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3.2 Narrative Interviews with Supporting Documents for Confirming the Possession of the Competence

The narrative interview focuses on the existing key competences and their development and the strengths of the person which gives insight into the roots and origins of the strengths acquired in the biography, in a relatively short duration of the interview. By using the narrative interview, the results obtained with the KØDE-NQF Biography of Key Competences can be reviewed. In this way, in fact, it can be identified whether certain statements should be evaluated only as bonus qualifications and which statements can be confirmed and affirmed. This leads to the validation of existing, although not officially certified, key competencies and strengths. The narrative interview is easy to be carried out as it requires less questions for steering the interview and it is rather short.

Two kinds of narrative interviews are provided in the Handbook:

- Narrative and Skill Biographical Interview (could be based on the the KØDE-NQF Biography of Key Competences, see chapter 3.1.) focusing on abilities/key skills and personal role models
- Self-Focused/Self-Centered Interview (could be often based on the the KØDE-NQF Biography of Key Competences, see chapter 3.1.) focusing on personal strengths.

3.2.1 Narrative and Skill Biographical Interview ³³

The Narrative and Skill Biographical Interview is easy to carry out because it requires less questions for steering the interview and does not take much time. When is based on the KØDE-NQF Biography of Key Competences, it can take between 40 and 120 minutes. It is suggested to proceed the following three steps.

1. Reviewing the records in the KØDE-NQF Biography of Key Competences, asking for additional or detailed information.
2. Investigating the lists of abilities and key skills, and personal role models. Asking for and making note of examples of biographical acquisition and the root of the abilities/key skills. In such loosely structured interviews, the interviewees often identify correlations and impact chains, which did not play any role in their hitherto daily life or were never asked about, and feel enriched.
3. Agreeing with the interviewee about the details that need to be additionally included in the lists filled out by him/her.

Using this tool it is suggested to introduce it to the client in the following way:

You will be asked for specific professional knowledge, skills and qualifications and how you acquired them. Please fill these details in the corresponding lists in the most complete way as possible. In addition, you should also enclose copies of your qualification proofs and certificates. All of this corresponds to self-profiling requirements which you are already aware of, in the KØDE-NQF Biography of Key Competences. It is also possible to use a different source of information, for example, a part of job application.

³³ The template of the Tool Narrative and Skill Biographical Interview available in Annexes (Tool 2.1)

In addition, you will be supported in recording your key skills and strengths, and will be asked to include them in your list of skills. This is normally not done often in everyday life and hence it might be not easy for you at the beginning to reveal your personal potential in a differentiated manner without any false modesty. To do this, there is a special list provided to record your personal strengths and key skills. The following points are important while filling in the details.

- Without any reservation, please try to identify your own personal skills and strengths that you consider as especially significant for yourself and your hitherto life. Also think of strengths, which you may not be using at the moment or not have used for a long time, but which you acquired at some point of time. These can be specific knowledge, command over specific methods, special abilities to act and strengths
- After initial probing, try to find out the biographical situations and the people from whom you could have acquired the mentioned strengths and skills. In doing so, think about your childhood, the time in school (possibly high school), the time during education (or study), the different situations at work, overseas stays, free time activities etc.
- Think of people, who have influenced you significantly in some way, the grandparents, parents, other relatives and acquaintances, classmates and colleagues, your life partner, your children and even grandchildren
- Also think about the jobs/areas of occupation that you desire. Which of your skills and strengths could be useful here?
- Write down the most important points about your strengths. In the discussions for recording your skills, the qualification validation consultants will revert back to these points and address them in detail. However, your personal records will remain with you and are your personal property.

Example of the Narrative and Skill Biographical Interview fulfilled by the physiotherapist (see example of the KODE-NQF Biography of Key Competences, chapter 3.1.)

Scale

1	2	3	4	5
A little significant	Somewhat significant	Significant	Very significant	Most significant

Table 1. Your particular strengths.

Strengths	Score	0 +1 +2 +3 +4 +5
Counselling	3	----->
Analyzing	4	----->
Responsibility	5	My attribute ----->
Credibility	5	My attribute ----->
Managing	4	----->

Counsellor's comments:

He is a very positive person, very reliable and credible, treating seriously his professional duties. His ambition is to further prepare his PhD thesis (KØDE-NQF Biography of Key Competences, pt. 3). Taking into account his hitherto professional career and his attitudes and values, it seems that he is able to achieve his ambitious goals. The chance of possibly opening his own successful business is very high.