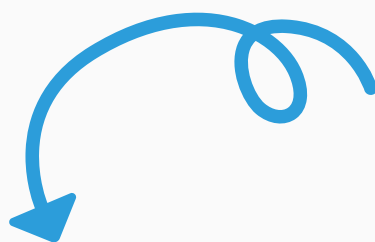


NARRATE Exercise

Units In-House	Units In-Company	Skill cards
OWNERSHIP KNOWLEDGE	OWNERSHIP KNOWLEDGE	Self-awareness

Work wishes

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



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1. Overview

This exercise is designed to help customers identify their important job requirements and ideal working environment. By answering these questions, individuals can gain clarity on what they are looking for in a job and what factors are crucial for their satisfaction and success in their career.

2. Aim / Benefits

This exercise aims to give customers a better understanding of what kind of job they want to do and help them make informed career decisions. With these questions, the exercise aims to help their needs and preferences with a potential job opportunity. Helping the customer choose a job that aligns with their personal values and priorities, which can lead to improved job satisfaction.

3. Training tier and UNIT(s) related

Why

This exercise can be related to In-House Training:

Unit O and K, as it refers to the **reality check** in the Ownership unit and the **reauthoring** process in the Knowledge unit. Its questions can be used to generate new ideas around what the PoAS expects of the workplace and make sure that the PoAS make sure that their desires about work are in line with their employment goals.

This exercise can be related to In-Company Training:

Unit O and K as it relates to the **job maintenance** process in the Knowledge unit. Its questions can be used to generate new ideas to make maintaining the job easier for the PoAS. It relates to the **reality check** in the Ownership unit because its questions can be used to gather ideas about what implementations and improvements can be found to increase the PoAS productivity and work enjoyment while being feasible and realistic for the workplace.

For this exercise you can use the skill card: Self-awareness.

Note: When using this exercise to practise In-Company training, some of the questions need small modifications and would be more focused on career prospects.



4. How to do the exercise

Step 1 / Preparation:

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

Prepare a room for the PoAS and make sure that there are no distractions. Ask the PoAS to sit down and make sure they are comfortable. Prepare the handout with questions (see Annex) and a pen so the PoAS can write down their answers. In case this exercise is done online, ask the PoAS to write their answers down in a document, shared whiteboard, or video chat. Explain that the purpose of this exercise is to get a better understanding of the goals and desires around employment.

Step 2

Go over the questions one by one and encourage the PoAS to write down their answers and elaborate. For each question, you can ask follow-up questions to clarify their viewpoints and help them self-reflect about the origins of their ideas.

Final step / Conclusion:

Once the customer has answered all the questions, you can pay special attention to those parts where the PoAS would benefit from some extra attention. You can use the principals of narrative practice as described in the In-Company unit training ownership, career prospects. For example, re-authoring conversations, externalising conversations, and re-remembering conversations.



8. Tips and Tricks for use In-Company

You can use the same tips and tricks as for the In-House use.

When doing this exercise for In-Company, think about the questions in the handout more as finding direction for career development for the PoAS. If any changes can help the PoAS grow in the job place and take on extra responsibilities or different challenges, answering these questions and thinking about these topics can help realise the PoAS to progress in their career without losing focus on the additional support they might need from their supervisor or peers.

9. On-line version

It is also possible to do this exercise online with the help of an online video meeting tool, for example Zoom, Microsoft Office, or Discord.

10. ANNEX

Important job requirements and ideal working environment.

1. How many hours do you want to work each day?
2. How many hours do you want to work per week?
3. What are the employment fields you are willing to find work in?
4. How much salary do you need?
5. How much salary would you like to earn?
6. Are you willing to get additional training to get a specific job?
7. Do you want the job to be well structured, so you know exactly what you need to do, or do you want a job where you can decide on your own tasks and schedule?
8. Do you prefer the rhythm of work to be steady and calm?
9. Can you cope with jobs that have strict deadlines?
10. How do you prefer work?
 - Alone most of the time
 - Little interaction with others
 - A lot of interaction with others
 - Constant interaction with colleagues and external partners
11. What kind of guidance do you need?
 - Intensive, with a supervisor several times a day
 - Several checks every day
 - Minor guidance, e.g. weekly
12. Do you prefer to work outdoors or indoors?
13. Are you more comfortable in a formal or informal working environment?
14. Are you better at analytical problem solving than intuitive problem solving?
15. Do you prefer to work in a detail-oriented or strategic way?
16. What kind of things do you want to work on?
 - Facts
 - numbers
 - ideas
 - working with my hands
 - people
 - animals
 - ...(add any subject you want to work with)



17. Which of the following things are very important to you, that they are part of your job:

- challenging your intelligence - lots of holiday time
- involves risks - I feel needed
- involves travel - stable, secure work
- being able to use my creativity - low stress
- helping others - little responsibility
- allows me to express my own opinions - good benefits
- a job that I like
- opportunities for advancement

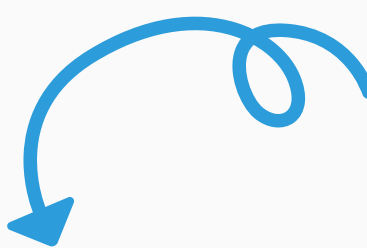
18. What other criteria/requirements do you have?

NARRATE Exercise

Units In-House	Units In-Company	Skill cards
OWNERSHIP KNOWLEDGE	OWNERSHIP KNOWLEDGE	Communication, flexibility

Worklife direction

Minimum number of participants	Average time length	Individual setting	Group setting	Special Equipment	Online
3 or more	30 min	Yes	No	Handout, pen	No



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