

**READY
TO
START**

SELF-DISCOVERY

get to know yourself



Co-funded by
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FERI

Scope of the workshop

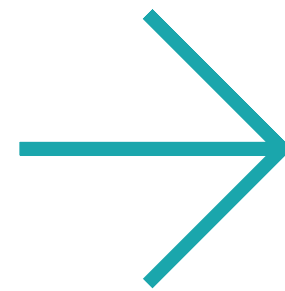


Welcome and introduction	→	Learning about one's professional aptitudes through various tests and questionnaires	→
Recognising and reflecting on their achievements and moments when they felt particularly competent	→	Learning a method to meditate and reflect on key life experiences that influence their career decisions	→
Identification and analysis of the values that are the most important to them in their professional life	→	Understanding one's needs and expectations in the context of one's career	→
Discovering passions and interests that can be used in their career paths	→	Creating a personalised career roadmap that takes into account short- and long-term career goals	→
		Summary and questions	→

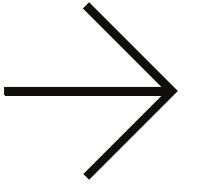


FOR WHOM?

The workshop "SELF DISCOVERY " is mainly designed for people who want to better understand their strengths, professional interests and values that are important to them at work.



IN PARTICULAR FOR:



Young people

who are just starting out on their career path or who are planning a change in their career path can benefit from a better understanding of their predispositions and expectations for their future job.



People looking for a career change

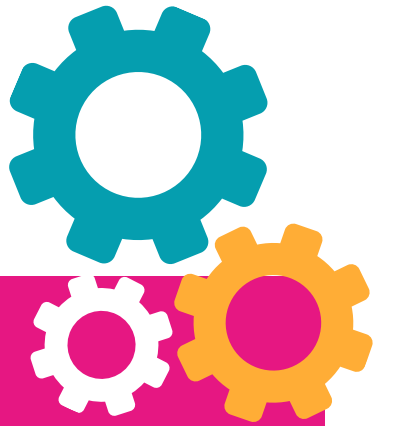
who feel unfulfilled in their current job and are considering a change of industry or position. The workshop can help identify new opportunities in line with their skills and interests.



HR and career advisors

professionals who help others with career planning, can also benefit from such workshops to better understand the tools and methods for identifying career predispositions, which can be helpful in their daily work.

➔ AND



Entrepreneurs

people who are running their own business, may wish to review whether their current venture is best suited to their personal competences and professional ambitions.



People returning to work

for example, parents after a childcare break or those who have had a longer career break can rediscover their professional passions and strengths, making it easier for them to re-enter the labour market.

These workshops are beneficial for anyone who wants to better understand what motivates them, what makes them happy at work and what their career goals are.

They enable individuals to consciously manage their careers, regardless of the stage they are currently in.

The exercises proposed in this workshop are an integral part of **the self-discovery process** and mark the beginning of this exciting journey.



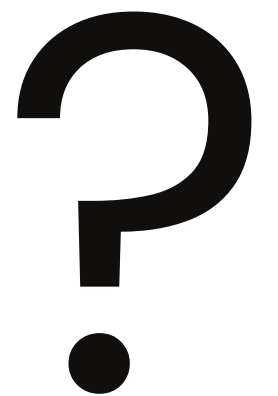
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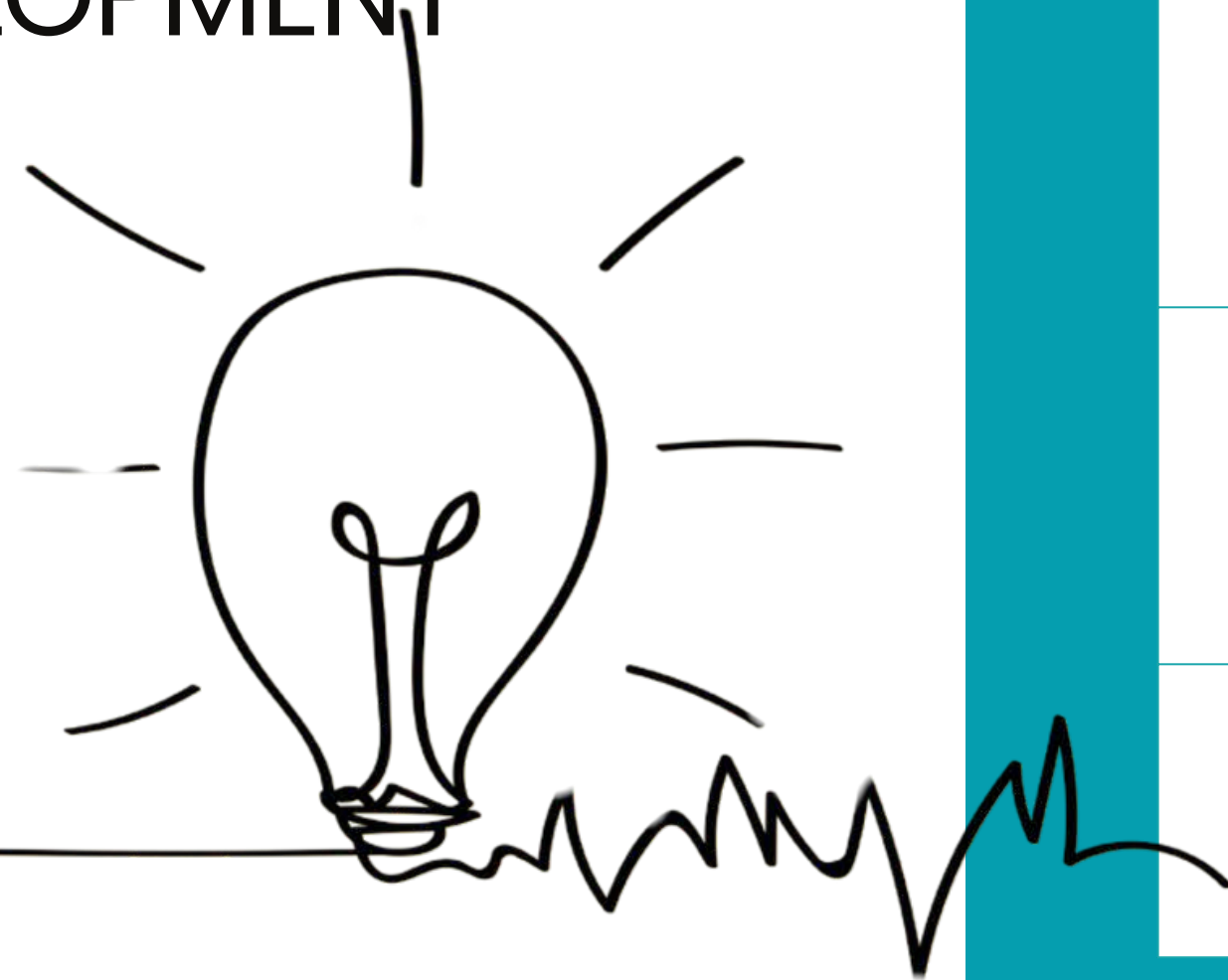
RULES PROPOSED FOR THE WORKSHOP

<p>1. We arrive punctually at the workshop</p>	<p>2. We actively participate in sessions</p>	<p>3. We respect the leaders and other participants</p>
<p>4. We keep silence during presentations and lectures</p>	<p>5. We take care of order and tidiness in the workshop area</p>	<p>6. We obey the safety rules of the workshop</p>

**READY
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GETTING TO KNOW YOURSELF AS A KEY ROLE IN PROFESSIONAL DEVELOPMENT



Getting to know oneself plays a key role in choosing a career path, as it allows one to better understand one's own talents, interests and values.

Socrates said: "Know thyself", which emphasises the importance of self-knowledge in making informed life decisions.

Knowing one's strengths and weaknesses enables one to choose a career that is in line with one's natural aptitude and passions, increasing the chances of success and satisfaction.

Research by psychologist Mihaly Csikszentmihalyi shows that people who work in harmony with their interests experience "flow", a state of deep engagement and satisfaction.

Investing time in self-discovery is essential for long-term happiness and professional effectiveness.

Getting to know your talents and needs in the context of the labour market is extremely important as it allows you to consciously and strategically manage your career.

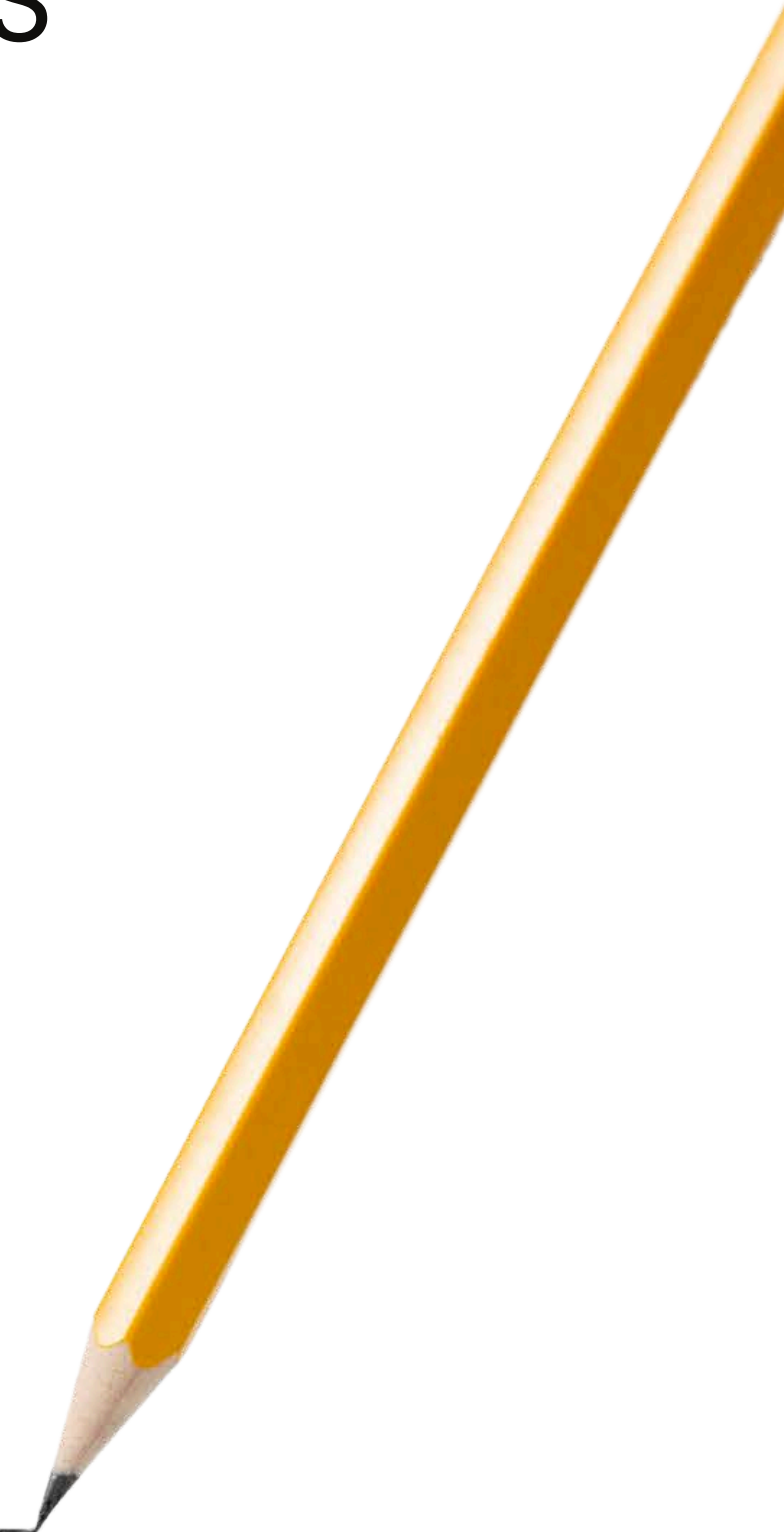
By understanding our unique skills, we can better fit into roles that not only interest us, but in which we can excel and succeed.

Knowledge of your own needs - such as your preferences for work environment, management style or work-life balance - helps you avoid situations that can lead to burnout or dissatisfaction.

Adapting a career to your own talents and needs increases motivation and commitment, resulting in higher productivity and job satisfaction.

In a rapidly changing labour market, where flexibility and adaptability are key, self-awareness allows you to plan your career development more effectively and make better decisions.

TALENTS AND SKILLS



VALUES IN PROFESSIONAL DEVELOPMENT



Values play a key role in choosing a career path, because they constitute the foundation of our decisions and actions.

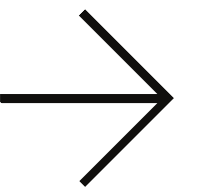
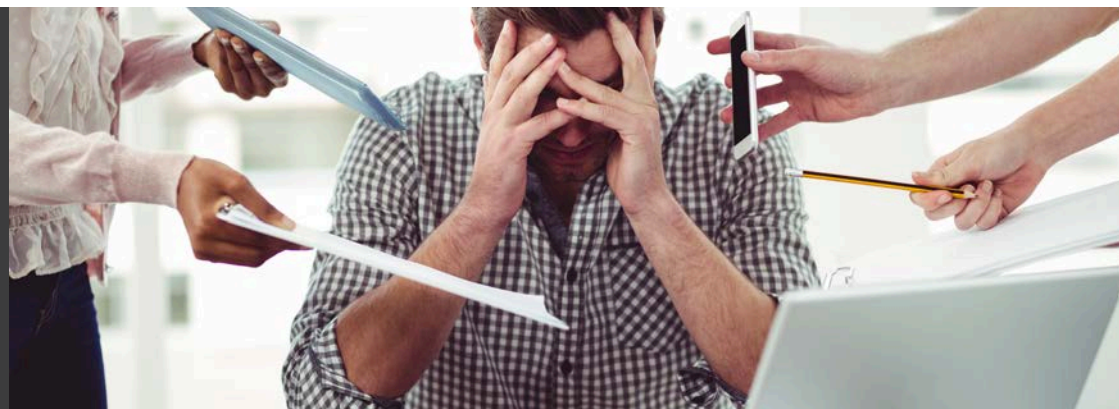


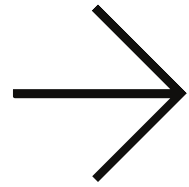
Working in line with our values ensures internal consistency, which leads to greater satisfaction and a sense of fulfillment.



When our values align with the culture of the organization and the nature of the work performed, we are more committed, motivated and less exposed to burnout.

In turn, a lack of alignment between values and work performed can lead to frustration, stress and dissatisfaction.





Therefore, **consciously understanding and considering one's own values** when choosing a career path is crucial for long-term success and harmony in one's professional and personal life.



A JOB IN LINE WITH TALENTS – WHAT ARE THE BENEFITS?



1

Talents play a key role in the choice of career path, as the use of innate skills and predispositions allows for a higher level of competence and success.



2

A job in line with our talents gives us a sense of satisfaction because we can complete tasks easier and more efficiently.



3

By choosing a career that is in line with our talents, we increase our chances of standing out in a particular field, which can then lead to promotions and professional development.



4

Recognising and developing one's own talents also helps to make informed decisions about education and further development, which is crucial in a rapidly changing labour market.




5

Not only does harnessing our talents contribute to professional success, but also to a sense of fulfilment and job satisfaction, which is invaluable for long-term well-being.




IDENTIFYING STRENGTHS


The ability to **identify strengths** is extremely important in both professional and personal life.



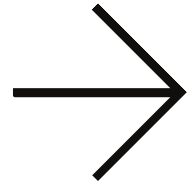
Knowing our strengths allows us to better exploit our potential and channel our energies into activities that yield the best results. With this awareness, we can choose career paths that are in line with our skills, leading to greater professional satisfaction and success.



Recognising one's strengths also enables one to develop these areas more effectively, which contributes to continuous growth and self-improvement.



- Moreover, knowing one's strengths allows for better management of teams, as this enables the conscious delegation of tasks in line with the skills of individual members, which increases efficiency and harmony in teamwork.

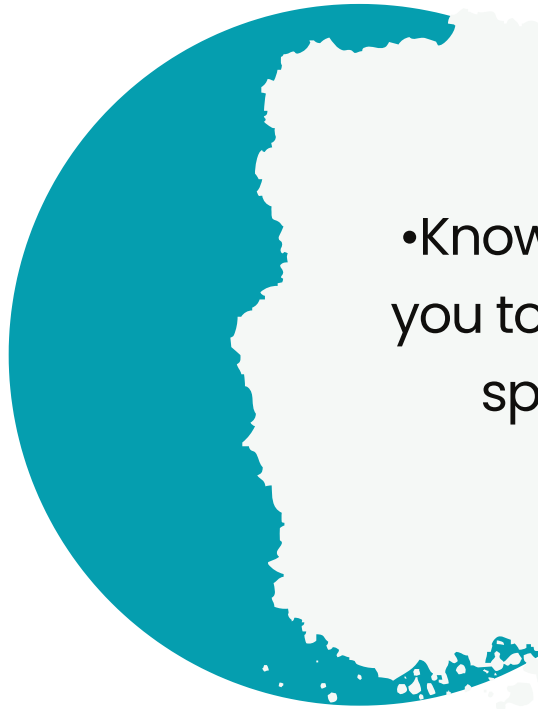


An open attitude towards one's own limitations fosters an attitude of continuous learning and adaptation, which is essential in a dynamically changing work environment.




IDENTIFYING WEAKNESSES


Identifying weaknesses is crucial in the professional development process as it allows for conscious and effective improvement.




- Knowing your areas for improvement enables you to design development plans that focus on specific skills or competences that need strengthening.



Self-awareness helps to avoid situations where our weaknesses may limit us or lead to mistakes.



By identifying weaknesses, we can also consciously seek support, mentors or additional training, which contributes to a more balanced and comprehensive development.

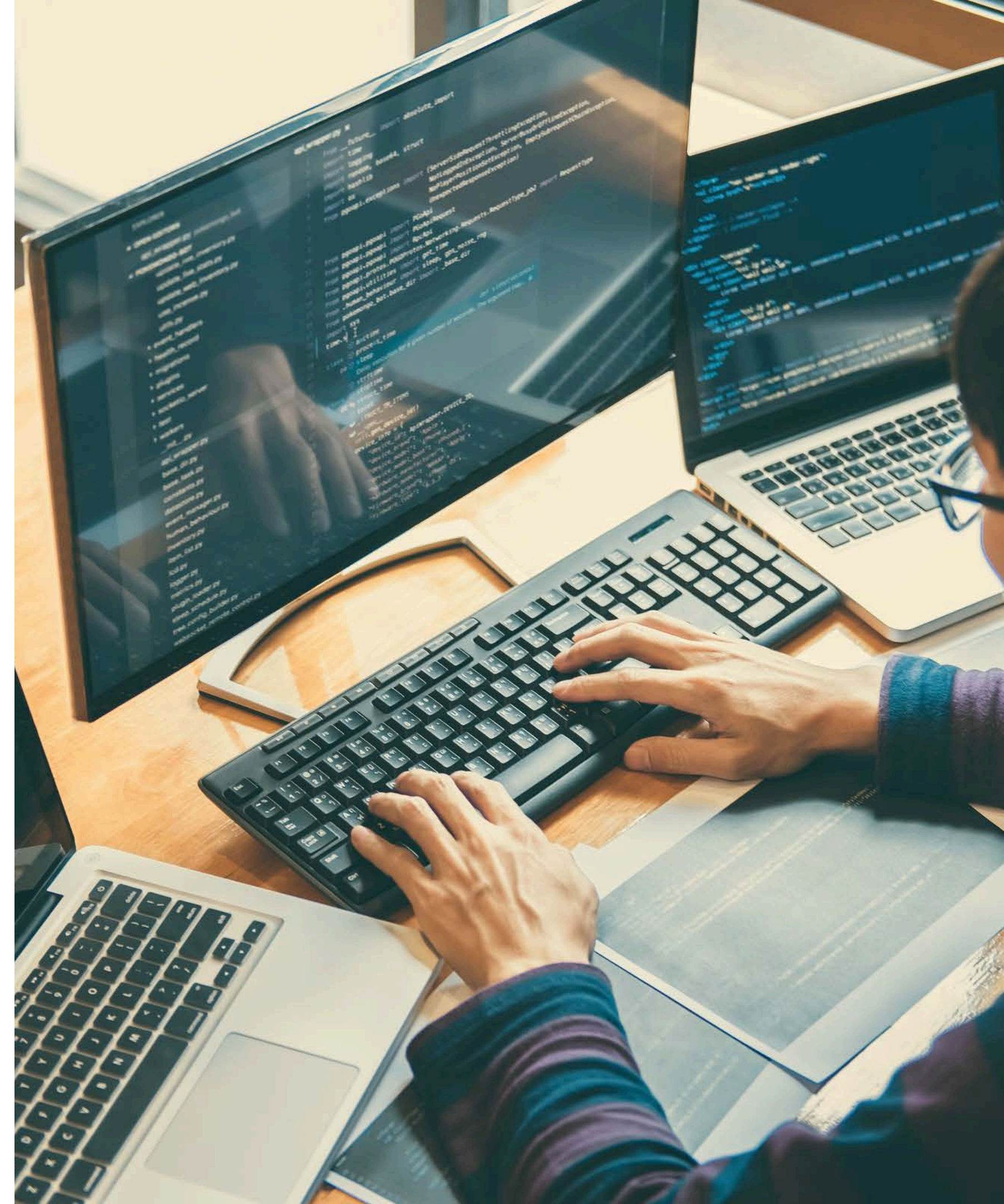
A yellow speech bubble with a pointed tail at the bottom, hanging from a string by a small metal paperclip. The background is a plain, light grey color.


***The only way to do
great work is to love
what you do***

- Steve Jobs

• Imagine a programmer who loves coding and designing mobile applications. He doesn't treat it as just a job, but as a passion. He spends hours improving his skills, exploring new technologies and looking for ways to create increasingly better products. **His love of app development makes his work a source of joy and satisfaction.**

Provide your examples.



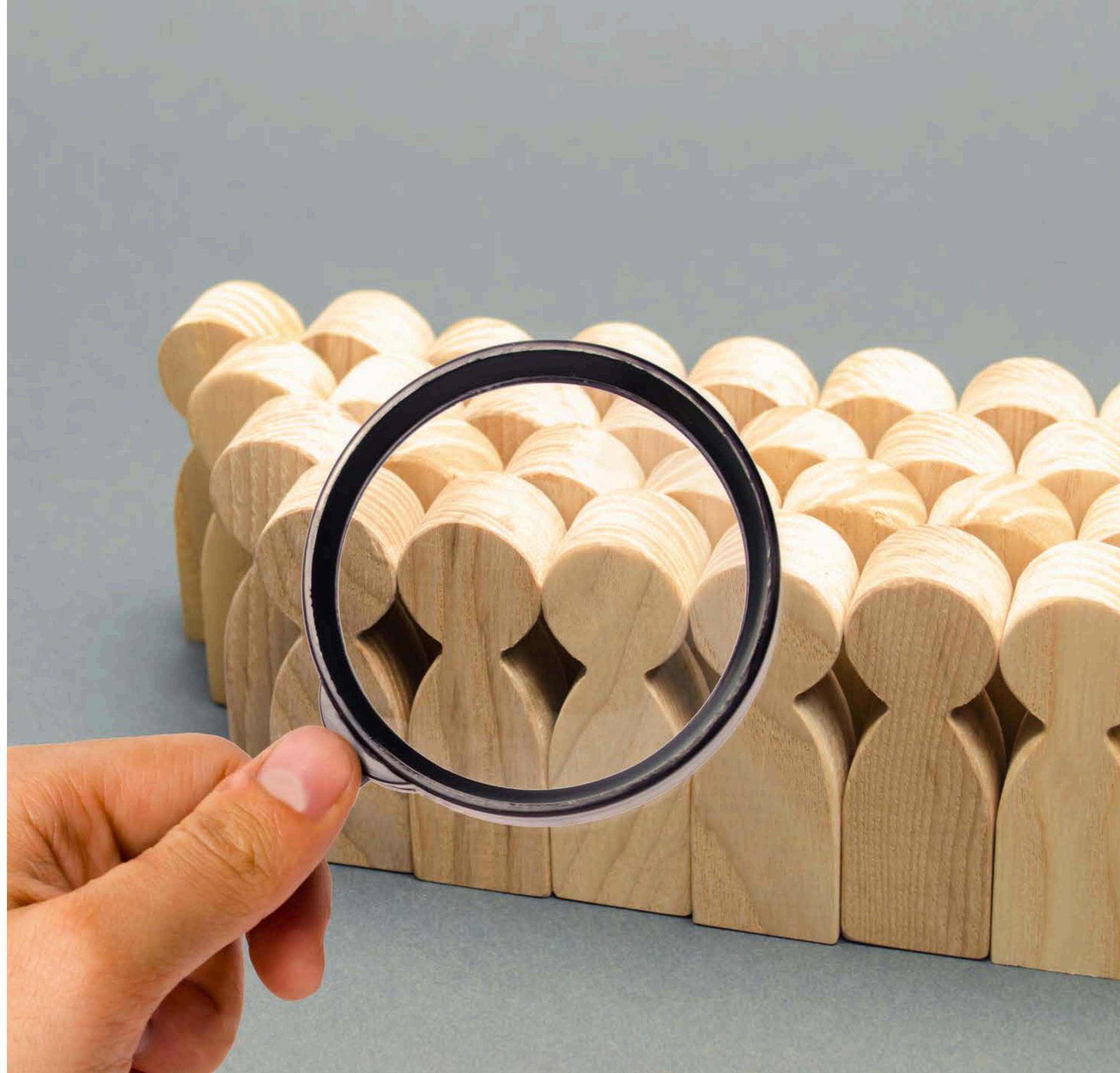


Work. We devote
around 80,000 hours to
it during our lives.

The optimistic version is that, thanks to the development of technology, including artificial intelligence, more and more of our work duties will be taken over by machines. In turn, we will be able to enjoy more and more leisure time.

The pessimistic version, repeated in one form or another in numerous texts and opinions, assumes that machines will enslave us.

The changes in this market are not disconnected from multidimensional social, technological, political and even legal changes.



SETS OF SOUGHT-AFTER COMPETENCES





The most important skills for employers are usually mentioned **in the area of science (STEM), but also the ability to be an active learner, creativity, the ability to share knowledge, cooperation with others, a problem-solving attitude, critical thinking or negotiation skills.**

WHAT IS CHANGING?



Values important to working people are changing.



Work is no longer just a source of income for most people.



Work becomes a source of energy, knowledge, satisfaction, realisation of ambitions.

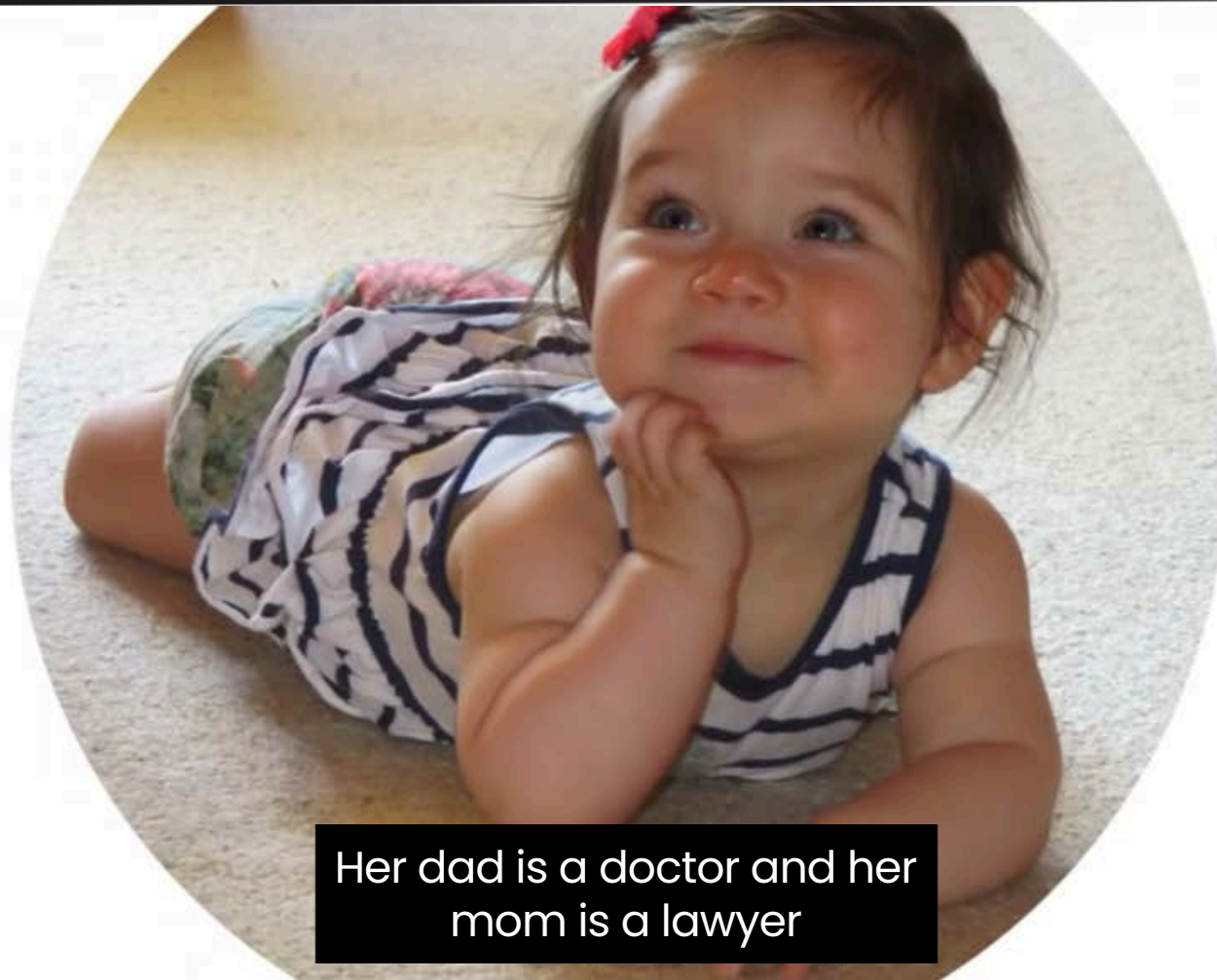
Heads of companies of all sizes need to be aware of this as they manage teams with people pursuing different objectives.



We used to build the notion of **a career based on learning** and **doing one set of activities for many years** (even if this was accompanied by technology).

Today we are moving towards a knowledge-based economy, so the demand **for workers with complex skills will increase.**





Her dad is a doctor and her
mom is a lawyer

The jobs we'll lose to machines -- and the ones we won't | Anthony Goldbloom

Anthony Goldbloom:
The jobs we'll lose to
machines - and the
ones we won't
(TED2016)

<https://www.youtube.com/watch?v=gWmRkYsLzB4>

PROFESSION OR SET OF COMPETENCES?



Today, to be effective in the labour market, it **is necessary to know one's own resources.**

Richard N. Bolles in his best-selling book "What Color is Your Parachute?" claims the Life-Changing-Job-Hunt method, which means **"looking for a job that will change your life"**, as the most effective way of looking for a job, with an 86% chance of success.



WORK IN ACCORDANCE WITH TALENTS - WHAT GIVES US?




To plan your career wisely, it is advisable to focus on your expectations, natural aptitude, dreams, etc.



It is also good to consider the labour market demand for representatives of specific professions.




The tools at your disposal during career planning are: questionnaires & test



What is your IQ
and EQ level



A suitably trained psychologist will help you identify areas to work on to become an increasingly fulfilled person.



A hand is holding a white speech bubble against a blue background. The speech bubble contains the text "OPENNESS TO WHAT IS NEW".

**OPENNESS TO WHAT
IS NEW**

Change is one of the few certainties we experience in life. The profession you have chosen may change beyond recognition or disappear in ten years' time. It's worth taking this into account when starting your career.

No matter how much the job market changes, **it is good to update your goals, develop your talents and make the most of your own potential.**

WHAT IS TALENT?



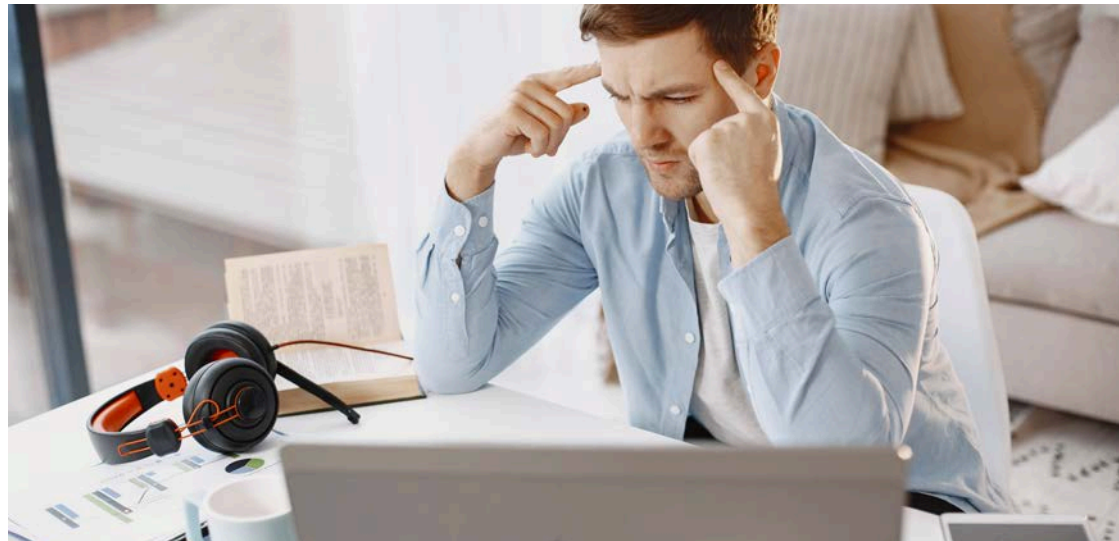


The first question that probably comes to your mind is: **what exactly a talent is?**

According to Gallup, talent is a repetitive and innate way of acting, reacting and thinking. Taking the CliftonStrengths survey (also known as the Gallup test) allows anyone to discover the order of their 34 talents.

So many talents have been defined, based on research conducted by the Gallup Institute, as unique qualities that influence the productivity of a person's performance.

34 talents according to Gallup - 4 domains



Strategic Thinking - qualities that help to assimilate and analyse information and, as a result, to make better decisions

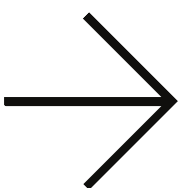


Relations Building - qualities that help build strong relationships

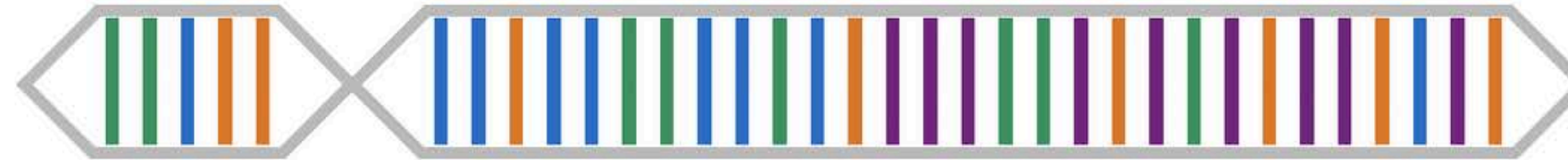


Influencing - qualities that help you to take action, express your thoughts and ensure that others are heard

Executing - qualities that help to complete tasks



SAMPLE CLIFTON STRENGTHS PROFILE BROKEN DOWN INTO THE FOUR DOMAINS MENTIONED EARLIER



EXECUTING ①		INFLUENCING ①		RELATIONSHIP BUILDING ①		STRATEGIC THINKING ①	
25 Achiever	27 Discipline	5 Activator	28 Maximizer	13 Adaptability	16 Includer	22 Analytical	11 Input
19 Arranger	33 Focus	4 Command	8 Self-Assurance	3 Connectedness	9 Individualization	12 Context	26 Intellection
29 Belief	18 Responsibility	17 Communication	31 Significance	10 Developer	14 Positivity	15 Futuristic	21 Learner
30 Consistency	20 Restorative	34 Competition	24 Woo	6 Empathy	7 Relator	2 Ideation	1 Strategic
23 Deliberative				32 Harmony			

MATURE VERSUS RAW TALENTS

A raw talent

is an unconscious, inexperienced talent. Its action is directed in its own direction. It usually does not work to our advantage; it will manifest itself unproductively in our actions.



Mature talent

on the other hand, is talent that is well realised, experienced, frequently practised, highly productive.



EXAMPLES OF TALENTS:



Input



Analytical

Mature



Collecting things (all kinds of tangible and intangible) that are useful and sharing them with those who can benefit from them.

Explaining a complex reality.

Raw



Collecting things (all kinds of tangible and intangible) for the sake of collecting them.

Constantly asking new questions and not being satisfied with the answers. Endless analysing.

WHAT IS A STRENGTH?





A strength is **the ability to consistently deliver results**, in a near-perfect way, for a specific type of activity.

We can develop our strengths by complementing our innate talents with the knowledge we need and by practising certain skills.

EXAMPLE

a person who works to be a good salesman has a talent of **personal charm**.

To be a good salesperson, apart from the sheer talent that allows a person to easily interact with other people, it is necessary to acquire **knowledge** about the product the person is selling and to develop the **practical ability** to effectively use various sales techniques.



A TALENT-BASED DEVELOPMENT METHOD

„ NAME IT, CLAIM IT, AIM IT”



NAMING

understanding what the talent is.



CLAIMING

how my talents manifest themselves in my life in different situations. By observing myself, talking to others about how I act, how I behave.



AIMING

using your talents to achieve your goals. With a specific goal to achieve, it is worth considering which of our talents will help us achieve it and how to use them.

WHAT TO DO WHEN THE TALENT NEEDED TO ACHIEVE A GOAL IS LACKING?

Establish a partnership with someone who has the talent we are missing.



This is a method that can work well when working in a team.



For example, we have dominant talents from the strategic thinking domain but lack talents related to execution.



By working with a person who has the missing talents, we can focus on generating new ideas, concepts, strategies, while the organisation of their implementation is handled by someone else.



This way, both people will focus on what they are good at.



WHAT IS THE DIFFERENCE BETWEEN PASSION AND TALENT?



Talent is a term from the field of ability, as it refers to **an innate or acquired predisposition** manifested by an above-average degree of proficiency in a particular field or the ability to learn it quickly. It influences how well one performs a given activity in comparison with others.

If ten people undergo identical training or coaching under the same external conditions and are equally committed to achieving a good result, **it will still be possible to find differences between them.**





Passion **is often confused with hobby.**

In a broader, deeper, more philosophical sense, it has become accepted to say that a hobby is something that fills our free time.

Passion, on the other hand, is much more than that. **It may have previously been treated by us as a hobby.** Except that hobbies don't determine us to act like passion does. Because it's impossible to live without it once we feel it. Inability to practice it causes psychological discomfort and longing. We can always abandon a hobby or change it and we do not have to pursue it at all costs.

HOW TO DISCOVER YOUR PASSION?



Passion is something **your body starts to do when you are well-rested and have nothing else to do**. It is best not to start by looking for passion, but by making room for it.



TWO TYPES OF PASSION

According to **Robert J. Vallerand**, a psychologist at Canada's Université du Québec, there are two types of passion :

Harmonious

providing enjoyment from the very process of practising it, motivated by an inner need to perform a favourite activity.



Obsessive

motivated by a desire to gain rewards, recognition from others, often stemming from a need to prove something.





HARMONIOUS

In the case of the former, it is possible to experience the so-called feeling of **flow**, a state between satisfaction and euphoria, resulting from full dedication to a certain activity.

Once you delve into action, **the rewards are largely just an effect** – they are still nice and reaffirm that you are good at something, but they are not the main goal.

Above all, it is **motivated by a sincere commitment** to a process that you love.

Passion itself, on the other hand, is a source of positive emotions, and its practice is **accompanied by increased concentration and the development of natural talents.**





OBSESSIVE

- The second type of passion may seem genuinely engaging, but it hides a **desire for approval and to enhance one's sense of self-worth.**

If you fail, your self-confidence is shattered, your willingness to continue working is reduced and **your well-being declines**.

In the event of failure, **it is impossible to keep one's distance**, and such passion, in addition to satisfaction, also generates many negative effects, such as questioning the quality of one's own work persistently.



TWO TYPES OF PASSION – LEVEL OF SATISFACTION

These two types of involvement in professional activities can result in completely different levels of satisfaction.

Harmonious

passion at work is connected with a sense of fulfillment enriched with tangible benefits.



Obsessive

can result, for example, in professional burnout or an imbalance between career and other areas of life.



CAREER CHOICE IN THE CONTEXT OF PERSONALITY TRAITS



EXAMPLE

John is an introvert, that is, a person who draws his energy from within himself rather than from his surroundings, he likes peace and quiet, his colleagues perceive him as shy and even closed-minded. Let's imagine that Janek decides to take a job in an environment where it is important to interact and work in a group, to work on a deadline.

What do you think – **Will the job satisfy John? Of course it won't.**





EXAMPLE

•Marek is a person who has the characteristics of a typical leader. He likes to lead the group, has a lot of ideas, is energetic, organised, and makes contacts easily and quickly. He likes challenges, is often dominant, contact with others excites him. Let's imagine that Marek takes a job as a watchmaker.

What do you think – **will Marek be happy with his job? Of course he won't.**

The question of value in human life has been considered by many researchers. One of them is Edgar Schein. This American psychologist specialising in social psychology and organisational culture distinguished **several groups of factors influencing people's career choices**. He called them career anchors .





CAREER ANCHORS

professionalism,
development, being an
expert

leadership, the desire to
lead others

independence and
autonomy of action

security, stability,
predictability

helping others, giving
value to the
environment

innovation, creativity

overcoming difficulties
and facing challenges

work-life balance



A good way to identify your own belief system is to create **a pyramid of values.**

Among the most frequently mentioned priorities are **family, health, work, love, friendship, professional development, career, respect and recognition from society, power, money, prosperity, luxury, pursuing passions, self-respect, honesty, creativity.**

**Get to know
yourself !**

and **work will be the
leisure time** you get
paid for.



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