

Die Querdenker

www.die-querdenker.at

Workability approach

Tom Zuljevic-Salamon – Die Querdenker

One key point in the integration process is the reverse of the approach. Not work is at the beginning and leads to sustainable work ability, because first the capacity to work must be given so that long-term success of integration can be given.

Example: Querdenker Individual Coaching

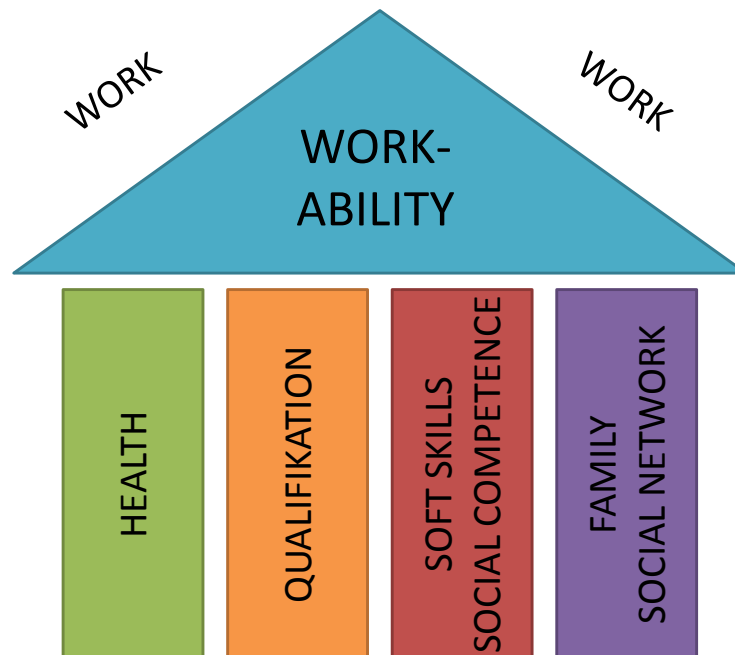
The Individual Coaching is not a group action, but a single offer that is primarily aimed at the entire target group of job seekers and / or unemployed people. Depending on your needs and depending on interference, the program is adapted to the effect that it meets the needs of the target person. As individual as the content of the program is also the in general s duration is absolutely geared to the needs of the participants. The only non-variable is the attitude that focuses exclusively on the needs and requirements of the participants, and not to the requirements of the commissioning organizations.

The two most important pillars of this program are firstly an intense debate on the issue of personal ability to work and on the other an attempt to try a corresponding process of job creation. In a modification of the House of ability to work, according to Juhani Ilmarinen, I have developed a four-pillar model to develop the holistic Workability approach

Die Querdenker

Tom Zuljevic-Salamon

situation of our participants as realistic as possible, and these results are the basement for the ongoing process of integration and job creation.



Graphic: System of working capacity of Zuljevic-Salamon

This model is based on the fundamental assumption that not work contributes life, but that life must carry the work. In an intensive coaching process, the individual meaning is illuminated and analyzed and the important question in this process is if work can deliver and meet fundamentally all the diverse and sometimes massively overloaded claims at all.

This is in the process of discharge of the claim to work often the first key to a lasting solution and defuse the situation. Relaxation because often the overwhelming dominance and importance of the subject work is reduced at the end of this debate. The symbolism of the house and the roof of the ability to work clarifies the protection, make the ability to work in each area of our life and personality.

If this roof is damaged or no longer exists, there is a direct and mostly negative impact of the work, because they can defenseless and unfiltered access to health, family mand our entire life.

Therefore, the objective of the coaching process is on one side the evaluation of work capacity to enable the fastest possible recovery of this and on the other hand, the optimal adjustment of labor and the associated jobs, pressures, expectations and needs to the individual work capacity profile of the participants.

The five essential components of this offer are

1. History - Anamnesis

In a single setting that part of the work has a great importance and we have to take care of the design of the setting. There is no group to use the resources of the group or to hide behind the group. I am as a consultant / advisor as well as a participant / participant from the first moment in contact and in an intensive discussion process.. Therefore, the issue of mindfulness and attention is even more important than in a group setting.

The goal is to learn all about the history of my participant and to give this possibility also to my participant. The more complete the picture is, the lower the risk to overlook pitfalls, not enough to reward key impairments and needs, and not to recognize stereotyping in the career.

2. Talent Focused Work

The identification of existing talent represents a first step in the whole approach of competence work. Among to realize what kind of talents I am equipped with and by creating links to the professional and everyday world, is an important first step towards opening focuses on what I really really want to do in the future.

Through the talent focused work the soil for this basic question of the orientation process is treated. Often for participants, the basic recognition and perceiving that

talents are present, is a very moving and key adhere moment in the process. The reason for this is that very often our users spend years or decades lasting on pure deficit orientation in the perception of one's own personality and their potentials.

3. Skills Assessment

The skills analysis is a collection of all available results in the area of soft and hard skills. While it is usually not very difficult to collect results from the field of hard skills, because they're usually well covered in certificates and confirmations, it's much more difficult to measure the social- and soft skills of a participant and to evaluate them if needed. However, there are sufficient procedures to evaluate these soft skills and to show the results in a understandable way.

The aim is to create a balance of existing skills at the end of this process. This balance is a fundamental component for future orientation and Job Creation processes. While it is rather easy for participants usually to talk about their products occupied with capabilities, it falls much harder to give information about the most important soft skills. Flexibility, communication skills, teamwork, criticize ability, leadership skills, problem solving skills, organizational skills, and motivational skills are the focus of attention here.

4. What I really really want

After the field has been extensively edited by attention, appreciation, respect and self-strengthening methods and attitudes, it is time to bring this most central issue in the integration process. To answer this question it is necessary to be well in touch with myself and quite to believe quite fundamentally in the vision and the possibility. Here the participants need most the support of their advisors and counselors, and only in an environment of respect, appreciation and mindfulness succeeds this experiment.

If this experiment has success, it also allows capturing the 100% motivation and the will to constructive change. The process of answering this question is a heroic journey, and on this way I am reached firstly from the call for change. Furthermore, I'm on my way and will have to contend with many difficulties. At the same time I also experience support and help from the outside and by remembering overcome challenges, which are a part of my resource, from the inside, by myself. Then it comes to perhaps several attempts to break through and to realize the change and as the final turn on routinization of the new way or a new life.

At the end of this stage is the vision of the personal objective of the participants. Often it is very small and almost self-evident goals, which are inserted, sometimes they are also large and long-term objectives, and they are needed to be broken down into sub-goals, to make them accessible. Clear and important is the fact, not we as advisors and consultants are in title to define the objectives, the participants have to do and to formulate these, and we have to give them the right tools to enable this step.

We as consultants and advisors should take at this stage just the function of a moderator and note taker and develop humility and appreciation for the results, even if the results obtained are at this stage of the process, in contrast to our workintention and to the funding objectives of our work. Experience shows that patience leads here to a rich harvest at a later date.

5. Evaluation - harvest of results

This phase of the process is about to put all the information and data obtained in relation to each other and to interpret them. Especially in working with problematic groups in the labor market this process is of great importance because we as an advisor or consultant also usually has the task here to make things visible and to promote awareness of their own strengths and abilities, talents and skills.

The recognition of these potentials is also a challenge for the advisor / consultant, as they often are well buried in secret. If this step succeeds well, this is the invitation in the next step on the process to find out what I really really want to do. Visions and dreams are logically and not more difficult. If this turnaround not managed, it is not surprising if participants are not willing to consider new, creative and innovative solutions for their career and life challenges. If this step succeeds in a good way they are brave and motivated and willing to get involved in experiments. These experiments are necessary to come to sustainable success, off the beaten paths solution. At the end of this step is the concrete planning - the "solid modelling" of the combined resolve, provided with all the information and assurance steps.

This represents almost constitute a solemn moment when all existing puzzle pieces are assembled into a whole picture, and as few or at best no more blind spots are remaining.

At the end of this stage is the planning goal. Within this framework, it is possible to bring the actual - required by payers - integration needs, but only as one subtarget of a holistic picture. The experience shows, in any case that if all four pillars are intact again, and working on all four pillars, then the roof "work ability" be worn again and provide the necessary protection.

6. Job Creation

The Process of Job Creation is the logical consequence of the preliminary process. This means the active compare and customize of job profiles to match the work capacity profile or the participants as much as possible. For this described process is both necessary, first the intensive matching of the personal work capability but also an intense examination of the job descriptions and working conditions on the other side.

All available information are needed and important. Possible joblocations must be retrieved and compared active. But the complete creation of new jobs and the associated profiles should be considered.

7. Staff

This process and the related work is performed by an interdisciplinary team with sufficient experience and training. Ongoing training and engagement with the process design and the necessary conditions are an important part. In addition, the care and use of the entire existing network in the region of Upper Austria and its services and actors well besides the personal attitude of the consultants and advisors is the greatest resource for the success of the process.

8. Results

The results of the work are very good and sustainable. Other bodies and the labor market administration send so called "difficult" participants to our service. These participants usually have a little perspective, usually a long and conflictual situation at the labor market administration in the past or present situation and because of their difficult living constellation they need more than others this holistic view of the whole situation and not just the focus on the next job.

Tom Zuljevic-Salamon