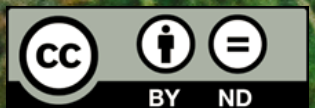


GUIDELINE FOR CAREER ORIENTATION



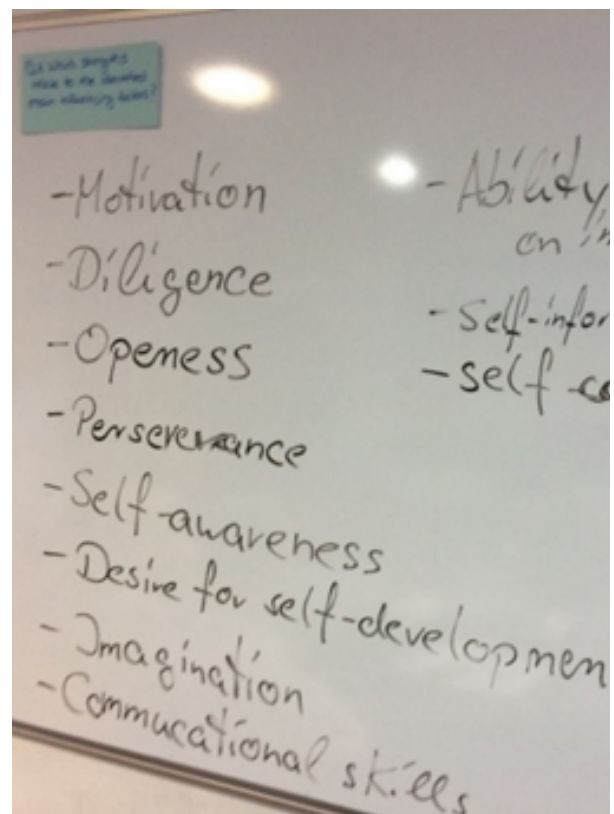
With the support of the
Erasmus+ Programme
of the European Union



WHAT ARE THE MOST IMPORTANT PERSONALITY TRAITS AND EXTERNAL FACTORS WHEN CHOOSING A CAREER?

RESULTS OF THE SURVEY CONCERNING FACTORS INFLUENCING CAREER DECISIONS:

After collecting five questionnaires of all target groups (high-school students, university-students and -drop-outs, parents, companies and apprentices) in all five countries, it was possible to identify quantitative differences between the individual questions. The sum of 564 completed questionnaires, all with 20 - 30 answers (in total almost 17,000 items) partly also open questions, and their complete evaluation offered a considerably larger amount of data, the evaluation of which can be delivered on request. A total of 430 high school students, university students, drop-outs and trainees (VET) commented on the question of which three personality traits significantly influenced their career decisions.



WHAT IS REALLY IMPORTANT FOR THE CHOICE OF CAREER?

WHAT DO OUR INVESTIGATIONS SHOW?

Motivation was the most frequently mentioned personality trait

-
Especially in Lithuania and Spain very important - Mentioned by over 20 % of all respondents

-
Also the most important personality trait in Germany



Therefore, the job you are about to choose must be motivating!



Furthermore, Ambitions were mentioned by 14,2% of 240 nominations

-
Especially in Italy the most important personality trait

-
Diligence and Individual interests were also named very often

The desire for self-developement was considered relatively important only in Poland(14,34% out of 244 entries). Finally, adaptability was identified supranational unanimous as the least important personality trait within this investigation.

WHAT IS REALLY IMPORTANT FOR THE CHOICE OF CAREER?

PERSONAL INTERESTS



Almost half of all 254 respondents, who answered to open questions (vocational trainees or university students) mentioned career opportunities and perspectives (44.28%) as reasons in addition to personal interests (43.37%) for their career decisions.

The aspect "personal interests" was mentioned significantly frequently.

AVAILABLE INFORMATION ON EXISTING CAREER OPPORTUNITIES:



Available information on existing career opportunities turned out as the most important external influencing factor on career decisions.

In Lithuania: particularly evident (all 80 respondents reached an average of 4.2.)

WHAT SIMPLIFIES SIGNIFICANTLY YOUNG PEOPLE'S CAREER DECISIONS AND PROCESSES?



Four target groups (high school students, university students and drop-outs, apprentices in VET and parents) and a total of 308 respondents answered that dissemination of information on career opportunities is by far the most important factor in order to simplify career decisions.

Beyond this, the awareness of strengths and appropriate guidance on how to use it profitably and in a targeted manner.

HOW DO I FIND OUT ABOUT INTERESTS AND INCLINATIONS?

Recognising one's own interests and potential is not done by answering a single question. There are several ways to find out what interests and potential you have in yourself. Each new insight is like a piece of the puzzle, which gradually leads to the recognition of an entire picture. A potential analysis can support you on your journey.

What is a potential analysis?

Potential analysis refers to the structured examination of the existence of certain characteristics and abilities.

Potential analysis provides structured information on questions about people's abilities.

Potential analyses are carried out in different areas of application and with different methods. For example, structured questionnaires or a comprehensive individual assessment can be used to determine one's own career potential.

The potential analysis thus serves to record the capability potential for future activities.

Among other things, the potential analysis records knowledge, skills, motivation and personality traits. A potential profile can be created from the recorded characteristics.

Hints to support you to create an overview

- ask others like your family or friends where they see strengths in you
- write down your strengths and weaknesses and get an overview in this way
- take a career interest test to find out in which direction your interests lie
- complete a potential analysis to find out in which areas there are particular strengths get an overview of the development of your personality traits. You can also answer a personality questionnaire, which can also be part of a potential analysis.



Potential analyses have been successfully used for several decades not only in companies to determine the potential of employees, but also to provide career guidance for young people.

WHICH PROFESSIONAL AREAS MATCH MY INTERESTS?

A job interest test helps

If you pass a job interest test, the result can provide helpful information.

The result can show in which areas of interest and thus occupational fields there is greater or lesser interest.

In this way you can find out in which occupational fields it is worthwhile to collect more information.

The result is often presented in the form of an individual interest profile.

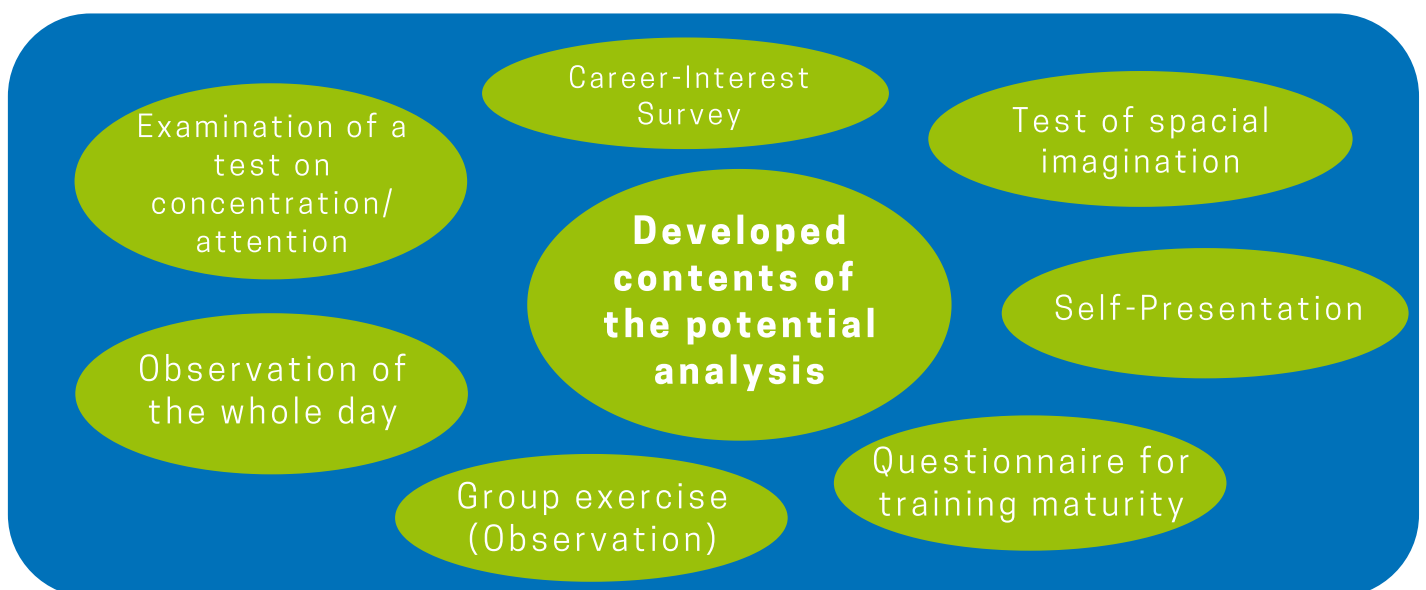
The vocational interest test used in the UniVET project came from the partner, TALENTBRÜCKE.



ERASMUS+ PROJECT UNIVET - UNIVERSITY OR VOCATIONAL EDUCATION AND TRAINING

Based on the results of the preliminary investigation of career decisions and influencing factors, the contents for a potential analysis method were developed in the consortium within the Erasmus+ project UniVET.

This measuring instrument is intended to support young people in recognising their potential and interests and to increase their work orientation.



ABOUT UNIVET

Why do young people decide for vocational training or university studies? Based on this question, a comparative investigation of the decision factors and an investigation of the most important influencing factors within the framework of the UniVET project was implemented from September 2018 until the end of February 2019.

As a result of this research, the most important personality traits and personal strengths were identified. Based on these strengths, a measuring instrument for the potential and interests of young people was developed between March and October 2019 to increase their career orientation. The basic idea behind this was that if the most important factors influencing a young person's career decision can be measured, he or she can also be advised individually and profitably after a test.

Since then, numerous pupils and young students have been accompanied by the potential analysis developed by the UniVET partners and subsequently advised. The knowledge gained from the project is reflected in these guidelines.

In the long term, the UniVET project aims to improve the career orientation of young people in all partner countries. All stakeholders should be informed about opportunities and, in this context, the acceptance of vocational education and training should be improved in comparison to higher education. One of the main objectives of this project is to raise awareness of vocational training opportunities among all target groups.



“UniVET – University or Vocational Education and Training” is run by TALENTBRÜCKE GmbH & Co. KG and is funded by the Erasmus+ programme of the European Union. The project consortium consists of members from Germany, Spain, Lithuania, Italy and Poland.

Partners

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MORE DETAILED
INFORMATION ABOUT
PROJECT CONTENTS AND
RESEARCH RESULTS CAN BE
FOUND IN THE DOCUMENT
"ERASMUS+ UNIVET - PROJECT
DESCRIPTION" ON OUR PROJECT
PAGE:
[HTTP://UNIVET-PROJECT.EU](http://univet-project.eu)

About UniVET

Programme: Erasmus +
Project Title: UniVET –
University or Vocational
Education and Training

Project Number: 2018-1-DE02-KA202-005015
Key Action: Cooperation for innovation
and the exchange of good practice

Project Start Date:
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Project End Date:
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Project Duration:
28 months