

Empower yourself!

This module was developed in order to facilitate work with a self-evaluation tool, originally written by Scouts et Guides de France and called “Valorise-toi” (see <http://www.sgdf.fr/valorise-toi/id-menu-534>). English version was translated by Ruppert Schildböck from the WOSM - European Scout Office and adapted by myself.

Around 25 workshops were successfully run at the 22nd World Scout Jamboree, which helped to adapt the language of the material as well as to improve the module description. However, any suggestions for improvement are welcome. If you want to make your own translation of the document, please, contact Ms Elise Drouet at edrouet@sgdf.fr for the permission.

Facilitators module description

Titel	<i>Empower yourself!</i>
Aim	<i>The aim with this module is to highlight what competences can be acquired through Scouting and learn how to “translate” them into the language of employers.</i>
Objectives – Measurable	<ul style="list-style-type: none"> <i>After the workshop, the participant will have an overview of skills and competences in “Scout language” and the “language of entrepreneurs” and know his/her added value and how to present it.</i> <i>The participant will be able to illustrate the competences with his/her personal experience.</i>
Motivation- why is this interesting	This module is linked to the 2011 celebrations of the International Year of Volunteering +10 and the European Year of Volunteering
Number of participants	10 – 20
Special skills	Not needed
Place	Anywhere
Suggestion	The facilitator should have a basic knowledge of the topic of skills/competences

Materials – shortlist

Material	Reuse & Return	Quantity
<i>“Empower yourself!” material in EN</i>		<i>10-20 per session</i>
<i>Pencils</i>	X	10-20

Program

Time	What	Why	Guiding questions and texts
0	<i>Welcome. Introduce the module stating aim and objectives.</i>	<i>To ensure people are the right place. To set the context of this module. Make people feel wanted</i>	<i>Introduction of the team and participants (names, countries) Does everybody understand English? Anyone speaks French? Have you ever experienced a job interview? If yes, was it appreciated that you are Scouts? How do you include your Scout experience in your CV?</i>
5 min	<i>A short debate about what does it mean to be a volunteer and ways of appreciation (internal and external recognition)</i>	<i>To set de debate into wider context.</i>	<i>In 2011 we celebrated International Year of Volunteering +10 and the European Year of Volunteering – it was a chance to promote and appreciate volunteering and to support volunteers. And still is. ☺ Think what do you get out of volunteering in Scouting. Did anyone in your Scout association, in your group/troop appreciated your work? How? What kind of recognition would you like to get? What kind of external recognition did you ever get for volunteering in Scouting – in your school, from public administration, ...?</i>
15 min	<i>Short introduction to the topic of skills and competences, personal story example</i>	<i>To introduce the topic through an example</i>	<i>We are going to speak about “competences”. “Competence means the ability to apply knowledge, know-how and skills in a stable or changing situation. Two elements are crucial: applying what one knows and can do to a specific task or problem, and being able to transfer this ability between different situations.” Competences can be acquired all-life-long through the so called Life- long Learning. This includes FORMAL school education as well as NON-FORMAL education (like in Scouting – intentional, facilitated by an experienced leader, using progressive scheme, etc.) and in INFORMAL learning (through media, from peers etc.). All our Scout activities have an educational purpose – our young members learn through them various skills. Also you as the leaders go through training and you are developing your competences by preparing and</i>

			<p>doing the program. And the majority of these competences can be used in professional life.</p> <p><i>LISTEN TO THE STORY – Super manager</i></p> <p>You see that, although it was a bit exaggerated, you develop your skills in every situation and you can get it recognized, if you speak the appropriate language that the other person understand.</p>
20 min	Brainstorming about the skills acquired through Scouting	To get an overview of the participants' ideas.	<p>So what are the skills you think that you develop through Scouting?</p> <p><i>COMPETITION IN SMALLER GROUPS – which group can bring more skills</i></p>
30min	Self-evaluation using the printed material	Main part of the module.	<p><i>EXPLAIN HOW TO WORK WITH THE SELF-EVALUATION TOOL</i></p> <p>We will work with an English translation of a self-evaluation tool, developed originally by Scouts et Guides de France.</p> <p>Steps 1 and 2 (3 at home) Take enough time to reflect about your competences and about the best examples (in step 2).</p>
45 min	Role play “job interview” in pairs: one participant plays an employer and the other job applicant. After they complete their task, they swap the roles.	To put the knowledge into practice.	<p>Now it is the time for Step 4.</p> <p><i>ROLE PLAY IN PAIRS – one is the employer and the other is a job applicant -7 minutes each and switch. Alternatively you can work in trios where the third person might observe and give recommendations concerning the way of behavior, body language etc.</i></p> <p><i>GO AROUND AND ENCOURAGE INTERACTION</i></p>
60 min	Evaluation, remarks to the material	To get feedback both on the session and material.	<p><i>COLLECT THE FEEDBACK:</i></p> <ul style="list-style-type: none"> - on understanding the terminology - on improving the language of the tool - on the usefulness of the session – what might be done better next time?
70 min	The facilitator thanks for attending the workshop		

75 minutes in total

Annex 1 – story Super manager

(We suggest to use the story mainly in cases of older/experienced participants)

I don't understand why women returning from the maternity leave have often such a low self-confidence while trying to find a job. They shouldn't underestimate themselves when being asked: What have you been doing over the past few years. How about to begin with this:

I have behind me 7 years of hard full-time management work. I was leading a team consisting of my older colleague and partner and we started an ambitious project of multiplication of human resources. The team has soon grown thanks to a new young colleague in a position of a team manager, who had to be profiled first.

I was sleeping only a few hours per day. The project was literally in diapers and my first results were not very encouraging. Besides that I had to deal with a low basic capital, continuous cash flow problems, secondary and mainly primary insolvency. Even my position in the team was complicated. I was trying to delegate some of my tasks to my colleague, but unclear competences were sometimes putting us against each other. He had an interesting feeling that it is him leading a team.

I even had to solve a situation when he wanted to leave a project because of another project. However, I managed to motivate him sufficiently to return to the team and I managed to discredit the competing project.

Gradually, our young colleague has learned to stand on his own legs I have didn't need to keep him on lead all the time, so I had free hands to work on the further enlargement of the team. But then, suddenly, we got two newcomers to our team and I had to restart from the very beginning.

Anyway, today I wouldn't exaggerate to say that the team behaves like one big family.

I think that the only proper reaction to such a presentation should be: "You are accepted to our company!"
(translated from a Czech weekly "Sedmicka", author: Pavel Tomes)