Chapter 1 : School Professionals Agency - Education Staffing & Recruitment

Professional definition is - of, relating to, or characteristic of a profession. How to use professional in a sentence. of, relating to, or characteristic of a profession; engaged in one of the learned professions.

September 17, The adoption of Agile software development approaches are on the rise across our industry, which means UX professionals are more likely than ever to support Agile projects. Many UX professionals seem stymied by the challenge of effectively integrating UX within an Agile development framework â€"but there are others in our field who have encountered the same problems yet are finding effective solutions. I first encountered Agile Development in , when a team I supported was chosen to help pilot Scrum development methodology at Yahoo! There are variety of Agile development approaches in use, but Scrum is currently the most popular: When I left the company three years later, more than teams at that company were using Scrum for developing both infrastructure and product features. In , I moved on to Salesforce. In my experience, when product development is managed with an Agile development approach, user experience professionals are expected to find a way to work within the Agile framework to succeed. But, while team members may be offered training or even certification on Agile development practices, the training rarely discusses best practices for integrating UX design into the development process. So, I decided to interview my UX colleagues for their perspective: What Agile practices were working well for them, and what specific pain points had they identified in the Scrum development process? I reached out to seventy colleagues and received detailed responses from twenty UX professionals including interaction designers, user researchers, and visual designers who were actively supporting Scrum development teams. And other problems stemmed from UX practitioners feeling disconnected from the daily life of the development teams they supported. Fortunately, for nearly every specific issue an informant raised as a pain point, some other colleague independently described an approach they had used to successfully resolve it with their team. By reading their responses, I learned that effective relationships between UX and technical staff could be created and sustained by actively involving scrum teams in the UX process, by active participation by UX professionals in team activities, and by frequent communication with team members about UX issues. Trust and earned respect Both designers and user researchers shared techniques for keeping product owners and developers informed and aware of their progress. Their practices included presenting information about their roles to teams, inviting teams to observe user research sessions, and sharing documents to track progress on usability issues. Being transparent about the UX process helped some respondents foster trust between themselves, their product managers, and the technical staff on their scrum teams. In return, they trust me and accept the value of my expertise as a designer. Due to conflicting schedules across multiple teams, some UX professionals were often unable to attend all scrum meetings, but one called out the value of attending scrum meetings at least once a week. Regular check-ins with product owners are also helpful in knowing priorities. Conflicting expectations around quality, fit, and finish Most of the concerns raised were related in some way to delivering a quality user experienceâ€"a key concern for everyone in UX regardless of role. Some people raised issues related to these conflicting expectations, specifically around a perceived lack of commitment to quality by developers and product owners. Perhaps because our view of the product is through the lens of the user experience, UX professionals pay more attention to fit and finish than product owners or other members of a scrum team when judging whether a release is ready for launch. Some informants felt that developers ignored specifications and resisted improvements, or that insufficient team resources were devoted to executing specifications aimed at improving product quality. Design managers who responded complained that too often they were brought in too late to the process, were left out of the loop on strategic planning, or were not adequately exposed to the product roadmap. Scrum teams jump into feature releases. In some cases, people felt as though product owners and technical staff members did not have a clear understanding about the skills of UX practitioners, their overall role in the development process, or that they were a shared resource dividing their attention between multiple scrum teams. In other cases, the expectations held by different members of the scrum team about the timing and relationships between design and development activities appeared to be out of alignment. Design

needs to align earlier and sooner with the business owners to ideate and come up with a great design. This creates difficulties when developers code elements of the user interface ahead of, or at odds with, UX work and specifications still in progress. PMs and Dev managers had an exclusive relationship with a few key developers and worked on product direction and user experience direction without any involvement from the UX teamâ€¦ Needless to say, the product they deliver has a lot of usability problems. This is understandable, but it is taking a lot of education to get the idea of understanding the need and then building a solution to fulfill that need in the minds of our engineers. This included difficulties navigating time differences and exclusion from remote meetings as well as missed opportunities to bond with their scrum teams. Stand ups are near impossible to join as they are late evening for us in the US. User researchers, who were often supporting three or more teams, were most likely to report problems with time management and team integration, but this problem could impact any UX team member with responsibilities for more than one scrum team. Some of that ideal process gets cramped and I end up just getting the basics done, just in time. Helping new UX team members with time management skills, with improving their estimation of UX work, and with understanding the roles and responsibilities of everyone on the project team may help improve their satisfaction and effectiveness with Agile teamwork. Although UX managers can begin improving relationships between technical and design staff by offering more training in Agile techniques to UX team members, real change will require participation from product owners, scrum masters, and technical leadership. As one participant wrote: Some recommendations are relevant to more than one role, so they may appear in multiple sections. Employee onboarding development as well as UX To encourage an atmosphere of trust and understanding between UX and development staff, and clarify the role of UX for everyone on the team, consider: Explicitly training people to recognize that including specialists on teams may be necessary for some projects or sprints, and to reject the old Agile dogma that openly denigrated specialization. Including training about UX practices and process in organizational training for developers, scrum masters, and product owners including the relevant recommendations below. Setting clear expectations for involving UX in team activities. Setting expectations early that developers and product owners participate regularly in customer contact opportunities and ideation sessions around user needs such as design studios. Scrum masters To encourage an atmosphere of trust and understanding between UX and development staff and clarify the role of UX for everyone on the team, consider: Team intros at project kickoff. At the beginning of each project, give each team member a brief chance to introduce themselves and explain what they will be doing and how they need to integrate with other team members. Allow team members to ask questions and clarify answers as needed. If there are serious disconnects between the expectations of different team members, use this time to achieve consensus about the role of everyone on the team. More in-depth definitions of each role on the team. Give a member of each discipline a chance to deliver a presentation or talk to the larger team about their skills, their background, their experience, and the tools or techniques they use in their role. This will help developers understand what UX team members do plus help UX team members understand the roles of different members of the technical staff. Including UX goals and needs in sprint retrospectives. To enhance project planning and prioritization, consider improving estimation for UX efforts by: Adding knowledge acquisition activities and design exploration work to the product backlog. Separating design effort on each story from implementation effort in product backlogs. Experimenting with tools and practices that have been used elsewhere to improve estimation and tracking of UX work across the feature lifecycle or within the context of a particular release, such as story mapping , design spikes , and UX matrices. Product owners To improve holistic planning outcomes, consider: Drawing on the expertise of design managers and leads. Invite them to participate in early strategy and product ideation sessions. Identifying and validating core needs of target users before initiating development and capturing that information in product personas. Using prioritized personas to groom the backlog. To foster understanding and empathy for the needs of users across the team, consider: Associating user stories with specific personas. Encouraging team participation or observation in user research activities. Opportunities may include joining site visits, speaking to users at events and observing usability studies. To clarify expectations for fit and finish, consider: Including UX criteria in the definition of done. Setting clear UX goals for each sprint. UX managers To enable more holistic planning, set expectations with product

management and executives for UX participation in product strategy meetings at all levels. To increase team communication across business areas or large projects, create and support mechanisms for communication about priorities, design themes and patterns, and design efforts in progress. To enable stronger relationships to form between designers and scrum teams: Limiting the number of teams each designer supports during any one release. Improving estimation for UX efforts across business areas by tracking velocities for UX across each area with a UX matrix , or maintaining a master backlog of all UX activities in conjunction with scrum masters. This data will eventually help support your requests for additional headcount. This training should cover: Known effective tools and practices, including design studios, story mapping , design spikes , RITE studies, and unmoderated usability tests including click tests, cardsorts and tree testing. Techniques for estimating and tracking design work. Explicit training about the role of UX within the Agile development process and expectations for how UX team members interact with technical staff. Interaction designers and user researchers To improve involvement of scrum teams in the UX process, consider: Inviting all team members to give feedback on design directions and listening to design ideas from everyone on the team, regardless of role. Design studios, product walkthroughs, usability test debriefs and user research data interpretation sessions are all effective ways of soliciting this input. Inviting teams to participate in user research activities such as joining site visits, speaking to users at events and observing usability studies. Leveraging opportunities to provide more information about your role and about UX in general whenever a team member asks questions about your work. To improve relationships and trust with stakeholders and team members, consider: Increasing your visibility in the life of the scrum team. Calling meetings outside of the standard agile interactions when necessary. Providing access to works in progress in a collaborative workspace. Listing UX issues and tracking their status in a shared document. To foster understanding and empathy for the needs of users, consider: Reviewing appropriate design personas with the product owner and scrum team at the start of each release, and assign priorities to each. Hanging persona posters in the Scrum room as reminders. Conclusion The Agile Manifesto was written to promote better ways of developing softwareâ€"but the twelve principles behind it are relevant to everyone involved in the process of software delivery, not just those who code. Better integration of UX specialists will result in better outcomes for the business and for developers who work with UX. Giving support and trust to UX contributors will help motivate them to do their best work and leverage more of their skills in the pursuit of excellence.

Chapter 2 : What Makes The Difference Between Professionals and Amateurs?

A professional is a member of a profession or any person who earns their living from a specified professional activity. The term also describes the standards of.

Outlook not responding, stuck at "Processing," stopped working, freezes, or hangs Outlook not responding, stuck at "Processing," stopped working, freezes, or hangs Outlook for Office Outlook Outlook Outlook More Less Did you get an Outlook not responding error? Is Outlook stuck on a screen that simply says "Processing"? There are a number of possible reasons for Outlook to behave this way. Start Outlook in safe mode to fix "Processing" screen If Outlook stops responding at a screen that says "Processing," you can close Outlook, start it in safe mode, then close it and open it normally to fix the problem. Launch Outlook in safe mode by choosing one of the following options. In Windows 10, choose Start, type Outlook. Close Outlook, and then open it normally. Is there a dialog box open? Some things you do in Outlook ask for confirmation. Check for open dialog boxes. Check the status bar at the bottom of the screen. If Outlook is performing some operation on hundreds or thousands of messages at once, it might appear to be stuck. Give Outlook a few minutes to finish the process and it should start to work again. We recommend setting Windows Update to automatically download and install recommended updates. Bug fixes, new features, and performance enhancements are released regularly. To install the latest Windows and Office updates, see Install Office updates. Repair your Office programs Repairing your Office programs can resolve issues with Outlook not responding, hanging, or freezing. Errors in Office files are repaired automatically. Quit any Office programs that are running. In Control Panel, choose Programs and Features. In the list of installed programs, right-click Microsoft Office or Microsoft Office , and then choose Change. EXE is also installed on your PC. The Inbox Repair Tool can resolve issues by scanning your Outlook data files and repairing errors. Create a new user profile Your profile stores a variety of settings that control how Outlook looks and feels. You can create a new profile and then add your email accounts to the new profile. Choose one of the following: In Windows 10, choose Start. Type Control Panel and press Enter. Enter an email address and a password for the primary email account you use in Outlook and then walk through the steps to create the profile. Once the profile is created, on the Show Profiles dialog, choose Prompt for a profile to be used. Start Outlook and choose your new profile. If creating a new profile solves your issue, you can return to the Show Profiles dialog and delete your old profile. Let us fix your issue.

Chapter 3 : Professionalism | Definition of Professionalism by Merriam-Webster

School Professionals is an educational staffing service whose sole focus is recruiting, credentialing, interviewing and providing highly qualified and screened substitute and permanent teachers, administrators, educational consultants, school nurses and administrative/technical school support staff.

What is this skill and how can you develop it? Todd is a successful author and does a great job of putting out valuable work on a consistent basis. I, on the other hand, do a remarkable job of putting out questionable work on an inconsistent basis. I feel like I always do my best work when I get a spark of creativity or inspiration, but that only happens every now and then. I just happened to be motivated every day at 8am. When I write every week, I become a better writer. When I travel and take my camera out every day, I take better photos. But why is it so difficult? In fact, being a pro is painful. The simple fact of the matter is that most of the time we are inconsistent. I can guarantee that if you manage to start a habit and keep sticking to it, there will be days when you feel like quitting. Professionals stick to the schedule, amateurs let life get in the way. Professionals know what is important to them and work towards it with purpose, amateurs get pulled off course by the urgencies of life. Being a pro is about having the discipline to commit to what is important to you instead of merely saying something is important to you. Becoming a pro is about making your priorities a reality. There are three steps. Decide what you want to be good at. If you know what you want, then getting it is much easier. This sounds simple, but in my experience even people who are smart, creative, and talented rarely know exactly what they are working for and why. Set a schedule for your actions. Once you know what you want, set a schedule for actually doing it. You want to set a schedule based on actions you can do, not results that you want. Stick to your schedule for one week. Stop thinking about how hard it will be to follow a schedule for a month or a year. Just follow it for this week. For one week, do the things you want to do without letting life get in the way. Next week, start again. When I started in August, I could only do 36 in a row. My schedule is to do pushups every Monday, Wednesday, and Friday. Writing â€" As I mentioned at the beginning of this post, I have struggled with keeping a consistent writing schedule in the past. The schedule is simple: I have followed that schedule for 8 weeks now. This website is the home to a small community of committed people who are looking to become stronger and healthier, more creative and more skilled, and better friends and family members. What areas of life do you want to be a professional in?

Chapter 4 : Outlook not responding, stuck at "Processing," stopped working, freezes, or hangs - Outlook

Professionals can sense the emotional needs of others. They're able to give clients and co-workers what they need, because they know how to listen actively and observe what's happening. So, if you want to improve your professionalism, focus on developing emotional intelligence.

Chapter 5 : Professional | Definition of Professional by Merriam-Webster

Understand the Role of Editor. Let's start things off by understanding who the editor is and how he or she helps you with your manuscript. You've probably heard the joke that when you work with a psychiatrist, you're paying for a friend.

Chapter 6 : Direct Support Professional Workforce

Will You Make a Good Healthcare Professional? "Good [healthcare professionals] are good communicators. They are able to truly listen to their patients, empathize, and provide information about diagnosis and treatment in a way their patients will understand.

Chapter 7 : Â» Claiming PDUs by working as a project manager Â» www.nxgvision.com

iv Preventing and Responding to Corrections-Based Sexual Abuse: A Guide for Community Corrections Professionals Author Carrie E. Abner with Jane Browning.

Chapter 8 : Professional network service - Wikipedia

In delivering health care, an effective teamwork can immediately and positively affect patient safety and outcome. The need for effective teams is increasing due to increasing co-morbidities and increasing complexity of specialization of care. Time has gone when a doctor or a dentist or any other.

Chapter 9 : Professionalism - Career Development from www.nxgvision.com

The Role of Professional Child Care Providers in Preventing and Responding to Child Abuse and Neglect. Kathy Karageorge Rosemary Kendall U.S. Department of Health and Human Services.