

Case Study

Jonathan Silk

People & Organisational Development Team (HR)

What did you hope to learn from your placement at Public Health Wales?

My objective was to understand the ways in which a workplace's human resources and organisational development teams operate to the benefit of the organisation and the people within the organisation.

What did you find most interesting?

The use of psychometric testing in the recruitment process and how this links in more broadly with the learning and development of a workforce. The various options for employees to develop their skills and wellbeing, such as training schemes, coaching, and mentoring.

Has your placement influenced your choice of career in any way?

I am now aiming for a job or graduate training scheme in HR/organisational development, preferably in an organisation that matches my values. I undertook a 16PF personality test while at the work placement and this helped me to decide the area of work best suited to my strengths. Thinking long-term, I would like to maximise the performance and wellbeing of individuals either in the workplace or in general life, and this will serve me well in my ambition to become a counsellor, coach, or organisational psychologist.