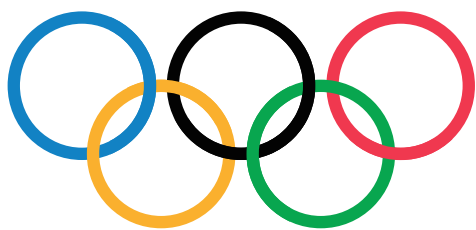
The logo features a large white arrow pointing upwards, which forms the letter 'U' in the word 'UP'. The word 'GRADE' is positioned above 'UP' in white, and '2WORK' is below it, with the '2' in yellow and 'WORK' in white.

GRADE
UP
2WORK



OLYMPIC TOOL



EXERCISE 3

Work attitudes

1. Goal

In this exercise of the Olympic tool we work with work attitudes, which are relevant in the workplace. They strongly determine the chances of the coachee getting a job on the Flemish work floor.

A work attitude refers to the coachee's behavior. An example is: motivation and drive.

Inspiration for the exercise:

In choosing the attitudes for this exercise, the 21 in-depth interviews with employers and supporting organizations were guiding.

These interviews show that employers who successfully employ people from a migrant background attribute certain attitudes to these employees that are often lacking in jobseekers without a migrant background. They are thus also essential for jobseekers with a migrant background to be able to get and keep a job.

The full report on the in-depth interviews can be found under point 6. Inspiration

Results of the exercise:

- In this exercise, the coachee discovers which work attitudes he has
- The coachee discovers which of these work attitudes match the Flemish workplace.
- The coachee becomes aware of the positive side and the negative side of work attitudes.

2. Items in the theme

In the exercise, we use five attitudes. For each attitude, we formulate one or two statements.

1. Motivation and drive

The strong will to get ahead in life. Work is crucial in this.

Statement: I am grateful for every opportunity to work.

2. Willingness to learn

Willingness to retrain and to master a new profession, if it means being able to work.

Statement: I want to train for a new job.

Statement: I want to learn workflow Dutch for a better job.

3. Willingness to adapt

Willingness to adapt to what jobs are available and what is asked of someone.

Statement: I will take any job. It does not matter what I have to do.

Statement: I want to gain work experience for a better job. That way I can get a better job later

4. Loyalty/Trust

Tendency to change jobs less quickly (than other employees).

Statement: I do not change jobs quickly. I am loyal to my employer.

5. Resilience and agility

The capacity to continue to live and develop in adverse life circumstances. Making great efforts to get and stay in work.

Statement: I will do anything for work. No effort is too much.

3. Material (downloads)

3.1. Set of cards for the coachee: 'My work attitudes'.



3.2 Signs 'My work attitudes'

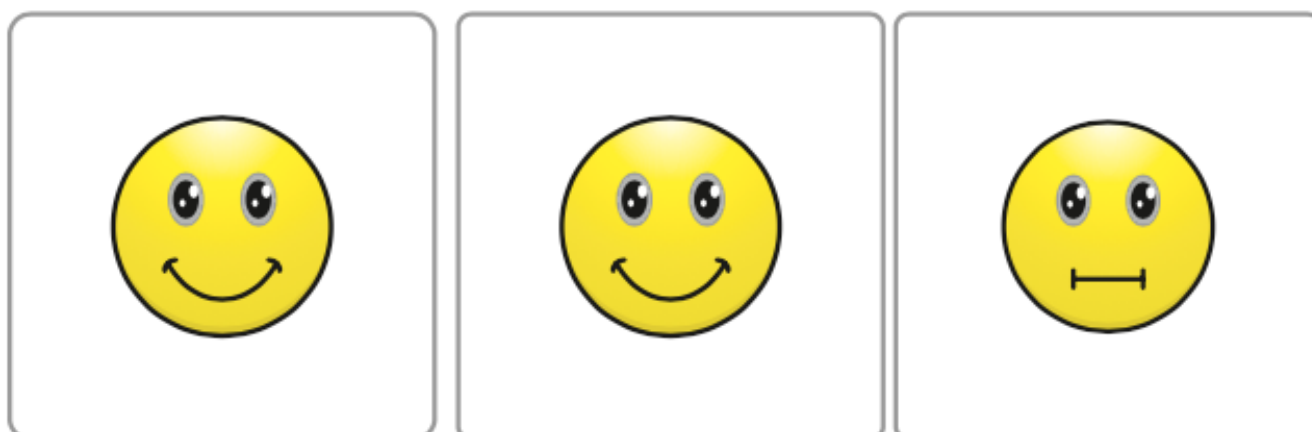
My work attitudes



My work attitudes' sign: meaning of the RINGS.

There are five rings on the board. Each ring represents a work attitude.

3.3. Set of cards with emoticons.



4. Approach

In this exercise, we distinguish 4 phases.

Phase 1 Find out which attitudes fit the coachee.

Explain what work attitudes are.

For example:

A work attitude refers to behavior. An example is: motivation and drive.



Do not say in this phase that these work attitudes are important in our Flemish workplaces. Only do that in the next phase. Do this to prevent the coachee from giving socially desirable answers.

Put the 7 proposition cards with the attitudes on the corresponding RING on the board 'My work attitudes'.

Ask whether the statements are clear to the coachee. Does he understand them? Do so for each statement.

Then ask the coachee to score himself on the statements. There are three possible scores:

1. The coachee recognizes himself. He says yes to it. He puts the 😊 emoticon next to the statement.
2. The coachee does not recognize himself. He says no to it. He puts the 😞 emoticon next to the statement.
3. The coachee recognizes himself moderately. He neither says yes nor no, but maybe. He puts the 😐 emoticon next to the statement.

Phase 2. Make the coachee aware of the positive side and the negative side of each attitude statement.

Make it clear that these are attitudes that employers consider crucial in their Flemish workplace. Important: do this now to prevent the coachee from giving socially desirable answers in phase 1.

Explain that every work attitude has a positive side, and also a downside.

Example: "I will take on any job.

This demonstrates motivation and drive/willingness to adapt. It is to the coachee's credit, but it is often not a sustainable choice. If the coachee stays in a job that doesn't suit him for too long, motivation also declines. This in itself has consequences on the shop floor (behavior, productivity, interaction with colleagues and superiors, etc.).

Start a conversation with the coachee about the positive and the negative side of each attitude statement. In this way, you make him aware of the consequences of his choices. Plead for sustainable choices where possible.

You decide which statements you will discuss: all of them or a selection. For example: only the propositions with the score 😊, or the score 😞 or the score 😐.

We describe the steps and the questions you can ask in this introspective inquiry.

Step 1



'I recognize myself in it'.

Discuss the statements to which the coachee linked this emoticon.

Some help questions are::

- 1) What does this match mean to you? What makes you satisfied, happy or proud?
- 2) What have you done for this match?
- 3) What role did others play?

Step 2



'I recognize myself moderately in it'.

Discuss the statements with this emoticon. Some help questions are:

- 1) What makes it almost a match?
- 2) What gives you confidence?
- 3) Who and what can help you?

Step 3



'I don't recognize myself in it'.

Discuss the statements to which the coachee has linked this emoticon

Does the coachee show no openness to conversation? If so, respect it. Let it sit below the waterline. Do indicate what the consequences of his choice might be.

Is he showing openness to a conversation? Then you can ask the following questions:

- 1) You don't recognize yourself in it. There is no match. What is so difficult/difficult?
- 2) How would you like it? What situation do you want for yourself?
- 3) What is needed in order for you to want/be able to change it?
- 4) Which strengths have you used to get the work attitude right that you do recognize yourself in? Which can you use now?
- 5) What can you do to improve your work attitude? By when?
Who can help you with what?

Phase 4. Gather the strengths and growth margin.

My CV-Narrative



Strengths

This matches the Flemish work floor.



Growth margin

This is what I need from colleagues/employers to perform well on the Flemish work floor.

Tips for the coach

- 1. Overflow the harvest on the harvest board.**
Does the coachee still recognize himself in it? Is there. Anything else the coachee would like to add? Admit anything? Move things around?
- 2. Choose the core.**
The coachee chooses from the medals 'strengths' 3 characteristics that match the Flemish labour market.
The coachee chooses from the medals 'growth margin' 3 commitments he needs from others in the workplace to perform well.
- 3. Bind the words into a statement.**
 - 6 to lines of short text
 - No bullet points
 - I form
 - Be truthful
 - Write what is most likely to get work.
- 4. Encourage the coachee to show his/her CV-narrative to family and friends for feed back.**
Adapt the narrative where necessary and possible.

CV-NARRATIVE

What strengths of your coachee do you get from this exercise?

What matches the Flemish work floor: what does your coachee do spontaneously, what can he do, what does he have that increases his chances of employment on the Flemish work floor?

What growth margin do you get from this exercise?

What can and will he tackle, change, improve, learn, ... to increase the chances of employment on the Flemish shop floor?

What does he need from others on the work floor: colleagues, employer, etc.?

Go over the strengths and growth margin with the coachee. Does he recognize himself in them? Does he want to add something? Change?

Write down the strengths and the margin for growth under "My work attitudes" on the "Me at work" board. When you draw up the CV-narrative, you may or may not include this harvest. When deciding, let yourself be guided by the tips on the 'My CV-narrative' board.

6. Inspiration

The source below inspired us:

- [Towards a more diverse workplace.](#)
Experiences of employers who have recruited foreign-language employees (HIVA).