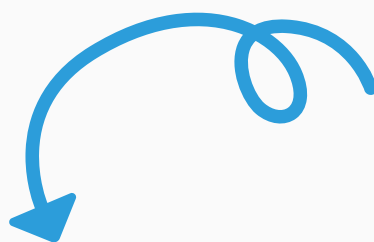


NARRATE Exercise

Units In-House	Units In-Company	Skill cards
OWNERSHIP KNOWLEDGE	OWNERSHIP KNOWLEDGE	Ability to face & learn from failure, Self-awareness

Work history

Minimum number of participants	Average time length	Individual setting	Group setting	Special Equipment	Online
1 person	15-30 min	Yes	No	handout, pen.	No



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1. Overview

This Work History Review exercise aims to provide a structured framework for reflecting on past employment experiences. This exercise encourages self-awareness, helping individuals identify patterns, preferences, and areas for growth in their professional lives.

2. Aim / Benefits

The aim of this exercise is to identify the strengths and weaknesses of the customer and put them into perspective of the work context. It helps the customer recognise patterns by looking at past roles and can identify patterns in behaviour, decision-making, and job satisfaction. It aims to help in strategizing future career moves based on reflections of past roles.

3. Training tier and UNIT(s) related

Why

This exercise can be used with customers who have had any relevant working experience in the past; these can be job trainings or volunteer work as well.

This exercise can be related to In-House Training:

Unit Knowledge, especially with the concept of **developing alternative stories about competencies**, because in this exercise the customer can get a better awareness of the things that went well during previous employment and where there are areas for improvement. It also relates within the same unit to developing career prospects because the customer goes over relevant career experience to get a better understanding of potential future employment.

It relates to the In-House training - unit Ownership, especially with the concepts of **roadmap to empowerment and success stories**, because it can help the customer learn from previous successes in their employment history.



This exercise can be related to In-Company Training:

Unit Ownership, especially with the concepts of career prospects, because it can help the customer think about past experiences and put them in different contexts to be able to help with current challenges and experiences. The main areas of narrative practice in this unit can be used during the exercise to find elements in the work experiences that can help the PoAS further their career.

This exercise can be related to In-Company Training - unit Knowledge, especially with the concepts of career construction theory, because when individuals use narratives to reflect on their work-related experiences, skills, and attributes, they are essentially engaging in the process of career construction, which shapes their professional identity and career trajectories.

This exercise practices the following skills which you can find in the skill cards:

- Ability to face & learn from failure
- Self-awareness.

4. How to do the exercise

Step 1 / Preparation:

(MANDATORY to explain how to prepare and introduce the exercise to the participant)

First explain the purpose of the exercise and how going over work history might be beneficial for the customer. There is much to learn from past work experiences about which aspects of a job were easy and which parts were hard. What were the benefits and disadvantages of these jobs? Looking at the past experiences can also tell you much about your own behaviour, decision-making, and job satisfaction. The lessons learned from these past experiences can lead to learning and improvements in future jobs.



Final step / Conclusion:

Give the customer the handout (see Annex) and ask them to think about a specific past workplace. The customer fills in the pros and cons about the function, work environment and job characteristics. If there have been more jobs in the past, the same can also be done for previous jobs.

While the customer fills in the handout, the professional asks the customer follow-up questions. You can practice the main areas from the narrative practice as described in the In-Company unit training ownership, career prospects. For example, re-authoring conversations, externalising conversations, and re-remembering conversations.

Afterwards, you can move to the debrief phase to reflect on the exercise.

5. Debrief

The debrief can be used to reflect on the exercise together with the customer and to see if they have gotten any new insights from going over past experiences. You can ask them questions like:

- What surprising things have you learnt?
- Which work environments have helped you perform the best?
- What challenges did you face, and how could you address them in the future?
- Who has influenced your career the most, and how has it shaped your career path?
- How would you describe the key theme of your career story so far?



6. Specific materials

Handout, pen.

7. Tips and Tricks for In-House training

Try to foster a supportive environment where the customer feels comfortable sharing their experiences.

Pay special attention to those pros and cons that have significant importance for the PoAS. Identify patterns in behaviour, decision-making, and job satisfaction from previous work experience and try to keep these in mind for potential future employment. In essence, learning from mistakes and decisions made in the past.

8. Tips and Tricks for In-Company Training

Try to foster a supportive environment where the customer feels comfortable sharing their experiences.

If possible, pay special attention to things that can relate to the current job. Look back at past functions, work environments and job characteristics, and look out for anything that can increase job satisfaction and productivity in the current job.

9. Online version

No.



Reviewing your work history

Workplace:

Function:
PROS:

CONS:

Work environment:
PROS:

CONS:

Job characteristics:
PROS:

CONS: