

MODULE 3. DECISION MAKING IN CAREER PLANNING

**READY
TO
START**

2. MATERIAL FOR THE ADVISOR: ROLE-PLAY EXERCISE SCENARIO



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PIC Model - Prescreening

A trainer gives this exercise after introducing the PIC Model. Splits the participants into triads. One participant has a role of Client, another role of Advisor and the third role of observer. Give **10 minutes for the role play** and **10 minutes for discussion**. The observers give feedback on main takeaways from the role play including the noticed feelings of the client.

DESCRIPTION of The Client:

Marko is a 23-year-old young man who has completed high school education. He was a solid student and thought that high school was suitable for him, because at the time of enrollment he did not have a concrete idea of what he wanted to work or study in a vocational school. Due to financial reasons, he did not continue his studies. He currently lives with his mother, as his father died a year ago.

He has work experience in a cafe and restaurant as a waiter, but he does it only to secure finances and does not see his future in such a job.

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He also helps producing and selling agricultural products. He sells what is surplus to the local market. To cultivate most of the land he needs help, he cannot do it alone.

He often feels that he is very bored and does not know what to do with himself in his free time. He wants to make a decision on his career path.

Alternatives he gives to the Career Advisor based on his self-assessment results are:

- Eco agriculture
- Marketing for Agri-products
- Sales of food
- Botanic
- Food technician
- Driver of Agricultural machines
- Driver of a bus or a truck

If asked for more, you choose Mechanics.

DESCRIPTION for Career Advisor:

Explain to the client:

“There are many decision-making methods and techniques that are applied within the framework of decision-making

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styles such as SM-14, Pros and Cons Method, Six Thinking Hats, SWOT Analysis, Decision Tree, Spider Web, etc. In this case we will use the PIC model that is simple and very useful for the clients that consider many options as career path.

The three stages of this model are:

1. (Prescreening) Pre-screening,
2. (In-depth exploration) In-depth research and
3. (Choice) selection

The objective for this session is for you to locate small set (about 7) of promising alternatives that deserve further, in-depth research.

So, just be creative and share with me as many options, alternatives of a job position you can imagine for yourself. During the session support the client with active listening non-verbal signs of nodding and verbally with giving approval for each of the options mentioned. Write down all the mentioned alternatives.

Sum up what you have on your paper. Ask if he/she has something to add. Then explain that you will continue with the next stage of the PIC Model.