

Words of A Generalist

After completing the self-assessment, I have come to the conclusion that my professional range lies between both specialist and expert generalist (2024).

Being that I have a history of working in the social services sector as a case manager for vulnerable populations of people, I've had the responsibility of wearing multiple roles on my shoulder. The work of a case manager requires great adaptability and strategy all while keeping human dignity and compassion as the forefront. At the moment, my interests, values and skills align most with being in a position where I am able to support people in the workplace through methods of advocacy, leadership, problem solving and innovation; all of which align with being an expert generalist.

Having the skills to remain adaptable to client needs and informative of updated methods for supporting and empowering others, provides me with a foundation for ensuring growth, support and innovation for the staff that I would serve as an HR Reformer. Possible gaps identified throughout my assessment include mastering the art of balancing various roles and priorities in a strategic manner. While Human Resources is an umbrella term for being a guide in the workplace, there are many individual specializations that follow. An example of this may include learning when and how to navigate certain employee concerns and requests for assistance while also prioritizing the stability of the company you work for. There's also a moral and ethical compass that one has to navigate in the field of HR as a way to remain grounded and balanced with one's self.

In summary, as an HR Director, some of the many areas of specialty in constant practice include but aren't limited to being aware of compliance with workforce laws and regulations, prioritizing health and safety in the workplace and overall performance management (2025). I am optimistic and looking forward to updating HR practices and strategies in today's current workforce in order to best assist the needs of staff exhausting themselves trying to advance in a metric hungry company.

Citations

13 HR challenges in 2025 and how to face them. EarnIn. (2025, April 22).

<https://www.earnin.com/blog/hr-challenges>

Specialist or generalist: Which career path is right for you?. iSupport Worldwide. (2024, July 5).

<https://isupportworldwide.com/specialist-or-generalist-which-career-path-is-right-for-you/>