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Challenge Lab: recognizing and valuing transversal competences

TRANSVAL-EU - Validation of transversal skills across Europe



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Challenge Lab

- Developed by Centro Studi Pluriversum in the framework of TRANSVAL-EU pilot phase by a team of psychologists and career guidance experts.
- Included in the National Training.
- A method composed by two tools aiming at:
 - ✓ **IDENTIFYING AND STRENGTHENING** competences starting from pleasant or effective past experiences.
 - ✓ **ACTIVATING AND DEVELOPING** competences starting from present problems or difficulties.



Why the Challenge Lab

The Challenge Lab protocols can:

- Be easily used by a **variety of practitioners**: validation and guidance practitioners, trainers, counselors, tutors, teachers.
- Reach the **wide audience** of beneficiaries CSP works with, both individually and in group: adults and young adults in PES and VET, students in secondary schools and Universities.
- Be used for **different scopes**: VNFIL, career guidance, lifelong learning.



About the Challenge Lab

- Currently tested with around 60 candidates, in:
 - 1-1 career guidance meetings within PES
 - Group sessions in career services
 - Group sessions in secondary schools

Soon it will be tested in University career services.



The method

The Challenge Lab consists of two tools (worksheets):

1. **PAST PROBLEM WORKSHEET:** it can be used individually or in group. It allows to identify transversal competences used to solve a problem in the past, and reflect on how those competences are/were used in other contexts and may be used in the future
2. **PRESENT PROBLEM WORKSHEET:** to be used in group. It allows to analyze a present problem and, with the support of the practitioners and the group members to transform/restructure a problematic situation/negative belief into a more proactive one.

The starting point of the methodology is not the competence framework, the candidates are left free to identify their competences starting from their life experiences, and only afterwards the competences identified are matched with the competence framework

How it works: PAST PROBLEM WORKSHEET

Delivery mode: 1-1 or in group

Objective: identification and strengthening of transversal skills.

- 1) CHALLENGE THEME:** identify an issue that you have experienced in the past and that you have finally solved. Describe it.
 - 2) NEGATIVE EMOTION:** How did having that problem make you feel?
 - 3) SOLUTION:** How did you solve the problem? What was the winning key?
 - 4) IMAGE:** Choose an image that represents the most significant moment of exit from that problem as if you were taking a mental photograph of that moment. Describe this image.
 - 5) POSITIVE EMOTION:** How did it make you feel and still make you feel now thinking about that problem solved?
 - 6) POSITIVE BELIEF:** What positive idea of yourself accompanies this positive image and emotion?
- I AM ABLE TO... or I CAN...or I AM CAPABLE OF...**
- 7) TRANSFERABILITY OF THE POSITIVE BELIEF:** Do you think that this positive idea of yourself can also relate to other past situations or be useful in other future situations? Which ones?

How it works: PRESENT PROBLEM WORKSHEET

Delivery mode: in group

Objective: : activation and development of transversal skills.

- 1) **CHALLENGE THEME:** identify a problem in the areas of: work, study or choice of study or work, which at this moment creates you difficulties and which you cannot solve. Describe it.
- 2) **IMAGE:** Choose an image that represents the most significant or worst moment of this problem as if you were taking a mental photograph. Describe this image.
- 3) **NEGATIVE BELIEF:** What negative idea of yourself accompanies this image?

I AM NOT ABLE TO...or I CAN NOT...I AM NOT CAPABLE OF

- 4) **NEGATIVE EMOTION:** How does this image and this idea make you feel?

BRAINSTORMING: NOW LET'S TRY TO TALK ABOUT IT FOR 10/15 MINUTES CONSIDERING EVERY ASPECT OR IDEA FREELY AND WITHOUT JUDGMENT - Allowed: questions, similar experiences, ideas or advices, encouragement. The following are forbidden: complaints, judgments, criticisms

- 5) **POSITIVE BELIEF:** After this discussion/debate, what positive idea of yourself do you think could help you solve the problem?

AT THE END I AM ABLE TO... OR I CAN... or I MIGHT BE ABLE TO... or I CAN LEARN TO...

- 6) **TRANSFERABILITY OF THE POSITIVE BELIEF:** Thinking about this positive idea of yourself, can you remember other past situations (in any area of life) in which it was useful to you, or any future situations in which it could be useful?

Preliminary results of the experimentation

The Challenge Lab is a prototype under further development and testing:

- Flexible tool that can be used in different settings
- Self-awareness and empowerment
- Synergic with other tools we use in career guidance (preparation of CVs and interviews)
- Opportunities to be used as a base to work on candidates' values and intrinsic motivation



THANK YOU

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How it works

PAST PROBLEM WORKSHEET

CHALLENGE LAB.
PAST PROBLEM WORKSHEET

Objective: identification and strengthening of transversal competences

1) **CHALLENGE THEME:** identify an issue that you have experienced in the past and that you have finally solved. Describe it.

2) **NEGATIVE EMOTION:** How did having that problem make you feel?

3) **SOLUTION:** How did you solve the problem? What was the winning key?

4) **IMAGE:** Choose an image that represents the most significant moment of exit from that problem as if you were taking a mental photograph of that moment. Describe this image.

5) **POSITIVE EMOTION:** How did it make you feel and still make you feel now thinking about that problem solved?

6) **POSITIVE BELIEF:** What positive idea of yourself accompanies this positive image and emotion?

I AM ABLE TO..._____

or
I CAN..._____

or
I AM CAPABLE OF..._____

7) **TRANSFERABILITY OF THE POSITIVE CONVICTION:** Do you think that this positive idea of yourself can also relate to other past situations or serve you in other future situations? Which ones?

How it works

PRESENT PROBLEM WORKSHEET

**CHALLENGE WORKSHOP.
WORKSHEET PROBLEM PRESENT**

Objective: activation and development of transversal skills.

1) **CHALLENGE THEME:** identify a problem in the areas of: work, study or choice of study or work, which at this moment creates you difficulties and which you cannot solve. Describe it.

2) **IMAGE:** Choose an image that represents the most significant or worst moment of this problem as if you were taking a mental photograph. Describe this image.

3) **NEGATIVE BELIEF:** What negative idea of yourself accompanies this image?

I AM NOT ABLE TO... _____

OR

I CAN NOT... _____

OR

I AM NOT CAPABLE OF... _____

4) **NEGATIVE EMOTION:** How does this image and this idea make you feel?

BRAINSTORMING

NOW **LET'S** TRY TO TALK ABOUT IT FOR 10/15 MINUTES CONSIDERING EVERY ASPECT OR IDEA FREELY AND WITHOUT JUDGMENT

Allowed: questions, similar experiences, ideas or advice, encouragement

The following are forbidden: complaints, judgments, criticisms

5) **POSITIVE BELIEF:** After this discussion/debate, what positive idea of yourself do you think could help you solve the problem?

BASIC I AM ABLE OR ABLE TO... _____

OR

I MIGHT BE ABLE TO... _____

OR

I CAN LEARN TO... _____

6) **TRANSFERABILITY OF THE POSITIVE CONVICTION:** Thinking about this positive idea of yourself, can you remember other past situations (in any area of life) in which it was useful to you, or any future situations in which it could be useful?
