**Reflective Discussion**

Student’s Name

Department, Institutional Affiliation

Course

Instructor’s Name

Date

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My career specialization is APA Division 14: Society for Industrial and Organizational Psychology (SIOP), which encourages the practitioner’s model in applying psychology to all kinds of enterprise and workplace environment, like commercial firms, manufacturing, public agencies, and labor unions (American Psychological Association, 2008). Notably, I/O psychologist works in industrial and organizational psychology fields like compensation, management, work-life balance, staffing, and leadership development. Therefore, my early customization in the career planning checklist focused on the early and middle time frame. In the early period of my career program, I focused on career exploration, professional affiliation membership, and involvement and networking. In the middle time frame of my career program, I focused on application documents, networking, and job search strategies. The customization fits in my career checklist in different ways. First, as an I/O psychologist, I need to be a member of APA and other affiliation memberships. Therefore, selecting this in the checklist fits my line of work. Apart from being a member of APA, I am also a member of the National Honor Society Alpha Beta Kappa (ABK) and Society for Industrial and Organizational Psychological. Being a member of ABK offers a significant advantage because I get recognized for my superior academic work, thereby acquiring a letter of reference, which comes in handy during my job search (National Honor Society Alpha Beta Kappa, 2021). Career exploration enabled me to search for a career that will potentially offer me future employment, which in this case, was I/O psychology. I talked with different people in this step, participated in field experiences, and enrolled in fundamental courses at Capella University. The key courses offer primary skills and capabilities crucial in my career Networking will aid in building and connecting my professional network.

It is worth indicating that career planning must align individual’s aspirations and needs with potential employer’s objectives (Antoniu, 2010). Thus, areas I have acted in include exploration and planning, which is crucial in setting a clear path for my career search and employment. This area included searching for my prospective career of employment and identifying affiliation membership that will broaden my network. The exploration area helped me identify my interests and values, including honesty, fairness, justice, equity, and integrity. I am a spiritual leader who seeks to integrate the above values to promote employees’ wellbeing. Therefore, the exploration stage allows me to identify those values and relevant skills. Second, I engaged in job search tools, which encompassed the job search methods, like preparing my resume, curriculum vitae, following up, and sending portfolio and work samples. I also engaged in networking to create and build the network in my profession. For instance, I am a member of APA and SIOP, which has skilled and expertise in I/O psychology.

Areas I have not considered include career change, managing my brand and career, personal branding, online social networking, and managing my online identity. Managing my online identity and social network will broaden my network in I/O psychology. Moreover, I will consider marketing and creating my brand by carefully preparing advertising tools like interviewing skills, resume, and cover letter. Given that my comprehension of the world of career, contributions to the work, and networking efforts will affect my advancement opportunities and career security, I will focus on managing my career by keeping track of my achievements and log them in certain terms. The data will be crucial in negotiating the salary, performance appraisal, and promotion. I will use the information to identify my interests and required skills. Also, the information will be crucial in creating networking. Some of the steps that will make sense in the new few months include professional affiliation membership and involvement, networking, and application documents.

References

American Psychological Association. (2008). *Society for Industrial and Organizational Psychology*. American Psychological Association. <https://www.apa.org/about/division/div14>

Antoniu, E. (2010). Career planning process and its role in human resource development. *Annals of the University of Petroşani, Economics*, *10*(2), 13–22. https://core.ac.uk/download/pdf/25868578.pdf

National Honor Society Alpha Beta Kappa. (2021). *About Us*. National Honor Society Alpha Beta Kappa (ABK. <https://www.abkhs.org/aboutus.html>