**SR953 RESEARCH FOR THE 21ST CENTURY SCHOLARSHIP**

TORINIO TRACEY

Omega Graduate School

Date (September 28, 2024)

**A critical analysis of developing thriving teams of young professionals in Trinidad and Tobago.**

Professor

Dr. David Ward, Ph. D., Th.M.

Assignment #3

### A critical analysis of developing thriving teams of young professionals in corporate Trinidad and Tobago.

**Introduction**

Over the last twenty years the government of Trinidad and Tobago has invested heavily in the academic development of the millennial and Gen Z generations. Though the work force generally became more educated due to the offer of free tertiary education for all, it did not translate to increased national productivity or local retention of skilled professionals across the various sectors. Trinidad’s economy is heavily fueled by the oil and gas industry with some diversity in the manufacturing, financial and tourism sectors.

The focus of this research is to ascertain the factors that influence young professionals to become committed, motivated, and industrious within teams in the corporate environment. Preliminary review of data in journals, scholarly articles, dissertations and other sources revealed key areas that may explain these areas of influence. Firstly, there were historical (family, childhood experiences, school, etc.) factors that shaped their understanding of the world and the trajectory of their professional lives. Secondly, there were internal factors (race, gender, culture, etc.) that developed their intrinsic compass which helped define their core identity. Finally, there were environmental (community, financial, etc.) factors which most individuals had limited control over but its impact was consequential.

By selecting a stratified sample of young professionals and utilizing a suitable research method, coupled with primary and secondary sources of data, this analysis should produce data that could be to used to guide corporations in team building among young professionals. The aim is to act as a resource guide to both managers in corporations and young professionals who are seeking to strengthen their effectiveness in teams, improve their leadership competencies and increase employee retention.

# List of Search Terms and Phrases

The following are the search terms related to the topic;

* Young professionals in Trinidad and Tobago
* Career selection for young professionals in the Caribbean
* Reasons for Career choices
* Detractors for professionals
* Team Development for Professionals
* Influence factors for professionals in developing countries
* Change career
* Environmental factors that influence professionals
* Intrinsic motivators for professionals
* Factors influencing professional careers
* Motivational factors for professionals
* Career motivation

**Source One:**

Zehui Zhan et al. (2023) Key competencies acquired from STEM education: gender-differentiated parental expectations.

***Comment 1:***

**Quote/Paraphrase:**

In various studies, parents who are actively involved in children’s extracurricular STEM activities (e.g., visiting museums, playing math games, assisting homework, introducing particular STEM careers) would significantly increase their children’s STEM learning motivation and performance.

**Essential Element:**

This comment is associated with the historical influence of a professional’s career choice.

**Additive/Variant Analysis:**

This is additive to the analysis as it expresses how childhood experiences can shape one’s desires and interest from formative years into shaping their career choices.

**Contextualization:**

This is information that shows one of the historical factors that may influence an individual in the selection of their career. This knowledge could allow me to connect with team members who had similar experiences which may explain some of the emotional ties they have to their professions. When I’m able to connect to the core of a person’s interest, I can disaggregate the detractors and channel their progress to the benefit of the team and the organization.

***Comment 2:***

**Quote/Paraphrase**

Parents play a vital role in children’s growth, so their expectations always affect children’s academic achievement… Previous studies have reported cross-cultural differences in parents’ expectations…eg. Anglo-American parents emphasized external authority (i.e., following directions, being obedient, doing work according to external standards, and being truthful), rather than autonomous behaviors (i.e., making independent decisions, solving problems on one’s own, exercising self-control). In contrast, Mexico-American parents tend to emphasize development of autonomy over conformity. Moreover, Asian parents generally pay more attention to children’s academic achievement, social personality and adaptability, morals and ethics.

**Essential Element:**

This comment shows that cultural and ethnic factors impact a child’s progression

**Additive/Variant Analysis:**

This is additive to the theory that a person’s ethnic and cultural upbringing influences their internal view of life. This can also influence the level of their integration and commitment to the organization.

**Contextualization:**

Cultural and ethnic influences play a very integral role in shaping an individual’s identity and attitude to work. I have observed a higher propensity toward industrious behaviours in certain ethnicities even here in Trinidad based on how they were nurtured and the predominant attitudes of people from their countries of origin. This knowledge helps with the selection of team members through identifying their strengths and placing them where best suited. This placement can help to strengthen the performance of the team.

**Source Two:**

Yetmisheva Dilorom, (2023) Factors of Interest in Choosing A Profession of Students of The Graduating Class of General Secondary Education Schools. Volume 1, Issue 6, September, 2023ISSN (E): 2938-381113

**Comment 3:**

**Quote/Paraphrase**

Analysis of various factors, including personal interests, family influence, societal expectations, and economic considerations, aims to shed light on the complex decision-making process of students as they embark on their professional journeys… Understanding the factors that drive these decisions is essential for … effective guidance and support to students as they embark on their professional journeys. In the complex and dynamic process of choosing a profession, graduating students .. navigate a maze of personal interests, family influence, societal expectations, and economic considerations.

**Essential Element:**

This comment speaks to the environmental factors.

**Additive/Variant Analysis:**

This is additive to the concept that the external factors from the environment influences the career choices of an individual. Each person’s external factors will vary because they come from various backgrounds. However, these conditions can sometimes change as time passes and opportunities arise.

**Contextualization:**

As a leader it is important to learn the personnel below me because some of these environmental factors can have negative effects on staff that can spill over into their mood and performance at work, Additionally, some of these factors can have more long term effects if not managed properly. There may be opportunities for me as the leader to improve these conditions or address the factors where practicable. This would auger well for the professional relationship and build loyalty from team members as they would feel appreciated and valued by the organization.

# Works Cited

Ahyar Muhammad Diah, J. L. (2024). Economic Management in Developing Economies: Strategies for Sustainable Growth and Development. *JOURNAL OF SOCIAL SCIENCE*, VOl 1. No 4.

Arsen S. Abdulkadyrov, A. A. (2020). *State and Corporate Management of Region’s Development in the Conditions of the Digital Economy.* Springer International Publishing.

Brown, D. (2023). *Motivational Mastery.* Carmela Rita Valentina Spinola.

Denise Jackson, M. T. (2020). Investigating the relationship between career planning, proactivity and employability perceptions among higher education students in uncertain labour market conditions. *Higher Education*, Volume 80, pages 435–455.

G‘ulomovna, Y. D. (2023). Factors of Interest in Choosing A Profession of Students of The Graduating Class of General Secondary Education Schools. *Journal of Multidisciplinary Research*, Vol 1 Iss 6.

Guillen, M. (2020). *Motivation in Organisations.* Taylor & Francis.

Janson, S. (2024). *Careers in Upheaval .* Best of HR – Berufebilder.de.

Jung Han, T. K. (2021). Factors Influencing Student STEM Learning: Self-Efficacy and Outcome Expectancy, 21st Century Skills, and Career Awareness. *Journal for STEM Education Research*, Volume 4, pages 117–137.

Kang Hyun, H. J. (2024). The Impact of a Company’s Management Strategy on Its Profitability, Stability, and Growth: A Focus on the Information Security Industry. *Sustainability*, Vol 16, Iss 12.

Katherine Kricorian, M. S. (2020). Factors influencing participation of underrepresented students in STEM fields: matched mentors and mindsets. *International Journal of STEM Education*, Vol 7 Article 16.

Mack, A. J., White, D., & Senghor, O. (2021). The benefits of exposing post-secondary students to entrepreneurship training in Trinidad and Tobago. *Humanities & Social Sciences Communications*, Vol 8, Iss. 1.

Olubiyi, T. O., Omoyele, O. S., Ilodigwe, S. C., Adeoye, O. O., & Makinde, e. a. (2024). THE LINKAGE BETWEEN KNOWLEDGE MANAGEMENT PRACTICES AND SUSTAINABLE BUSINESS GROWTH:. *Revista de Gestão Social e Ambiental*, VOl 18, Iss.5, 1-35.

Saeideh Shahin, M. R. (2020). Environmental Factors that Impact the Workplace Participation of Transition-Aged Young Adults with Brain-Based Disabilities: A Scoping Review. *International Journal of Environmental Research and Public Health* , 17 (7).

Sylvie Naar, M. S. (2021). *Motivational Interviewing with Adolescents ad Young Adults.* London: The Guilford Press.

Zehui Zhan, Y. L. (2023, August 2). Key competencies acquired from STEM education: gender-differentiated parental expectations. *Humanities and Social Sciences Communications*, p. Article 464.