

# A few words about the expert opinion

00:00:00 ---> 00:00:05,933

(Background music, in the center of the screen the logo of the Integrated Qualifications System and the logo of the Educational Research Institute - National Research Institute are visible, the logos disappear, a title appears on the screen: "A few words about the expert opinion")

00:00:05,933 --> 00:00:06,966

(Music fades, text appears on screen: "What is the expert opinion about?"

Narrator: What is the expert opinion about?

00:00:08,033 --> 00:00:09,500

(A woman with dark shoulder-length hair and glasses appears on screen. She is sitting on a chair, wearing a gray sweater and looking straight at the camera. She speaks in a calm, thoughtful voice. From time to time the woman looks up in a gesture of contemplation. Then she returns her gaze straight to the camera.)

Woman: my name is Magda Kamieniecka

00:00:09,733 --> 00:00:10,533

I am a psychologist

00:00:11,266 --> 00:00:12,933

I prepared an expert opinion

00:00:12,966 --> 00:00:14,300

which shows how

00:00:15,333 --> 00:00:16,233

to guide

00:00:16,600 --> 00:00:19,933

another person through successive stages of skills audit

00:00:19,933 --> 00:00:25,166

the expert opinion is divided into 3 parts the 1st part

00:00:26,333 --> 00:00:28,533

concerns exactly how to meet with another person

00:00:28,800 --> 00:00:29,600

how to talk with them

00:00:30,433 --> 00:00:31,766

how to actually be in a relationship

00:00:33,233 --> 00:00:36,366

and what I cared about was

00:00:38,266 --> 00:00:39,766

I wanted to show you

00:00:39,766 --> 00:00:41,266

how going through successive stages of

00:00:42,566 --> 00:00:43,833

the Skills Audit Method

00:00:44,066 --> 00:00:45,233

meaning how setting a goal

00:00:45,533 --> 00:00:47,833

how identifying another person's competencies

00:00:48,966 --> 00:00:49,766

how to later enter

00:00:50,100 --> 00:00:53,000

into another completely different way of working

00:00:53,066 --> 00:00:54,466

meaning preparing a portfolio

00:00:55,133 --> 00:00:56,400

and ending it with planning

00:00:56,766 --> 00:00:58,566

and outlining certain paths of action

00:00:59,633 --> 00:01:00,433

how to use

00:01:01,066 --> 00:01:02,800

in my opinion the wonderful philosophy of motivating

00:01:03,266 --> 00:01:06,200

dialogue how to be a partner for another person

00:01:06,766 --> 00:01:07,766

how to be engaged

00:01:08,766 --> 00:01:12,133

how to give someone space and readiness so that

00:01:12,166 --> 00:01:15,200

we can help them bring out their experiences

00:01:15,566 --> 00:01:18,233

resources their potential and then

00:01:19,766 --> 00:01:22,600

sense the right moment and actually let them go

00:01:22,800 --> 00:01:23,933

so that they themselves

00:01:25,400 --> 00:01:26,666

in a way that's safe for them

00:01:27,433 --> 00:01:28,433

implement in life what

00:01:28,733 --> 00:01:30,166

they learned in the audit

00:01:31,166 --> 00:01:34,266

in the 2nd part I focused actually already

00:01:34,733 --> 00:01:37,066

on what is strictly related to skills audit

00:01:38,400 --> 00:01:40,066

there I showed

00:01:40,433 --> 00:01:43,033

how 2 different tools work

00:01:43,100 --> 00:01:44,800

biographical and behavioral interview

00:01:46,000 --> 00:01:48,566

and what I cared about was

00:01:49,633 --> 00:01:52,066

to show you how about skills audit

00:01:52,333 --> 00:01:53,500

and with all the nomenclature

00:01:53,833 --> 00:01:55,600

strictly related to the method

00:01:57,100 --> 00:01:59,500

that we're talking about here to speak in an accessible way

00:02:00,000 --> 00:02:01,600

such I would say human and interesting

00:02:02,400 --> 00:02:05,300

such that will arouse curiosity and engagement

00:02:05,600 --> 00:02:06,400

and not frighten

00:02:08,033 --> 00:02:13,000

and the 3rd part of the expert opinion concerns counselor competencies

00:02:13,000 --> 00:02:14,633

but not only such soft competencies

00:02:14,633 --> 00:02:16,166

related to conducting conversations

00:02:18,166 --> 00:02:19,000

but concerns

00:02:19,000 --> 00:02:21,066

in which areas a counselor should develop

00:02:21,066 --> 00:02:21,833

in which areas

00:02:21,833 --> 00:02:25,833

a counselor should have such vigilance and attentiveness

00:02:26,166 --> 00:02:27,166

that

00:02:27,233 --> 00:02:29,566

they also must somehow acquire knowledge

00:02:29,566 --> 00:02:30,366

skills

00:02:31,233 --> 00:02:33,333

in a certain way practice

00:02:33,733 --> 00:02:36,533

to actually be a good career counselor

00:02:37,233 --> 00:02:39,966

(The image of the woman disappears, text appears on screen: "What stages does the Skills Audit Method consist of?"

Narrator: What stages does the Skills Audit Method consist of?

00:02:40,833 --> 00:02:42,533

(The woman with dark shoulder-length hair and glasses appears on screen again. She is sitting on a chair, wearing a gray sweater and looking straight at the camera. She speaks in a calm, thoughtful voice. From time to time the woman looks up in a gesture of contemplation. Then she returns her gaze straight to the camera.)

Woman: Yes often formally it is a stage

00:02:43,400 --> 00:02:44,200

of establishing

00:02:44,833 --> 00:02:45,666

a certain contact

00:02:45,733 --> 00:02:46,566

setting goals

00:02:47,133 --> 00:02:48,333

identifying competencies

00:02:48,666 --> 00:02:50,566

building a portfolio and establishing a plan

00:02:50,866 --> 00:02:51,666

it consists of this

00:02:52,033 --> 00:02:52,733

for me as a person

00:02:52,733 --> 00:02:53,866

who works with another person

00:02:54,533 --> 00:02:55,766

it consists of slightly different stages

00:02:56,833 --> 00:02:57,233

I would say

00:02:57,233 --> 00:02:57,566

that yes

00:02:57,566 --> 00:02:59,333

for me the 1st stage is building a relationship in general

00:02:59,800 --> 00:03:01,233

it's building some foundation

00:03:02,833 --> 00:03:04,266

so that

00:03:05,533 --> 00:03:07,333

the other person who's going through has readiness

00:03:07,666 --> 00:03:09,066

to reveal their story to us

00:03:10,300 --> 00:03:11,766

the next stage I would say

00:03:11,800 --> 00:03:13,833

is identifying competencies

00:03:14,300 --> 00:03:16,100

it's actually being

00:03:16,233 --> 00:03:17,966

engaged in another person's story

00:03:18,166 --> 00:03:18,966

and the ability

00:03:19,233 --> 00:03:20,033

to notice that

00:03:20,033 --> 00:03:21,900

which actually at first glance isn't visible

00:03:22,333 --> 00:03:24,000

but for this we need this foundation

00:03:24,366 --> 00:03:27,666

and this relationship so someone trusts us and starts to reveal

00:03:27,900 --> 00:03:28,766

and so that we

00:03:29,400 --> 00:03:32,000

are sufficiently acknowledged and regarded by this person

00:03:32,033 --> 00:03:33,233

so that we can somehow

00:03:33,900 --> 00:03:34,700

reformulate

00:03:35,366 --> 00:03:36,600

somehow clarify

00:03:36,866 --> 00:03:37,666

in some way

00:03:39,266 --> 00:03:41,400

in a different language and from a slightly different level

00:03:42,033 --> 00:03:43,966

show them possibilities of using

00:03:44,866 --> 00:03:46,266

what they have already achieved in their life

00:03:47,200 --> 00:03:48,666

the 3rd stage well yes we can say

00:03:48,666 --> 00:03:50,000

well we're making a portfolio

00:03:50,866 --> 00:03:52,000

actually I can say



00:03:52,066 --> 00:03:54,233

that this is a difficult stage

00:03:54,366 --> 00:03:55,800

because this is actually the stage of gathering,

00:03:56,266 --> 00:03:57,633

collecting one's experiences

00:03:57,833 --> 00:03:58,966

already such tangible ones

00:03:58,966 --> 00:04:00,766

not those that are told and spoken

00:04:01,133 --> 00:04:03,833

because that can be even easier than

00:04:03,833 --> 00:04:04,933

when I must confront

00:04:05,033 --> 00:04:06,866

actually with my certificates

00:04:07,800 --> 00:04:09,100

with my work samples

00:04:09,133 --> 00:04:09,933

with my various

00:04:10,600 --> 00:04:13,000

opinions that I collected from employers

00:04:14,200 --> 00:04:16,000

and I think that the last stage of planning

00:04:17,000 --> 00:04:18,000

is a very difficult stage

00:04:18,033 --> 00:04:19,333

it's the stage of saying goodbye

00:04:19,633 --> 00:04:20,966

it's the stage when 2 people

00:04:21,066 --> 00:04:23,700

who built a certain relationship

00:04:24,500 --> 00:04:26,533

and must say "goodbye" and "thank you" to each other and likewise

00:04:27,933 --> 00:04:30,300

this "goodbye" is said by the counselor to their client

00:04:30,366 --> 00:04:31,833

but the client also says it to the counselor

00:04:31,833 --> 00:04:33,233

and you need to know how to say goodbye nicely

00:04:34,200 --> 00:04:36,033

not only by making a summary

00:04:36,366 --> 00:04:37,333

of what the counselor sees

00:04:37,333 --> 00:04:39,433

but to give the person space so that

00:04:40,566 --> 00:04:43,800

they can also share their reflections

00:04:43,966 --> 00:04:45,400

meaning so they can provide

00:04:45,900 --> 00:04:47,000

feedback to the counselor

00:04:48,066 --> 00:04:49,366

that's how I see audit

00:04:50,366 --> 00:04:53,366

(The image of the woman disappears, text appears on screen: "Which stage of the Skills Audit Method is the most important?"

Narrator: Which stage of the Skills Audit Method is the most important?

00:04:55,133 --> 00:04:55,933

(The woman with dark shoulder-length hair and glasses appears on screen again. She is sitting on a chair, wearing a gray sweater and looking straight at the camera. She speaks in a calm, thoughtful voice. From time to time the woman looks up in a gesture of contemplation. Then she returns her gaze straight to the camera.)

Woman: I think each one

00:04:56,433 --> 00:04:57,533

but the 1st is key

00:04:58,733 --> 00:05:00,000

I would say that

00:05:01,633 --> 00:05:04,266

we have somewhere written in publications

00:05:04,566 --> 00:05:06,800

that the 1st stage is setting a goal

00:05:08,566 --> 00:05:09,133

I think

00:05:09,133 --> 00:05:10,766

that the most important is the first contact

00:05:11,200 --> 00:05:12,233

at the moment when someone

00:05:14,233 --> 00:05:15,733

comes to a career counselor

00:05:16,066 --> 00:05:18,233

let's say a student and says

00:05:18,233 --> 00:05:19,033

that they have such

00:05:19,533 --> 00:05:20,333

various

00:05:20,700 --> 00:05:22,533

dilemmas this is not the first contact

00:05:23,233 --> 00:05:24,700

the first contact was already earlier today

00:05:25,766 --> 00:05:28,766

they had to trust and the relationship had to be built in such a way

00:05:29,033 --> 00:05:31,400

that they came at all to another adult,

00:05:31,933 --> 00:05:33,233

to another adult person

00:05:34,366 --> 00:05:35,766

with a request for conversation

00:05:36,900 --> 00:05:37,966

and I think this is the most important

00:05:38,333 --> 00:05:39,133

I

00:05:39,633 --> 00:05:40,933

for example answering the phone

00:05:41,266 --> 00:05:42,700

someone calls me I

00:05:42,766 --> 00:05:45,533

know that this first contact - how I answer the phone

00:05:45,733 --> 00:05:46,666

how I speak

00:05:46,866 --> 00:05:47,700

what questions I ask

00:05:49,400 --> 00:05:50,700

what I'll want to find out

00:05:51,166 --> 00:05:52,800

and what I give space for in the conversation

00:05:52,933 --> 00:05:55,100

can have a colossal impact actually

00:05:55,966 --> 00:05:58,200

on how the further process will proceed

00:05:58,900 --> 00:06:02,433

(The image of the woman disappears, text appears on screen: "How to use terminology related to the Skills Audit Method?"

Narrator: How to use terminology related to the Skills Audit Method?

00:06:03,900 --> 00:06:04,700

(The woman with dark shoulder-length hair and glasses appears on screen again. She is sitting on a chair, wearing a gray sweater and looking straight at the camera. She speaks in a calm, thoughtful voice. From time to time the woman looks up in a gesture of contemplation. Then she returns her gaze straight to the camera.)

Woman: Well my tip

00:06:04,733 --> 00:06:06,800

is not to use unknown and incomprehensible words

00:06:08,200 --> 00:06:09,133

and basically you can say

00:06:09,200 --> 00:06:10,600

that each of these words like audit

00:06:11,200 --> 00:06:12,600

method and competencies are known

00:06:13,366 --> 00:06:15,433

but as we know well from research and experience

00:06:16,300 --> 00:06:17,800

that it is in some way difficult for a person

00:06:21,433 --> 00:06:23,200

I use such a method in my work

00:06:23,366 --> 00:06:24,300

that I look for analogies

00:06:25,500 --> 00:06:26,966

when I need to talk about skills audit

00:06:27,066 --> 00:06:27,800

I wonder

00:06:27,800 --> 00:06:28,700

where we even encounter something

00:06:28,700 --> 00:06:29,566

like an audit

00:06:29,866 --> 00:06:31,033

and what an audit even is

00:06:33,633 --> 00:06:35,666

well an audit is a certain kind of summary

00:06:35,666 --> 00:06:36,466

an audit

00:06:36,700 --> 00:06:37,500

is a check

00:06:37,766 --> 00:06:39,100

an audit is gathering information

00:06:39,700 --> 00:06:40,700

well it's also worth considering

00:06:40,933 --> 00:06:42,966

where in life we encounter something like

00:06:43,566 --> 00:06:45,133

checking gathering information

00:06:46,266 --> 00:06:48,000

we do some kind of summary

00:06:48,300 --> 00:06:49,900

and such a place is a doctor

00:06:50,533 --> 00:06:54,100

each of us as a child was at more than one audit

00:06:54,966 --> 00:06:55,766

at the pediatrician's

00:06:56,133 --> 00:06:58,133

we also sometimes go to doctors and do such

00:06:59,100 --> 00:07:01,100

a "checkup" we ask for

00:07:01,100 --> 00:07:03,033

the doctor to order us all kinds of tests

00:07:03,100 --> 00:07:03,700

they talk with us

00:07:03,700 --> 00:07:04,500

gather information

00:07:05,366 --> 00:07:06,433

we think about something

00:07:06,666 --> 00:07:07,533

so this is the audit

00:07:09,100 --> 00:07:10,133

and it seems to me

00:07:10,133 --> 00:07:12,766

that this is how skills audit should be talked about

00:07:13,200 --> 00:07:15,566

that we have such an experience in our life

00:07:15,866 --> 00:07:16,666

that we go to a doctor

00:07:16,866 --> 00:07:19,066

who on the one hand measures something in us, weighs

00:07:19,066 --> 00:07:20,166

counts, has some charts

00:07:20,300 --> 00:07:21,566

well we also have this in life

00:07:21,566 --> 00:07:22,333

we have certificates

00:07:22,333 --> 00:07:23,166

we have completed schools

00:07:23,233 --> 00:07:24,033

we have some age



00:07:24,633 --> 00:07:25,500

we have our social security number

00:07:25,666 --> 00:07:26,533

well that's one thing

00:07:26,566 --> 00:07:27,566

well but they also talk with us

00:07:27,666 --> 00:07:28,700

well they talk about how

00:07:28,700 --> 00:07:30,233

I don't know for example the child develops socially

00:07:31,200 --> 00:07:32,000

whether they have girlfriends

00:07:32,033 --> 00:07:32,833

whether they have friends

00:07:32,866 --> 00:07:34,566

whether they have a passion whether they're actually interested

00:07:35,166 --> 00:07:36,033

and how they're doing at school in general

00:07:36,433 --> 00:07:37,633

and how at home and how with parents

00:07:38,000 --> 00:07:38,800

and how with siblings

00:07:39,766 --> 00:07:42,033

in some way they try to get to know this young person

00:07:42,966 --> 00:07:44,866

but then comes such a moment with this doctor

00:07:45,100 --> 00:07:46,033

that they say to them

00:07:46,533 --> 00:07:48,533

well okay so I'm looking at you and

00:07:48,666 --> 00:07:50,400

and there's something I don't quite see

00:07:50,600 --> 00:07:51,833

I need you

00:07:53,333 --> 00:07:55,133

to have a consultation with another specialist

00:07:55,233 --> 00:07:56,033

for example an ophthalmologist

00:07:56,766 --> 00:07:58,200

and it's the same in skills audit

00:07:58,366 --> 00:08:00,166

well we gather certain kinds of information

00:08:00,333 --> 00:08:01,166

such measurable ones

00:08:03,600 --> 00:08:04,800

on the other hand later

00:08:05,466 --> 00:08:06,400

we conduct conversations

00:08:07,200 --> 00:08:08,000

on various topics

00:08:08,500 --> 00:08:09,933

which are just needed by us

00:08:10,233 --> 00:08:11,233

but sometimes it's also such

00:08:11,233 --> 00:08:13,200

that we say we need to look at something more closely

00:08:13,866 --> 00:08:14,666

we need to go to an ophthalmologist

00:08:15,766 --> 00:08:18,766

meaning let's devote a bit more time to a given issue

00:08:18,933 --> 00:08:20,766

I need to look more closely at

00:08:20,766 --> 00:08:22,200

why exactly you lost your job

00:08:22,800 --> 00:08:23,800

it happened several times

00:08:23,900 --> 00:08:24,800

hence this ophthalmologist

00:08:24,933 --> 00:08:26,800

yes or there may be some other specialist

00:08:29,733 --> 00:08:31,166

and why does the doctor even do this

00:08:31,466 --> 00:08:32,766

well they do it in order to

00:08:32,766 --> 00:08:33,300

to

00:08:33,300 --> 00:08:35,166

make such a certain kind of summary

00:08:35,600 --> 00:08:36,400

and say listen

00:08:36,400 --> 00:08:38,133

it's okay you can go on yes

00:08:38,466 --> 00:08:39,300

or they'll say

00:08:40,233 --> 00:08:41,266

you know what I see

00:08:41,266 --> 00:08:43,266

that in your development as a person

00:08:44,133 --> 00:08:46,433

there's something we need to look at

00:08:46,566 --> 00:08:47,833

you actually need to have these glasses

00:08:48,166 --> 00:08:50,466

I actually see that something's wrong with your eyesight

00:08:51,800 --> 00:08:53,266

so take care of your eyes

00:08:53,300 --> 00:08:54,633

and it's the same in skills audit

00:08:54,966 --> 00:08:56,900

we can identify a certain area

00:08:57,133 --> 00:08:57,933

in which a person

00:08:58,366 --> 00:08:59,633

may for example need to educate themselves

00:08:59,966 --> 00:09:01,633

may need to go to some type of training

00:09:02,366 --> 00:09:02,800

to

00:09:02,800 --> 00:09:05,200

somewhere still put a bit of energy and a bit of work

00:09:05,366 --> 00:09:06,733

to be able to obtain qualifications

00:09:07,266 --> 00:09:08,166

and that's how I talk about audit

(The image of the woman disappears, in the center of the screen the logo of the Integrated Qualifications System and the logo of the Educational Research Institute - National Research Institute are visible, the logos disappear, text appears on screen: "Magdalena Kamieniecka. "Practical guidelines regarding techniques and tools used in the Skills Audit Method process and recommendations for developing soft competencies of educational and career counselors" The expert opinion and recording were created as part of a project co-financed by European Funds: "Supporting further development of the Integrated Qualifications System in Poland (ZSK6)". FERS.01.08-IP.05-0001/23. Below the text, the logo of European Funds for Social Development is visible, the flag of Poland with the text on the right side "Republic of Poland", the flag of the European Union with the text on the left side "Co-financed by the European Union" and the logo of the Educational Research Institute - National Research Institute.)