

# VET4NAI – Career Guidance Quiz

## Instructions for the counsellor

The VET4NAI - Career Guidance Quiz has been designed to help the newly arrived immigrants find the most suitable work sector based on their unique personality traits and preferences.

The Quiz includes **15 multiple choice questions/ statements** that are linked to the main professional categories and the skills of each work sector. The purpose of the Quiz is to facilitate the newly arrived immigrants to identify their personal preferences and interests towards their career and gain valuable insights and information on the work sector that best aligns with their personality.

The quiz consists of 15 multiple choice questions, 10 of which are statements or keywords and 5 of which are pictures only. The counsellor is required to facilitate the process by explaining to the NAI any statement or keyword that may be unclear, unknown or confusing. This document is a **guide for the counsellor with basic explanations and clarifications on the questions** that contain statements.

1. I see myself as

- **Empathetic and active listener:** someone who not only hears the words being said but also understands and shares the feelings and emotions expressed by the speaker. They demonstrate genuine concern and understanding for the speaker's perspective.
- **"Work hard" – "play hard" type:** a person who strikes a balance between their work responsibilities, where they invest effort, time, and energy into achieving their goals, and their personal life, where they enjoy relaxation, recreation, and social interactions.
- **Active and quick to respond:** someone who readily engages with tasks, questions, or challenges. Such individuals are keen observers and tend to provide timely and immediate responses, showcasing their agility and responsiveness in diverse circumstances.
- **Handyman:** a person who possesses a wide range of practical abilities and knowledge related to various tasks in and around the home or workplace. Handymen are proficient in performing minor repairs, maintenance work, installations, and other tasks that don't necessarily require specialized training or certifications
- **Someone that loves to work outdoors:** someone who enjoys and finds fulfillment in performing tasks, activities, or jobs that require spending a significant amount of time in the open air, natural environments, or outdoor spaces

2. My personality aligns with

- **Constant supervision:** ongoing and uninterrupted monitoring of activities, processes, or individuals by a responsible person or authority figure
- **Emotional support:** provision of care, empathy, encouragement, and understanding to someone experiencing emotional distress, challenges, or difficult situations. It involves offering comfort, reassurance, and a listening ear to help individuals cope with their feelings, anxieties, or stressors.
- **Physical intimacy:** respectful and compassionate physical touch used by professionals to provide care, comfort, and support to individuals who may need assistance with tasks related to personal hygiene, grooming, or medical care
- **Variety:** the diversity and range of tasks, activities, and challenges that are inherent in a particular job role. Jobs characterized by variety require employees to engage in a mix of different activities, use various skills, and handle multiple responsibilities within their role
- **Seasonal tasks:** specific activities, responsibilities, or jobs that are performed during particular times of the year due to natural or situational factors, such as changes in weather, demand, or cultural events. These tasks are typically cyclical and recurring, aligning with the distinct seasons of the year.

4. I see myself as

- **Accurate and responsible:** someone who is performing tasks with precision and attention to detail, ensuring that all work is correct, reliable, and error-free
- **Habitual and routine-oriented:** someone who follows established patterns, habits, and schedules in their daily activities and tasks. Habitual individuals often adhere to consistent behaviors and routines, preferring familiar and predictable environments.
- **Quick adapter to others' needs:** someone who understands, empathizes, and responds effectively to the requirements and preferences of those around them. Individuals with this quality demonstrate a high level of flexibility, social awareness, and responsiveness
- **Physically strong:** someone who exhibits the ability to exert force, lift heavy objects, endure prolonged physical activity, and perform tasks that require physical power
- **Someone that prefers specific and clear tasks:** someone who thrives in well-defined and structured environments. Such a person appreciates having precise instructions, defined objectives, and clear expectations for their tasks and responsibilities

5. My duties could align with

- **Record keeping:** the systematic practice of creating, organizing, managing, and maintaining accurate and detailed documentation of various types of information.
- **Resolving conflict:** addressing disagreements, disputes, or differences of opinion between individuals or groups in a peaceful and constructive manner
- **Machinery use:** the skilled operation, maintenance, and control of various types of equipment, devices, or mechanical systems in industrial, manufacturing, construction, or technological settings
- **Customer service:** the support, assistance, and solutions provided to customers before, during, and after their purchase or interaction with a company's products or services
- **Maintenance:** the regular upkeep, repair, and preservation activities conducted in residential properties to ensure the safe, functional, and comfortable living conditions for the occupants

7. The statement  
that reflects my  
personality

- **I don't mind carrying weight or exerting physical effort:** a willingness and readiness to engage in tasks that involve lifting heavy objects or undertaking physically demanding activities without complaints or hesitation
- **I can function in different/extreme environmental conditions:** the ability and adaptability to perform effectively and efficiently in diverse or challenging environmental situations, including extreme weather conditions, varied terrains, or other unconventional work environments
- **I can appear enthusiastic on demand:** the ability to display enthusiasm, energy, and positivity when required, even if the individual might not feel that way naturally. People who can appear enthusiastic on demand possess excellent interpersonal skills, allowing them to engage effectively with others
- **I can handle multiple people's demands simultaneously:** a person's capacity to efficiently manage and address the requests, needs, or expectations of multiple individuals at the same time. Individuals with this capability can juggle various tasks, priorities, or inquiries from different people concurrently.
- **Working long hours is not a problem for me:** a willingness and ability to dedicate extended hours to work without feeling burdened or fatigued

8. I can thrive  
under these  
working  
conditions

- **Teamwork:** a person's ability and willingness to collaborate harmoniously with others. A team player actively contributes to group efforts, values the input and ideas of team members, and readily cooperates to achieve shared objectives.
- **Self-dependency:** a person's ability to work autonomously and independently, taking responsibility for their tasks and decisions without constant supervision or guidance.
- **Long shifts:** Individuals accustomed to or comfortable with long shifts can efficiently perform tasks, maintain focus, and sustain productivity over prolonged periods without experiencing a significant decline in performance.
- **Hot/cold weather conditions:** a person's ability to endure discomfort, regulate body temperature, and maintain productivity despite challenging weather
- **Mentally demanding:** job roles that require significant cognitive effort, concentration, problem-solving, and decision-making skills.

10. I see myself  
as

- **Adaptable regarding innovating tools:** an individual's flexibility and openness to embracing new and innovative technologies or tools within their work environment. Individuals with this characteristic are quick to learn and integrate cutting-edge tools, software, or equipment into their workflow.
- **Open-minded, supportive and compassionate:** the ability to approach others with acceptance and understanding, irrespective of their background, beliefs, or lifestyle
- **Comfort with people of every age and background:** an individual's ability to interact respectfully and effectively with individuals from diverse age groups, cultures, and social backgrounds. This characteristic reflects a person's open-mindedness, cultural competence, and ability to communicate empathetically.
- **Patient and kind:** individuals that remain calm and composed, even in challenging situations showing empathy, understanding, and compassion towards others.
- **Comfortable working with technical equipment and agricultural/farming machineries:** an individual's proficiency in handling diverse machinery and technology commonly used in industrial, agricultural, or technical settings. This characteristic signifies adaptability, technical expertise, and the ability to troubleshoot and operate complex equipment effectively.

11. I am willing  
to navigate these  
working relations

- **Vulnerable groups:** the population that are at a higher risk of facing social, economic, or health disparities due to various factors such as age, disability, socioeconomic status, ethnicity, gender, or health conditions. Working with vulnerable groups involves providing specialized support, resources, and services to address their distinct needs and promote equal opportunities, social inclusion, and well-being.
- **Performance criticism:** the process of evaluating, analyzing, and providing feedback on an individual's work or professional performance. In the workplace, performance criticism is typically conducted by supervisors, managers, or colleagues to assess an employee's job-related tasks, behavior, and achievements
- **Solitude:** the opportunity for employees to work alone, without constant interactions or interruptions from colleagues
- **Hierarchy:** the structured arrangement of job roles and positions within an organization. It establishes a clear chain of command, defining the levels of authority, responsibility, and decision-making power among employees.
- **Diversity:** the variety of differences among people in an organization. These differences can include race, ethnicity, gender, age, sexual orientation, physical abilities, religious beliefs, educational background, work experience, and more.

13. I could

- **Combine work and leisure:** integrating work with leisure and enjoyment. These jobs allow individuals to pursue their passions, interests, and hobbies while earning a living
- **Help others through my work:** This purpose-driven approach to one's profession involves dedicating one's skills, expertise, and efforts to making a positive impact on the lives of others.
- **Put up with the pressure of managing limited resources:** This capability involves making strategic decisions and optimizing available resources, such as time, finances, manpower, or materials, despite challenging circumstances.
- **Handle the responsibility of dealing with valuable or dangerous items at work:** the responsible management of objects that are either of high financial worth or pose significant risks. Individuals in these roles must pay close attention to details, follow strict safety protocols, and undergo proper training
- **Enjoy working with plants and animals:** a deep personal satisfaction derived from interacting with and caring for living organisms

14. I can handle

- **Complaints and pressure:** the inherent challenges employees might face. Complaints may come from customers, clients, or colleagues, while pressure can arise due to tight deadlines, high expectations, or intense workloads.
- **Early morning shifts:** work schedules that commence in the early hours of the day, typically before or around sunrise. Employees working these shifts start their day earlier than the standard working hours, often beginning their duties in the early morning darkness.
- **Little or no socialization:** situations where individuals have limited interaction or engagement with others in social settings. This can occur due to various factors, such as remote work, introverted personalities, or specific job roles that involve solitary tasks.
- **Cohabitation:** situations where employees live together, often due to job requirements or specific work-related circumstances. This arrangement can occur in various contexts such as military deployments, remote work assignments, or communal living spaces provided by certain employers.
- **Contact with illness:** situations where employees are regularly exposed to illnesses, either due to the nature of their work or the environment they work in. This exposure can occur in various professions such as healthcare, public service, or childcare, where employees interact with individuals who are sick.