

TRAINING MODULES

ASSESSMENT QUESTIONS



MODULO 1 – ANTIFRAGILITY

ASSESSMENT QUESTIONNAIRE ON ANTIFRAGILITY (MODULE I)

Please, rate your level of agreement from 1 to 3 with the following statements ticking the relevant box with a cross.

1 – Low Agreement / 2 – Moderate Agreement / 3 – Strong Agreement

ASSESSMENT QUESTIONNAIRE ON ANTIFRAGILITY	L	M	S
Antifragility is mainly based on acquiring the highest possible degree of self-sufficiency in managing one's own career to reduce dependence on other people as much as possible.			
Antifragility rests on lifelong learning as a means of cultivating a diverse skill set and adapting to ongoing market changes.			
Self-reflection is essential to ascertain your priorities and critically examine your thoughts and behaviors to make decisions consistent with your true interests and aspirations.			
The ability to take action on one's own initiative, even when unsure of the outcome, and to learn from one's own experience is the hallmark of antifragility.			
Experimentation and the search for new experiences must be subject to rigorous pre planning to increase antifragility.			
The best way to develop a successful career is to achieve a high level of specialization in a particular profession.			
Failure is a most significant component in the learning process oriented towards building an antifragile mindset.			



SCORING RESULTS

Once the test is completed, add up the points per answer (check section score points) to get the total score for each participant.

SCORING RESULTS			
ASSESSMENT QUESTIONNAIRE ON ANTIFRAGILITY	L	M	S
Antifragility is mainly based on acquiring the highest possible degree of self-sufficiency in managing one's own career to reduce dependence on other people as much as possible.	3	2	1
Antifragility rests on lifelong learning as a means of cultivating a diverse skill set and adapting to ongoing market changes.	1	2	3
Self-reflection is essential to ascertain your priorities and critically examine your thoughts and behaviors to make decisions consistent with your true interests and aspirations.	1	2	3
The ability to take action on one's own initiative, even when unsure of the outcome, and to learn from one's own experience is the hallmark of antifragility.	1	2	3
Experimentation and the search for new experiences must be subject to rigorous pre planning to increase antifragility.	3	2	1
The best way to develop a successful career is to achieve a high level of specialization in a particular profession.	3	2	1
Failure is a most significant component in the learning process oriented towards building an antifragile mindset.	1	2	3

INTERPRETATION OF RESULTS

SCORE 15-21: Fair degree of comprehension of Antifragility principles.

SCORE 08-14: Limited comprehension of Antifragility principles.

SCORE 01-07: Low comprehension of Antifragility principles.



Module 2 - Mindset building

Assessment questions

A- The acronym V.U.C.A characterizes:

1. a past universe
2. a predictable universe
3. an unpredictable universe

B- The expression V.U.C.A comes from:

1. the scientific world
2. the religious world
3. the military world

C- The origin of the V.U.C.A concept is:

1. English
2. French
3. American

D- How does mindset building relate to a career?

1. It helps develop and support a successful career
2. It reduces the number of job opportunities
3. It hinders career development

E- How does a “Fixed mindset” affect personal growth opportunities?

1. It limits personal growth
2. It promotes personal growth
3. It does not affect personal growth

F- How does a “Growth mindset” affect the development of people's basic abilities according to Dweck (2015)?

1. People believe that abilities are innate and unchangeable.



2. People believe that basic abilities can be developed through dedication and hard work.
3. People believe that brains and talent are the only factors in success.

G- What mindset should we adopt to effectively cope with the VUCA world?

1. One fixed mindset that applies to all situations.
2. A mindset that helps assess our life, career, and create opportunities for career success.
3. A mindset that focuses only on current achievements.



Module 3 - IKIGAI

Assessment questions

1- Ikigai is a concept translated as 'a reason for being' from...?

1. Japanese
2. Chinese
3. Italian

2- How many elements Ikigai is composed of?

1. Three
2. Five
3. Four

3- Could the IKIGAI element about 'What you love' be referred to?

1. Vocation
2. Mission
3. Passion

4- Could the IKIGAI element about 'What you are good at' be referred to?

1. Vocation
2. Mission
3. Passion

5- Could the IKIGAI element about 'What the world needs' be referred to?

1. Vocation
2. Mission
3. Passion

6- Could the IKIGAI element about 'What you can be paid for' be referred to?

1. Passion
2. Vocation
3. Profession



7- The IKIGAI element 'What you love' is about the activities that

1. Encompass your natural talents, skills and abilities
2. Bring a deep sense of joy and meaning
3. Refer to understanding the needs of your community, society

8- The IKIGAI element 'What you are good at' is about the activities that....

1. Encompass your natural talents, skills and abilities
2. Bring a deep sense of joy and meaning
3. Refer to understanding the needs of your community, society

9- The IKIGAI element 'What the world needs' is about the activities that....

1. Encompass your natural talents, skills and abilities
2. Bring a deep sense of joy and meaning
3. Refer to understanding the needs of your community, society

10- Why is Ikigai relevant to career guidance?

1. Because it is fancy and trendy
2. Because it is funny and engaging
3. Because it supports participants to make informed decisions that align with their personal purpose.



Module 4 - Career counselling tips

Assessment questions

A- How many elements make up the working alliance?

1. 3 elements
2. 4 elements
3. 5 elements

B- Social constructivist methods mainly use:

1. Tests
2. Questionnaires
3. Metaphors

C- “Talents and Transitions Patchwork®” is a socio-constructivist method used in professional guidance whose author is:

1. Albert Bandura
2. Mark Savickas
3. David Bourne

D- Which of the following best describes the role of artificial intelligence in career guidance?

1. Helps individuals identify their strengths and weaknesses.
2. Guides individuals in choosing a specific profession.
3. Replaces human decision-making in career choices.

E- What roles does artificial intelligence play in career guidance?

1. Identifying skills, labor market analysis, and matching skills to jobs.
2. Direct hiring for jobs
3. Creating new professions



Module 5 - Pedagogical approaches to career guidance

Assessment questions

- 1. What is the main focus of Strength-Based Career Counselling?**
 - Exploring weaknesses
 - Examining a person's strengths or qualities
 - Identifying job opportunities
- 2. Which survey is used in Values-Based Career Counselling?**
 - Life Values in Action Inventory
 - Myers-Briggs Type Indicator
 - Holland's Inventory
- 3. What is the goal of Goal-Based Counselling in Career Guidance?**
 - To identify personal interests
 - To focus on past experiences
 - To set Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goals
- 4. What does multicultural career counselling involve?**
 - Focusing on local job markets only
 - Providing guidance to individuals from various cultural backgrounds
 - Ignoring cultural differences
- 5. What does the term "Happenstance" refer to in Krumboltz's Planned Happenstance Theory?**
 - Being rigid in career choices
 - Going with the flow and exploring curiosity
 - Avoiding real-world applications
- 6. Which of the following is a crucial aspect of Positive Psychology in Career Guidance?**
 - Focusing on weaknesses
 - Highlighting positive aspects and control
 - Ignoring client strengths
- 7. What is a key consideration in designing accessible and empathy-based career counselling situations online?**
 - Ignoring client feedback
 - Building trust and ensuring the client feels heard and understood
 - Using only text-based communication
- 8. What is essential for effective multicultural career counselling?**



- a. Treating everyone the same regardless of background
 - b. Recognizing and understanding the unique cultural contexts of each individual**
 - c. Focusing only on academic qualifications
9. **What does the Hofstede Insight website provide?**
- a. Information on technical skills
 - b. Comparison of cultural differences between countries**
 - c. Job listings
10. **What is the importance of technological tools in career counselling according to the presentation?**
- a. To replace human interaction completely
 - b. To enhance and support the guidance process**
 - c. To limit the scope of career options

