

Welcome to presentation
on

Professionalism

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What is professionalism

- Many individuals use professionalism as a façade to cover their lack ability to perform their job effectively. Other use it to for intimidation to gain power. Still other use it as a way to impress the unknowing
- However it seems that very few individuals use it for its original intent –to provide a foundation for effective communication and effective performance

What is professionalism

- Professionalism has many levels and is handled many different ways . You might find that what one person sees as being professional, another would see otherwise.
- This can cause considerable confusion for someone trying to define professionalism in their own career. But the one point to keep in mind is that the core definition of professionalism is always the same

What is professionalism

“ Professionalism ”

Adherence to a set of values comprising both a formally agreed-upon code of conduct and the informal expectations of colleagues, clients and society.

What is professionalism

“Professionalism is a focused, accountable, confident, competent, motivation towards a particular goal, with respect for hierarchy and humanity, less the emotion”

- That means one must leave out the outbursts and emotional thralls that accompany stressful situations and success. Must maintain focus, with sense of urgency and accept responsibility on a path towards a specific goals. In the process maintain respect for superiors, peers and subordinates as well as respect individuals as human beings.

Characteristics of professionals

- Professionals has skills or expertise to deal with situations
- The professional provides a service based solutions on a special relationship with those whom he or she serves
- Must be independent of the influence
- Must be educated rather than trained
- Should have legitimate authority , a credible eye
- Ability to speak out freely

Qualities of professionals

- The image – Voice, Inflection, Posture, Personality, & style
- Positive attitude, reflecting in everything
- Depth & Breadth of knowledge
- Sensitivity
- Enthusiasm
- Maturity
- State of Mind & Conduct

Professionalism Behavior Expectations



Professionalism Expectations

Professionalism requires behaviors expectations from those who pursue them.

- Show up
- Show up on time
- Show up prepared
- Show up the frame of mind appropriate to the professional task
- Commitment to ultimate welfare of persons includes complex mix of desire, wants, abilities and capacities
- Properly credit others for their work
- Accord respect to values, interests, opinions of others even if it differs
- Don't accept duties or tasks, if not prepared
- Take responsibility on actions, reactions and inaction. Don't avoid responsibility by offering excuses, by blaming others, by emotional displays or by helplessness
- Take responsibility of expanding knowledge, skills & understandings with others
- Tell the truth even if it is hard to hear
- Accept corrections, imperfections
- Don't compromise on pursuit to excellence

Are you professional

- Take time to understand the Corporate Culture as it plays a considerable role into the idea of professionalism
- One must learn how to maintain level of raw professionalism and, once one learn the corporate culture add new expectation to professional façade
- Classify it as an add-on to existing professional being, as a portion of this add-on will probably be discarded once one move to a new corporate environment with a new corporate culture

Are you professional

- Professionalism is a subjective term based on a hidden set of standards.
- Many a times companies use these hidden standards to criticize individuals, if they find worth or like & to praise otherwise
- Peers and Superiors use such mechanism for motivating and manipulating co – workers. It is for individual to set up a level of professionalism in which he/she is comfortable so that you know whether the criticism is realistic & to make adjustment to basic professionalism fa?de.

Handling Professional Situations

- The advantage to dealing with professional situations without emotion, and base business related interactions on intellect, industry, and experience, is that it provides a common foundation from which professional relationship can flourish
- Emotions varies widely between individuals however competency in a particular fields provides a relatively linear basis of understanding. From this basis everyone can function and exercise their power on the same playing field

Handling situations professionally— act as umpire & follow the 6 keys

- Get the call right
- Look at Competitiveness
- Be cautious, every blue shirt doesn't come with license for respect
- Don't be afraid to answer questions
- Don't be judge, jury or executioner
- Leave the game on the field once role/contribution is over

Analyze how the situation could have been handled better, learn from it and let it go

What Next

- To make professional transition easier, one must work on basic/core definition centered on the raw definition. Need to stick with the basics and need not vary
- As one gain confidence in professional well being one can vary it according to experience, position, direction, and corporate culture to advance on professional career.

Thank you very Much

Please feel free to raise

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If any, to seek
clarifications

