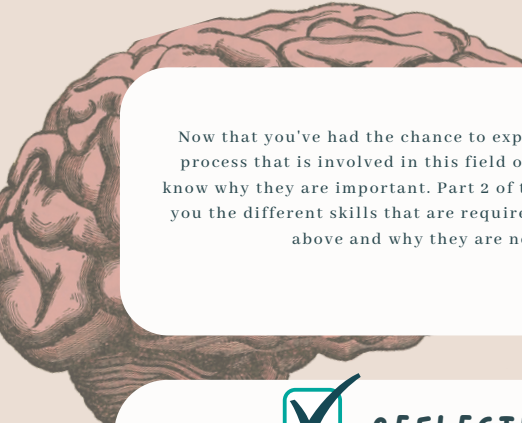


INSIDE THE MIND OF SOMEONE WORKING IN HUMAN RESOURCES

- PART 2 -



Now that you've had the chance to explore a potential thought-process that is involved in this field of work, it is important to know why they are important. Part 2 of this activity will explain to you the different skills that are required for each of the sections above and why they are needed in HR.

REFLECTING

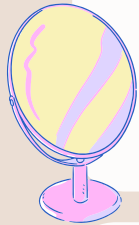
The ability to reflect is a particularly important for individuals working in HR. Not only are they constantly asking themselves questions like **why** are people having a difficult time at work and **how** can we increase company productivity, this is a human, and humanizing field thus reconnecting with one's own humanity is important.

In fact, it is through the process of reflection that some discover that this career is right for them. One individual explains that a horrible experience working for a fast-food chain led them to realize the importance of trainers. Upon being promoted to floor manager, they would need to complete training. Here they learned its ability to make a difference in the work environment.

Those in the field also need to be reflecting on what works and what does not. Assessing and creating strategies is a key role, and developers are relying on you to deliver.

Finally, those in HR need to reflect on more broad issues- such as political issues. The COVID-19 pandemic has brought about tensions regarding vaccinations and the workplace. They need to be tracking and reflecting on policy changes daily.

Consider: How can one change the system from within if they don't understand what it is like to be in a less than ideal situation?



PROBLEM SOLVING

Those working in HR are often thought of as "fixer uppers". While there are many roles, the most pressing challenge facing all of those in the field is finding a way to ensure people can do their best. For this to be possible they need to address the obstacles that stand in the way.



COMMUNICATING

This may be THE most important skill to have as a corporate trainer. Not only are you communicating with employees, but you are also working with employers and developers. Check out a list of important communication skills below.



CURRICULUM BUILDING

Curriculums are often created in partnership with developers. The curriculums are centred upon creating leaders and better working environments. Thus, a degree in education is always helpful.



CONNECTING

Those in HR play an important role on the "employee journey". Their main task ensuring that workers are healthy and happy in their role.



INSIDE THE MIND OF SOMEONE WORKING IN HUMAN RESOURCES

- PART 3 -

THERE ARE MANY DIFFERENT ROLES TO CONSIDER

Some titles include...

CONSULTANT ROLE

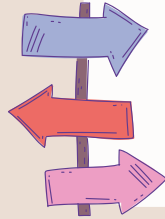
GENERALIST ROLE

HEAD OF LEARNING
AND DEVELOPMENT



THERE IS NO SINGLE WAY TO ENTER THIS FIELD OF WORK

People with mathematics, general humanities and education degrees are all welcomed. People with math degrees are sought out as they are able to interpret data on early leavers for instance.



IT IS DEMANDING

As you can likely tell, there is much more to this work than simply hiring and firing employees. Maintaining a work-life balance can become challenging at times.



SOMETHINGS YOU MIGHT NOT HAVE KNOWN ABOUT HR

THERE ARE MANY CHANCES TO TRAVEL

Many of those we spoke with talked about the amount of travel they have done for their jobs. Some places of work include Jamaica, Paris, America, Phillipenes and more



IT'S A WIDE OPEN FIELD

There are many opportunities to work your way "up the ladder".

