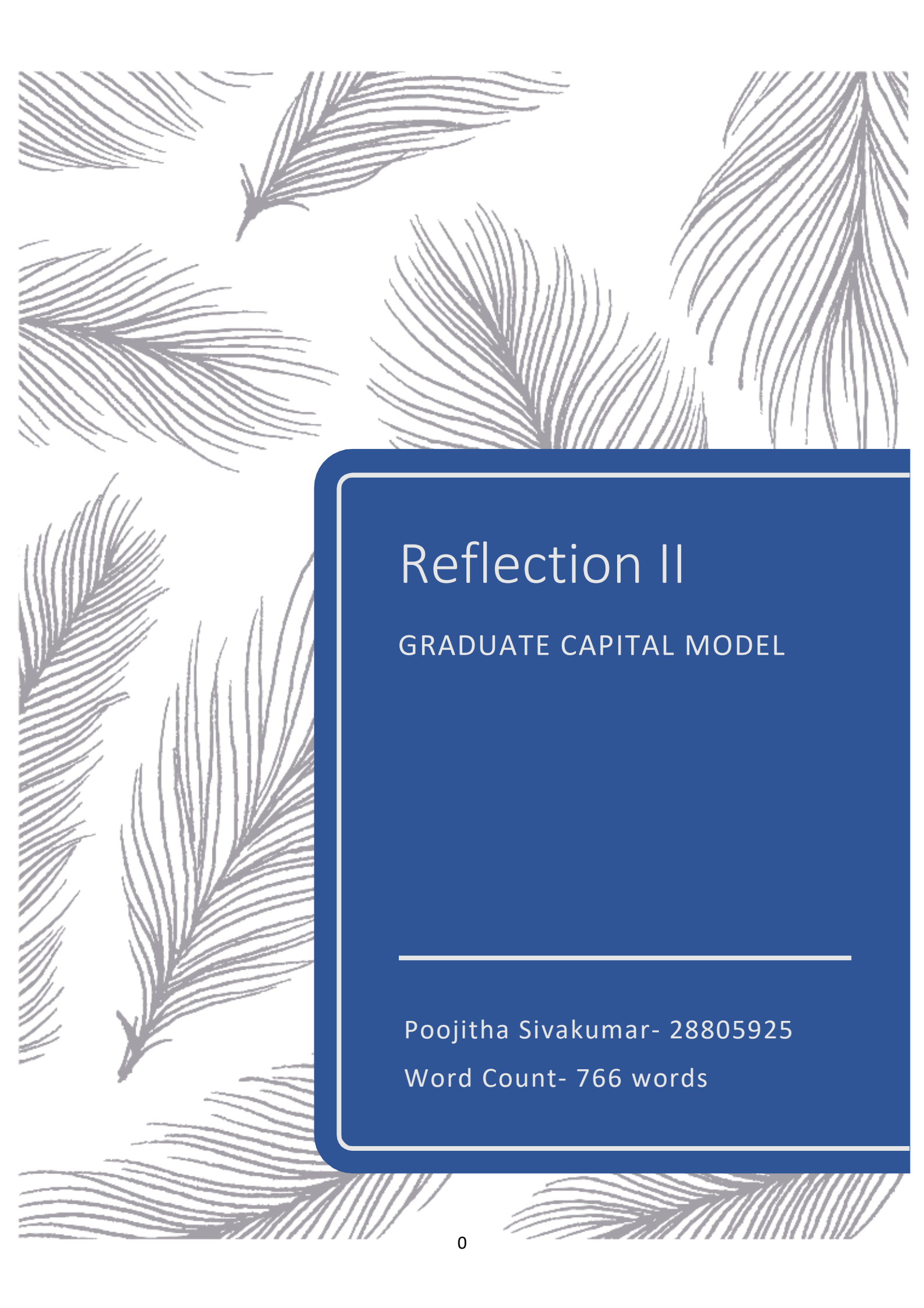


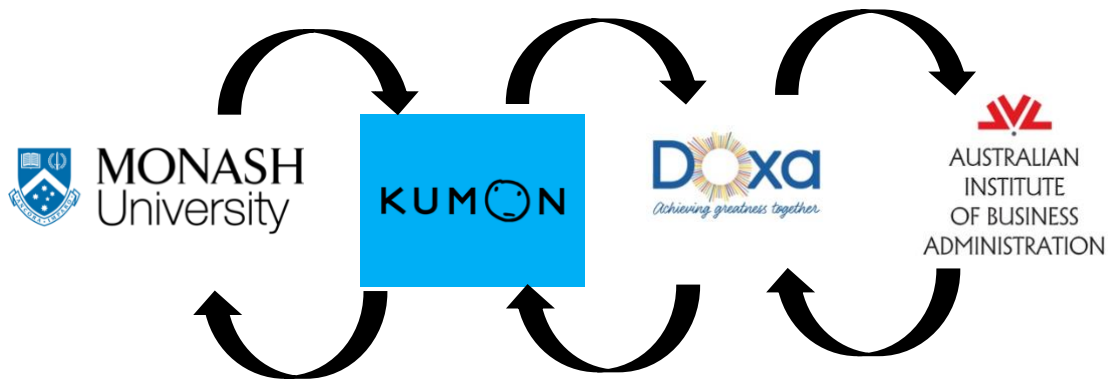


Reflection II

GRADUATE CAPITAL MODEL

Poojitha Sivakumar- 28805925

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The graduate capital model is a conceptualisation of employability that looks at employability as a set of resources or assets graduates have at their disposal which can be utilised in the labour market. It is based around five capitals; human, identity, social, psychological and cultural (Graduate Capital Model, 2020). This semester I have had the opportunity to learn about the graduate capital model which helped review my current strategies towards achieving my career objectives and critically review my capabilities.

During the first year, the second semester of my Bachelor's degree, I had failed an entire semester, I was unable to cope with the stress from my personal life. My father had gone into work cover due to injury at his workplace. This had a significant, completely unexpected, impact on my life. Due to this personal disruptor, I lost confidence in myself and began to question my ability. From which, I have learnt to understand the importance of adaptability and flexibility in situations of ambiguity.

Each of us is posed with situations and problems at different points of our life, but it is how we turn out from the situations that make each of us unique. I am a strong believer that there is always something to learn from our problems, hence with immense persistence and focus on academics, I was able to reverse the situation and prove to myself that year 1 semester 2 results are not indicative of my capability as a whole. I continuously worked on improving my skills set to be consistent with my personal goals and career pathway. During my cadetship, I was quick to realise the importance of being proactive. To redeem myself from my previous mistakes, I committed myself to goals and targets for the key aspects of my life; work, university and health & fitness. At university, I ensured that I worked on each assignment with the criteria provided to perform to the best of my ability. At work, I implemented new strategies and approaches to enhance the performance of my team and proactively took measures to avoid any pitfalls. The personal disruptors I had undergone allowed me to focus on the five graduate

capitals and identify the shortcomings I had in different areas of the capitals, particularly around psychological capital and social capital.

On the other hand, COVID-19 has also conversely had an impact on numerous aspects of my day-to-day life, especially regarding university and work. This unanticipated situation has forced upon a radical change and has refined the ways of normality. Along with remote learning at university, the new change has meant that I have had to work extended hours since tutoring has shifted to completely online. COVID-19 has put my psychological capital and social capital at stake which I must adapt to and adjust to attain the next phase of growth.

As the next phase of my career, I have applied and been offered to complete Masters in Business Administration at the Australian Institute of Business. In parallel to this, I am currently working as a supervisor at Kumon Education Centre, managing approximately one hundred students and a team of eight instructors. In such environments, I believe the personal skills I require to be successful are self-confidence, leadership and adaptability to change. To overcome the disruptors, I am persistent in my efforts to improve these skills and apply them in suitable situations which help me close the gaps in my psychological and social capitals. I take conscious effort to be positive towards extended online, unsupported working hours. This has given me the confidence to pursue my goals despite the disruptors.

To develop self-confidence, leadership and adaptability, I would like to implement new strategies. I want to improve my skills by following a set of rules and strictly adhering to them. Firstly, I would like to create a schedule with fixed times, plan for my assignments, thereby allowing myself enough time to reflect on my writing and make any changes if required. These changes will certainly assist me in developing my self-confidence, as academic success has always been the main source of confidence for me. To develop leadership skills, I would like to organise fortnightly meetings with my team-mates at Kumon to set realistic goals for the team and develop strategies together to achieve it. A good leader, according to me, should not be a dictator but a mentor to empower people to attain personal growth. Lastly, to gain the skill of adaptability, I would like to maintain a sense of unbiased positivity and open-mindedness to different situations. These strategies will enable me to attain new skills and develop interpersonally.

References

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