

INSTRUMENT NUMBER 2 | SELF-CONCEPT

Self-concept - the adult's perception of him/herself and the idea that results from it, that shapes his/her person. In order to explore and identify personal characteristics, interests, values and beliefs, skills and competences, the adult will be confronted with several cards (with images and phrases from magazine clippings and newspapers) spread out on a table. The adult will be asked to select up to 3 cards that reflect and support his/her personal description/presentation.

Exploration Cards¹

<p>When choosing a job, it is important to consider its prestige</p> <p>Prestige</p>	<p>I prefer jobs where I have leadership roles</p> <p>Leadership</p>
<p>It is important to choose a stable job</p> <p>Stability</p>	<p>For me it is very important to work in a place that is comfortable and in good conditions</p> <p>Comfort</p>
<p>I avoid choosing professions where I must deal directly with people</p> <p>Socialization</p>	<p>I value jobs that require a varied and creative work</p> <p>Creativity</p>

¹ Source: Orientação ao Longo da Vida nos Centros Qualifica – Bolsa de Atividades - ANQEP, IP, 2018

I prefer professions with more practical and less intellectual activities

Intellectual work

It's important to have a job where I can be my own boss and get the job done the way I want without someone controlling me

Independence

I feel the need for the results of my efforts at work to be recognized by others

Recognition

In choosing a job, the most important thing is that the salary is rewarding

Economic Security

I would never choose a high-risk job risk or where my safety could be concerned

Safety

I am a person that quite easily adapts to new tasks or situations

Adaptability

<p>For good job performance it is essential to have a good work environment</p> <p>Relationship with colleagues</p>	<p>To succeed at a job, it is critical to work toward goals</p> <p>Achievement</p>
<p>When performing my duties, it is important to always be the best</p> <p>Competition</p>	<p>I prefer jobs or tasks with clear indications of what I must do, not those that require a lot of autonomy</p> <p>Autonomy</p>
<p>I prefer to work individually than as a team</p> <p>Group work</p>	

Interview Guide

1. From the cards and cut-outs in front of you, you will have to select three elements you think help to identify and explain how you see yourself and how you are seen by others in different roles

(family member, trainee, friend, colleague, employee...). Point out the personality strengths you believe you have.

2. What do you think of your current personal and employment situation?

3. Do you think your personal characteristics influence your choices?

4. What inspired your application and what are your current and future motivations and expectations?

5. What personal and work values do you consider essential in daily routines (with or without cards)?

6. What do your family, friends/co-workers think about the current world of work and the job market?

7. What kind of work do they think is right for you?

8. What have you done to acquire/requalify personal and/or work skills?

9. What is your vision for the future? What goals do you have? How do you intend to reach them (how, when and why)?