



Gemeinnütziges Integrationsleasing

COMPETENCY ANALYSIS

JOB-TRANSFAIR TRAIN

Competence-oriented biographic work

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Basics ...



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- ▶ Implemented at the project „JOB-TRANSFAIR TRAIN“ (startet as a Pilot Project)
- ▶ Primarily for (young) welfare-recipients
- ▶ Following an Integrative Approach
- ▶ Basis: model of the „ZUKUNFTSZENTRUM TIROL“

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► FOCUS:

„All that I´m actually able to do/capable of...“
(...but didn´t realize before or have been afraid of showing to my surroundings)

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Setting ...

- ▶ Presentation of the process to the group and kick-off for those, who WANT to participate
- ▶ „homework-stages“
- ▶ 3 – 4 Coaching-sequences: serving to sustain the biographical competences
- ▶ Intense application of diverse technics of creativity for visualizing the competences

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▶ **PRODUCT:**

My personal Competence-Portfolio
(collection of competences)

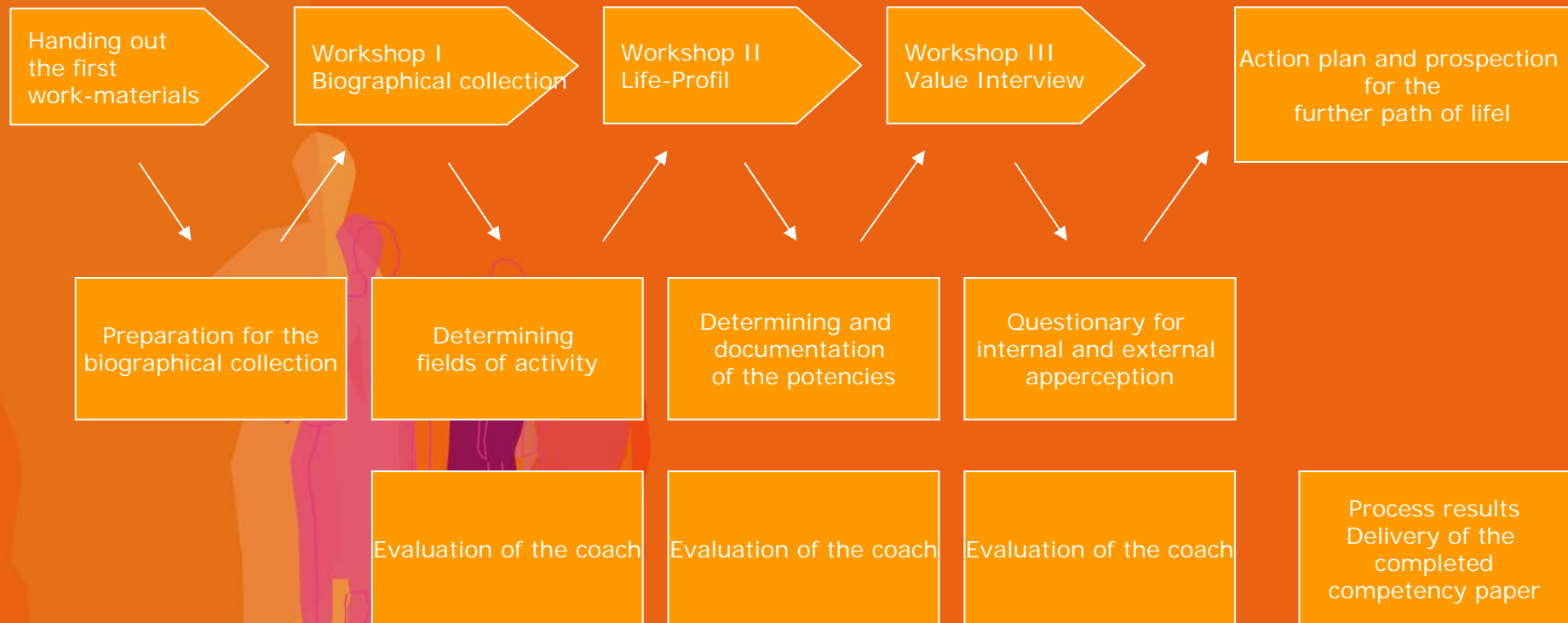
→ „**By-product**“ = SELF|CONFIDENCE

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Proceeding



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Time...



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COMPETENCY SHEET Example I

The process

The competency sheet is a scientifically based approach for identifying the competences, that individuals did acquire during their occupational career or during non-occupational activities, their individual development, their qualificalational and their educational experiences. The method had been developed at the ZUKUNFTSZENTRUM TIROL under the direction of Dr.h.c. Lutz von Rosenstiel. Job-TransFair has been trained by the ZUKUNFTSZENTRUM and is allowed to use parts of the method.

The educational and private life-situations of Mrs. X put her in front of diverse requirements/put diverse demands on him. To manage these requirements, it was necessary for Mrs. X, to improve and use her competences. The following passages will show the main focuses of the four fields of competence.

Personal competence

Her willingness to learn and to continually improve her personality, as well as to accept constructive criticism of other people will help her, to find the adequate work place. Mrs. X sees herself as a modern and stilish person and so she assumes to have job possibilities in fashion industrie. Another interest of her lies in the work with children (p.e. childcare).

Social competence

Already at school Mrs. X proofed to be a good team worker. She enjoyed working together with others in a group and was very engaged to learn something new from her camerades. She is very sympathetically, what affects group dynamics in a positiv way.

Professional competence

Life experiences thought Mrs. X to be highly creative. This can be seen in her ability to express herself artistically (for example in drawings and paintings).

Methodic competence

Due to the chronic disease of her mother and her sudden death Mrs. X had to learn very early to cope with sadness and loss. As a result, she aquired a high amount of self-dependency. During the time consuming illness of her mother Mrs. X tried to graduate at primary school. Thanks to her abilities of beeing consequent and planning work, she managed to graduate except in mathematics. But Mrs. X is goal oriented and has future plans and so she tries to catch up in mathematics.

Mrs. X carries out work accurately, she is extremely reliable and able to concentrate on work very intense. It is important for Mrs. X, to get feedback from other people for developing herself. Her goals are to get more stability in life and to obtain acceptance and appreciation.



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....Product

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UCP* ...

*Unique Coaching Position



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The process of competency analysis an „open“ process,
which means that...

- ▶ ...the Portfolio of Competencies gets upgraded and improved continually
- ▶ Inclusion of different perspectives (feedback/employer, feedback/coach)
 - » Which competencies did she/he show/not show?
- ▶ Inclusion of amplified competences within the project and getting aware of the new learned skills
 - » What did I learn?
 - » Which competences did I use/learn/miss?
- ▶ Evolving of a map including career perspectives

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