The Counselor in the Competency Auditing Process

00:00:00 ---> 00:00:06,166

(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: "The counselor in the competency auditing process".)

00:00:06,166 --> 00:00:10,200

(Music fades, text appears on screen: "How to support client motivation in the Skills Audit Method process?")

Narrator: How to support client motivation in the Skills Audit Method process?

00:00:11,466 --> 00:00:12,700

(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: I used here such

00:00:13,100 --> 00:00:15,433

it seems to me a beautiful philosophy and principles of motivating

00:00:15,933 --> 00:00:16,733

dialogue

00:00:16,833 --> 00:00:20,033

where actually the counselor's role is to be a companion

00:00:21,266 --> 00:00:22,066

and to conduct...

00:00:23,100 --> 00:00:25,400

to conduct meetings and conversations in such a way

00:00:26,000 --> 00:00:27,766

to constantly strengthen

00:00:28,666 --> 00:00:29,966

such readiness for change

00:00:30,366 --> 00:00:32,133

strengthen courage in another person

00:00:33,466 --> 00:00:36,366

to use their possibilities and resources

00:00:36,966 --> 00:00:39,100

(The image of the woman disappears, text appears on screen: "What is the counselor's role in the process?")

Narrator: What is the counselor's role in the process?

00:00:40,366 --> 00:00:42,866

(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 that this role is actually different each time

00:00:43,300 --> 00:00:44,300

because

00:00:44,733 --> 00:00:47,033

it depends on what kind of counselor it is and depends on

00:00:47,033 --> 00:00:48,533

what kind of client it is

00:00:50,233 --> 00:00:52,333

I always think about my role

00:00:53,166 --> 00:00:54,533

as a person who has

00:00:56,033 --> 00:00:57,666

some certain unique opportunity

00:00:57,933 --> 00:00:59,933

to become a life companion of another person

00:01:01,533 --> 00:01:03,833

and I think that my role is to

00:01:05,533 --> 00:01:08,033

be as much as this person needs to be

00:01:08,633 --> 00:01:09,433

for me to be

00:01:10,833 --> 00:01:13,666

and this role is also somewhat dependent on

00:01:14,266 --> 00:01:15,066

what the goal is

00:01:16,433 --> 00:01:17,466

this role

00:01:18,700 --> 00:01:20,000

is also dependent on

00:01:21,200 --> 00:01:22,666

what this other person needs

00:01:23,166 --> 00:01:25,833

but I always think about my role,

00:01:25,900 --> 00:01:26,700

that I have

00:01:26,966 --> 00:01:29,833

some unique opportunity to be a companion of another person

00:01:30,600 --> 00:01:32,766

and to accompany them as they need it

00:01:33,433 --> 00:01:34,066

if I see

00:01:34,066 --> 00:01:35,000

that I need differently

00:01:35,500 --> 00:01:36,300

I cannot impose

00:01:36,366 --> 00:01:37,566

I can only propose

00:01:37,833 --> 00:01:39,966

suggest and agree whether it can be different

00:01:40,500 --> 00:01:41,300

I can

00:01:41,966 --> 00:01:43,900

think about what my role is

00:01:45,100 --> 00:01:45,900

my role is such

00:01:45,933 --> 00:01:46,733

that above all

00:01:47,300 --> 00:01:48,100

to be to be in contact

00:01:48,633 --> 00:01:49,433

to be authentic

00:01:50,966 --> 00:01:52,200

to be attentive to what's happening

00:01:54,166 --> 00:01:54,966

and on the other hand

00:01:56,566 --> 00:01:59,266

my role is to see all this very broadly meaning

00:01:59,266 --> 00:02:01,700

on the one hand not only to look at the moment

00:02:01,733 --> 00:02:04,800

when someone knocks on the door and opens

00:02:04,800 --> 00:02:05,600

but

00:02:05,900 --> 00:02:06,733

I should work in such a way

00:02:07,333 --> 00:02:10,100

to see and understand as best as possible

00:02:10,466 --> 00:02:12,733

the context of their coming to me

00:02:14,066 --> 00:02:16,233

then from some meta level I see the stages

00:02:16,266 --> 00:02:17,066

through which

00:02:17,633 --> 00:02:18,433

we go

00:02:19,366 --> 00:02:21,633

but I also must constantly be alert and attentive

00:02:22,033 --> 00:02:23,400

to what's at the exit

00:02:23,400 --> 00:02:24,333

so I would say

00:02:24,466 --> 00:02:25,266

someone is on a journey

00:02:26,400 --> 00:02:29,066

and they actually decide and they have their steering wheel there

00:02:29,466 --> 00:02:30,266

and they turn it

00:02:31,866 --> 00:02:33,933

but I am in some way also a navigator

00:02:35,433 --> 00:02:36,700

however if they say

00:02:37,266 --> 00:02:38,066

we turn left

00:02:38,633 --> 00:02:40,033

I say okay we turn left

00:02:40,233 --> 00:02:41,000

although I may know,

00:02:41,000 --> 00:02:42,166

that to the left is a dead end

00:02:42,733 --> 00:02:44,366

but I must give this person

00:02:45,333 --> 00:02:47,800

the opportunity to experience this and check

00:02:47,866 --> 00:02:48,666

because if they say

00:02:48,900 --> 00:02:50,133

I want to take this course

00:02:50,133 --> 00:02:50,800

and I say

00:02:50,800 --> 00:02:52,033

"I have a different opinion on this"

00:02:53,766 --> 00:02:54,566

I must

00:02:55,133 --> 00:02:55,933

give the opportunity

00:02:56,433 --> 00:02:57,233

to verify

00:02:57,800 --> 00:02:59,366

so that this person filters it

00:02:59,533 --> 00:03:00,533

through their own experience

00:03:01,566 --> 00:03:02,200

so I would say

00:03:02,200 --> 00:03:04,366

that I am such a navigator not imposing a direction

00:03:05,733 --> 00:03:06,900

but showing

00:03:07,233 --> 00:03:08,500

what possibilities there may be

00:03:09,666 --> 00:03:11,233

so such is my role I

00:03:11,433 --> 00:03:12,066

I think

00:03:12,066 --> 00:03:14,133

that in general what's important is building relationships

00:03:15,133 --> 00:03:16,700

it's building this foundation

00:03:17,033 --> 00:03:18,833

this contact so that

00:03:20,266 --> 00:03:21,200

to minimize the risk

00:03:21,533 --> 00:03:23,100

that the person will drop out of the process

00:03:25,400 --> 00:03:28,400

The second thing is to be authentically engaged

00:03:28,633 --> 00:03:29,300

not basically like

00:03:29,300 --> 00:03:31,400

"mhm mhm well interesting what you're saying..."

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

but we really

00:03:33,100 --> 00:03:34,800

must have curiosity about this story within us

00:03:35,533 --> 00:03:37,700

even if it seems somewhat trivial at first glance

00:03:38,766 --> 00:03:40,466

but this is this person's experience

00:03:41,333 --> 00:03:44,966

and I believe that we must have for every experience

00:03:44,966 --> 00:03:45,766

of every person

00:03:47,166 --> 00:03:48,166

curiosity and respect

00:03:50,166 --> 00:03:53,833

the next thing is to be such a pillar, to give such

00:03:54,400 --> 00:03:55,333

a sense of security

00:03:56,900 --> 00:04:00,766

so that people from their various life stories

00:04:02,800 --> 00:04:04,400

which they somehow reveal to us

00:04:05,100 --> 00:04:06,066

about which they tell

00:04:06,533 --> 00:04:09,133

so that they give us the right to this reformulation

00:04:09,400 --> 00:04:10,733

meaning if they reveal

00:04:11,233 --> 00:04:12,700

I have such cards on the table

00:04:14,500 --> 00:04:16,000

I constantly lose work

00:04:16,433 --> 00:04:18,500

I constantly need to retrain

00:04:18,733 --> 00:04:20,200

they reveal themselves with something important

00:04:21,233 --> 00:04:22,633

we can reformulate this

00:04:23,100 --> 00:04:24,466

I understand this fantastically

00:04:24,566 --> 00:04:25,733

so you're still searching

00:04:26,766 --> 00:04:27,466

but this means

00:04:27,466 --> 00:04:29,133

that if you were in so many different

00:04:29,733 --> 00:04:31,600

professional contexts

00:04:31,600 --> 00:04:33,733

in each of them you learned and experienced something

00:04:36,433 --> 00:04:38,233

and the fourth thing I think

00:04:38,233 --> 00:04:40,166

is also to be such a role

00:04:41,533 --> 00:04:42,766

a bit of a ready parent

00:04:42,766 --> 00:04:45,133

who releases a child from the nest

00:04:45,933 --> 00:04:47,500

so that this experience

00:04:48,166 --> 00:04:50,933

of going through successive stages of skills audit

00:04:53,600 --> 00:04:54,933

is so empowering

00:04:55,500 --> 00:04:57,366

and gives so much strength

00:04:57,566 --> 00:04:58,366

that this person

00:04:59,600 --> 00:05:01,833

can implement what they've worked out

00:05:02,200 --> 00:05:03,600

and even if not implement

00:05:05,066 --> 00:05:07,533

manage somehow all this information

00:05:07,600 --> 00:05:08,766

that they've gained about themselves

00:05:08,933 --> 00:05:10,666

so that it's good for them

00:05:11,266 --> 00:05:14,833

(The image of the woman disappears, text appears on screen: "How to develop one's own counseling competencies?")

Narrator: How to develop one's own counseling competencies?

00:05:14,833 --> 00:05:16,800

(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: In the publication there is also such a part concerning

00:05:17,600 --> 00:05:18,400

the development of competencies

00:05:19,300 --> 00:05:20,333

of a career counselor

00:05:22,466 --> 00:05:23,266

and

00:05:24,433 --> 00:05:26,900

as I generally think about the competencies

00:05:28,133 --> 00:05:29,166

of a career counselor

00:05:29,433 --> 00:05:30,733

there are quite a lot of them

00:05:30,733 --> 00:05:31,533

that we should

00:05:32,666 --> 00:05:33,466

possess

00:05:34,733 --> 00:05:35,966

but there are also very many

00:05:35,966 --> 00:05:37,166

that we should develop

00:05:38,766 --> 00:05:40,733

and now how are we supposed to know

00:05:40,966 --> 00:05:42,833

what to develop what we need

00:05:46,366 --> 00:05:47,033

I think

00:05:47,033 --> 00:05:47,933

that...

00:05:48,566 --> 00:05:49,900

that everyone

00:05:50,100 --> 00:05:51,900

regardless of whether it's a counselor or

00:05:51,900 --> 00:05:52,700

it's a therapist

00:05:52,966 --> 00:05:53,833

whether it's a psychologist

00:05:54,166 --> 00:05:55,433

whether it's a consultant

00:05:55,433 --> 00:05:57,133

every person who works with another person

00:05:58,233 --> 00:06:00,033

should have within themselves some such hunger

00:06:00,600 --> 00:06:01,766

for developing competencies

00:06:02,066 --> 00:06:04,533

such a natural need to

00:06:05,466 --> 00:06:08,733

learn to maintain a certain kind of freshness

00:06:09,100 --> 00:06:10,000

to develop

00:06:11,566 --> 00:06:12,366

and

00:06:13,166 --> 00:06:13,833

it seems to me

00:06:13,833 --> 00:06:16,166

that it's worth using certain guidelines

00:06:16,566 --> 00:06:19,866

what type of competencies are needed in a given job

00:06:20,033 --> 00:06:21,766

because it's different in the case of a counselor

00:06:21,766 --> 00:06:23,033

different in the case of a psychotherapist

00:06:24,700 --> 00:06:26,733

but what is key for me

00:06:27,200 --> 00:06:29,600

is seeking within oneself such a natural

00:06:30,300 --> 00:06:31,966

need and hunger for development

00:06:32,233 --> 00:06:33,600

and for acquiring these competencies

00:06:33,766 --> 00:06:35,400

which are to serve actually

00:06:36,066 --> 00:06:36,966

another person

00:06:37,700 --> 00:06:39,366

so that they feel cared for

00:06:39,566 --> 00:06:40,600

so that they feel safe

00:06:40,766 --> 00:06:42,433

so that they feel they're in good hands

00:06:43,433 --> 00:06:44,233

I think

00:06:44,633 --> 00:06:46,433

that what's important in a counselor's work is

00:06:47,433 --> 00:06:49,633

and here we find a lot of information

00:06:50,000 --> 00:06:51,233

in various kinds of reports,

00:06:51,466 --> 00:06:52,900

compilations,

00:06:52,966 --> 00:06:54,300

competency profiles

00:06:55,033 --> 00:06:57,766

it is above all being consistent with ethics

00:06:58,233 --> 00:07:00,200

working in accordance with the law

00:07:01,400 --> 00:07:03,466

knowledge of documents, regulations,

00:07:03,966 --> 00:07:05,400

laws

00:07:06,000 --> 00:07:08,266

Second thing, I would say such

00:07:09,800 --> 00:07:10,600

knowledge

00:07:12,566 --> 00:07:14,666

of the situation in which a given person functions

00:07:14,866 --> 00:07:16,200

meaning if we work with a student

00:07:16,200 --> 00:07:17,300

who is in 7th 8th grade

00:07:17,500 --> 00:07:20,233

we must have well recognized the environment

00:07:20,600 --> 00:07:21,466

about which we talk with them

00:07:22,433 --> 00:07:23,233

if we work

00:07:23,966 --> 00:07:25,333

with people

00:07:25,333 --> 00:07:26,966

who are going through some process

00:07:26,966 --> 00:07:28,433

I don't know of retraining

00:07:28,433 --> 00:07:29,466

I don't know in the IT industry

00:07:30,000 --> 00:07:31,666

we should also know this industry well

00:07:31,766 --> 00:07:34,366

so the second thing is actually well

00:07:34,666 --> 00:07:35,866

good knowledge of the environment

00:07:37,000 --> 00:07:38,566

and good recognition

00:07:39,700 --> 00:07:40,966

as it were of industries and specifics

00:07:41,600 --> 00:07:44,066

in which this person functions but

00:07:44,066 --> 00:07:45,300

to do this you must be constantly

00:07:45,900 --> 00:07:47,100

up to date with information

00:07:47,366 --> 00:07:49,966

you must follow trends in the labor market

00:07:50,300 --> 00:07:51,666

you must read reports concerning

00:07:51,900 --> 00:07:54,333

demand for qualifications

00:07:54,333 --> 00:07:58,633

you must be up to date with what HR people say

00:07:59,733 --> 00:08:01,533

you must be up to date

00:08:01,933 --> 00:08:04,333

with all data also concerning

00:08:04,766 --> 00:08:05,600

economic development

00:08:06,733 --> 00:08:08,133

to actually be able to

00:08:08,466 --> 00:08:10,000

suggest anything to a person

00:08:10,166 --> 00:08:11,333

and which is consistent with what

00:08:11,333 --> 00:08:12,133

actually

00:08:12,333 --> 00:08:13,366

is happening in reality

00:08:13,633 --> 00:08:16,066

and the third such area of competency is in my opinion

00:08:17,233 --> 00:08:18,633

being in various kinds of networks

00:08:19,500 --> 00:08:20,733

Nothing worse than a counselor

00:08:20,733 --> 00:08:21,533

who is a loner

00:08:21,966 --> 00:08:22,866

who has no support

00:08:23,166 --> 00:08:25,666

who cannot talk with another counselor

00:08:25,666 --> 00:08:26,966

who doesn't exchange knowledge

00:08:27,833 --> 00:08:29,266

who doesn't go to supervision

00:08:29,566 --> 00:08:31,100

no. Here everything no and

00:08:31,900 --> 00:08:33,266

and as I said earlier

00:08:33,366 --> 00:08:34,466

I like to reformulate

00:08:34,733 --> 00:08:37,333

so be in contact with other people

00:08:37,700 --> 00:08:39,866

learn from other people share knowledge

00:08:40,533 --> 00:08:41,566

and also take care of your

00:08:42,533 --> 00:08:43,366

your wellbeing

00:08:43,766 --> 00:08:45,833

use supervision

(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.)