

2. THE WHEEL OF COMPETENCES (MH NEETS VARIANT)

The activity refers to MH NEETs

2.1. Aim of the activity

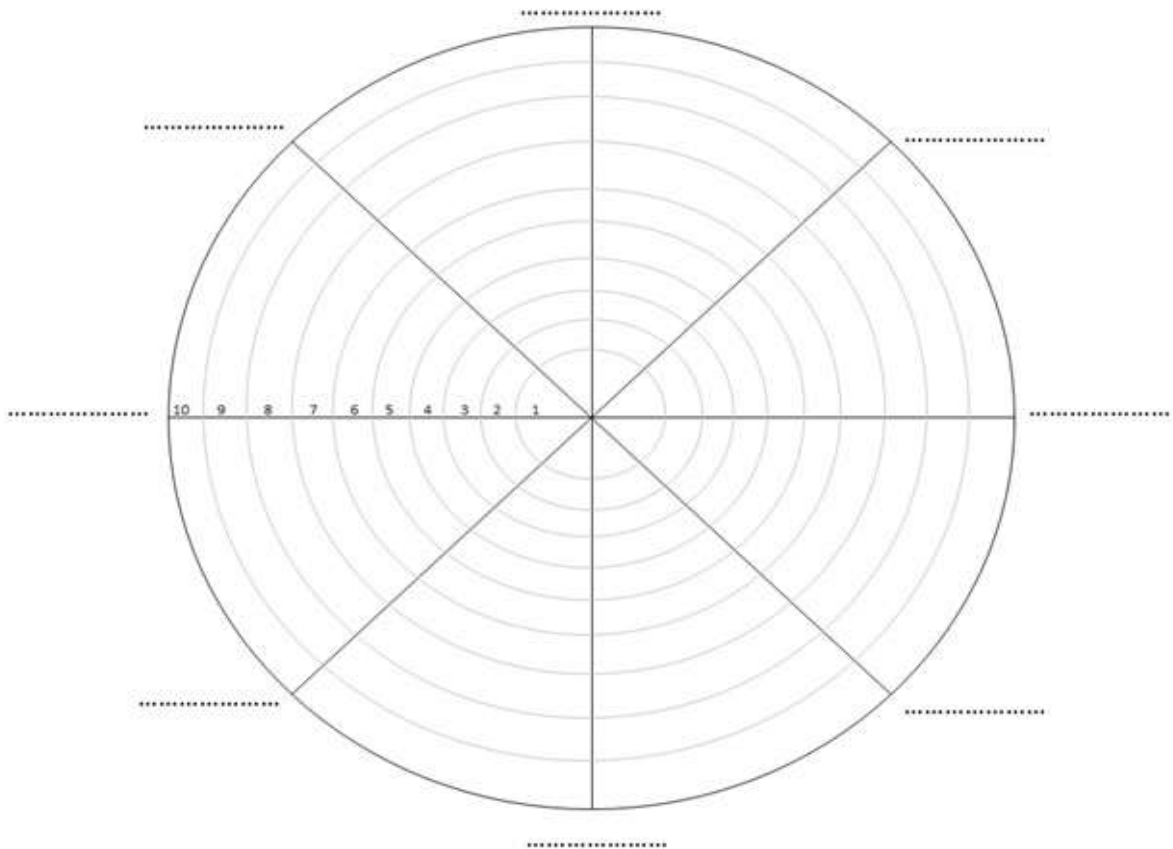
This activity is designed to strengthen your sense of competence by making you aware that you already have many of the subjectively important competencies that an "ideal employee" should have. Besides, you will see that those competencies that are still low in intensity can be trained. For this purpose, you will determine how you will develop them and plan activities aimed at their improvement.

2.2. Theoretical framework

This exercise allows the individual to assess their competencies and abilities and provides an opportunity to present them graphically. Moreover, it assumes that identifying competences subjectively important for a given person, and then realising that some of them this person already has, strengthens the sense of competence and agency of the individual, consequently increasing self-confidence and motivation to undertake a given activity (e.g. work). The second part of the exercise allows you to plan activities aimed at improving those competencies which are low on the intensity scale.

2.3. Description

Instructions: Draw a large circle on a piece of paper. Divide it in half, again in half, and then in two diagonals so that you get eight parts of the cake. Below is an overview drawing that you can use.



Source: *smart-coaching.pl*

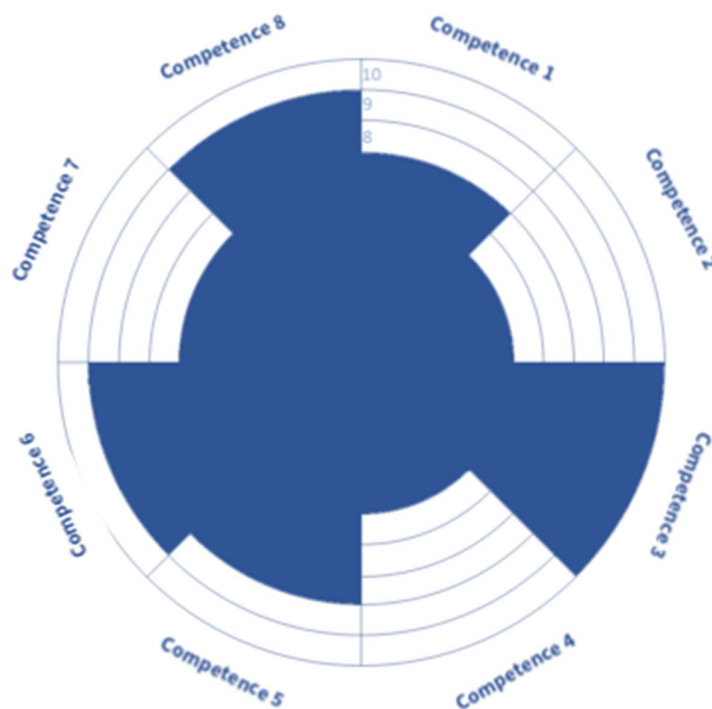
On the outside of the circle, enter the 8 most important characteristics of a competent employee.

Why eight?

These will be the eight pillars of your sense of competence.

In the beginning, it is enough. Then you can add more traits. The point is not to get discouraged. This exercise will show you how to achieve the highest possible result with the least amount of work.

Estimate to what extent the competences you have chosen are with you today (now, already). Then on a scale from 0 to 10 mark in the circle how much this feature already exists in you, how saturated it is. Now, today, for this moment. We assume that 0 is the very centre of the circle where the lines intersect. 10 is the outside circle. You evaluate each feature separately. Take time, think, don't hurry. Your circle, after assessing competences, may look like this:



Source: alezmiana.pl

Which of these eight characteristics could be your touchpoint?

Next, we're going to do something called the lever touchpoint. We will try to raise as many competencies as possible with very little effort. Maybe all of them, or at least a large part. In the past, the lever application point was used in many situations, e.g. for drawing water from a well. Instead of getting tired, people used so-called cranes and with one light push of a long lever, a large bucket full of water was quickly pulled out. We will do the same. Here is our "psychological crane" - the leverage point:

1. Now select the trait that has the lowest estimate

or

1. a trait that, if you work on it, will lift all or most of the others.

2. Highlight this feature.

What will you do to raise this competence?

Then, come up with at least five ways that you will be able to raise this specific competence that you have just selected. It is your ideas that will help you most in this situation. For example, if it is your self-esteem, think about what you can do to increase it. For example, you can:

- write down 50 of your positive features and consider whether you remember about them daily, especially in difficult situations?
- go on the workshop classes,
- start your psychotherapy,
- talk to professionals who do not have this problem. Ask how they do it, that they trust their competences and have professional self-confidence?

Think and write down your ideas. This is a key part of the exercise!

From these five ideas, choose one to apply today. Write it now. If you can't start applying this idea today, then put it in to do for tomorrow. If it turns out that your ideas are so complex that you cannot start implementing them today or tomorrow, please break them down into smaller parts, i.e. into so-called detailed projects. Actions that you can immediately take to implement this competence.

What else will you gain if you feel competent?

Now answer the following questions honestly:

- What else will this competence, which you have just chosen, give you, will it be a springboard for you?
- How will it affect your further career development plans?
- How will it affect your earnings?
- How will it affect your well-being?
- How will it affect those around you? What will they gain from this?
- What will others think of you?
- What will others say about you?
- How will this affect your personal life?
- How will this affect your health?