FLOWS

FLOWS – Further Learning, Outreach and Working Skills

Project no: 2022-1-TR01-KA220-YOU-000089240

Modulul de învățare 4:
Tutorial despre cum să utilizați Instrumentul FLOWS

WP5: FLOWS Practitioner Training

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REZULTATELE ÎNVĂȚĂRII

Prin parcurgerea acestui modul de învățare, veți dobândi

O înțelegere a dezvoltării și a utilizarii platformei FLOWS și a modului în care acest instrument se utilizeaza in Procesul de orientare.
Aflați cum să utilizați platforma online FLOWS ca și client
Aflați cum să utilizați platforma online FLOWS ca practician

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AGENDĂ

LU4 – Tutorial despre cum să utilizați Instrumentul FLOWS

1. Ce este instrumentul FLOWS?

- Introducere
- Proces de ghidare cu instrumentul online FLOWS
- Structura online FLOWS
- Cerințe minime

2. Testarea platformei FLOWS ca si client
3. Testarea platformei FLOWS ca practician

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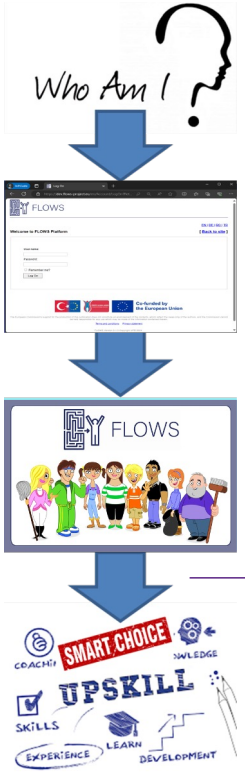

Ce este instrumentul FLOWS?

LU4: Tutorial despre cum să utilizați Instrumentul FLOWS

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PLATFORMA FLOWS Online

- Un chestionar animat interactiv cu audio; se întreabă participanții cât de des fac diverse activități zilnice
- Se concentrează pe captarea competențelor relevante prin **activități de zi cu zi** , care sunt necesare în noua lume a muncii
- Este generat un raport rezumat al punctelor forte ascunse
- Raportul arată punctele forte ale unui participant din viața de zi cu zi

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WP4 - Platforma online FLOWS

- *va dezvolta o platformă de tip e-learning online, care va avea capacitatea de a găzdui conținutul instrumentului de proiect, așa cum a fost dezvoltat în WP 4 ... (FLOWS Submitted Application)*

Sarcini principale:

1. **Revizuirea și analiza** aspectelor tehnice **ale instrumentului FLOWS** .
2. **Adaptarea cadrului instrumentului de proiect,** dacă este posibil, în special în ceea ce privește versiunile în mai multe limbi.
3. **Acord privind mediul pentru instrumentul FLOWS,** de exemplu, animație, tip joc, tehnologie mobilă.
4. **Proiectare și dezvoltare de grafică, voice-over, text** etc.
5. **Proiectarea și dezvoltarea sistemului de notare și a rezultatelor de scoring** - un sistem de punctare gestionat de baze de date și un sistem de raportare gestionat de baze de date
6. Asigurați **sistemul de securitate încorporat** pentru confidențialitate și **conformitatea GDPR**

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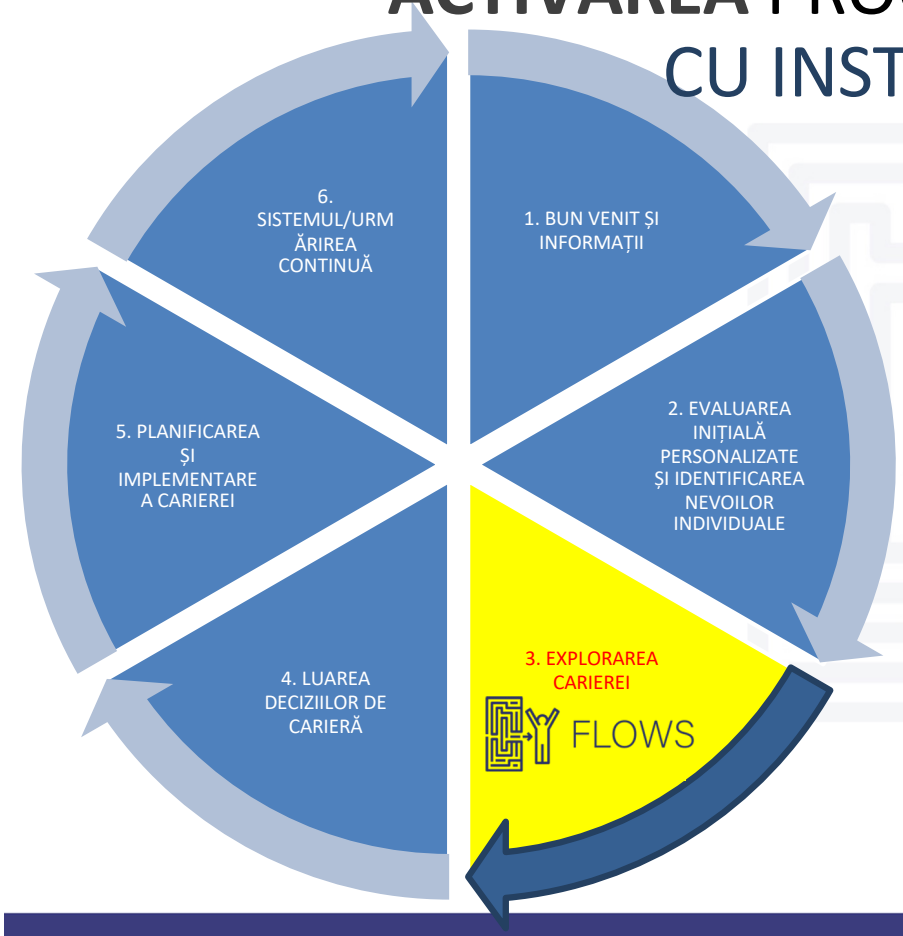
ACTIVAREA PROCESULUI DE ORIENTARE A MUNCII
CU INSTRUMENT ONLINE FLOWS



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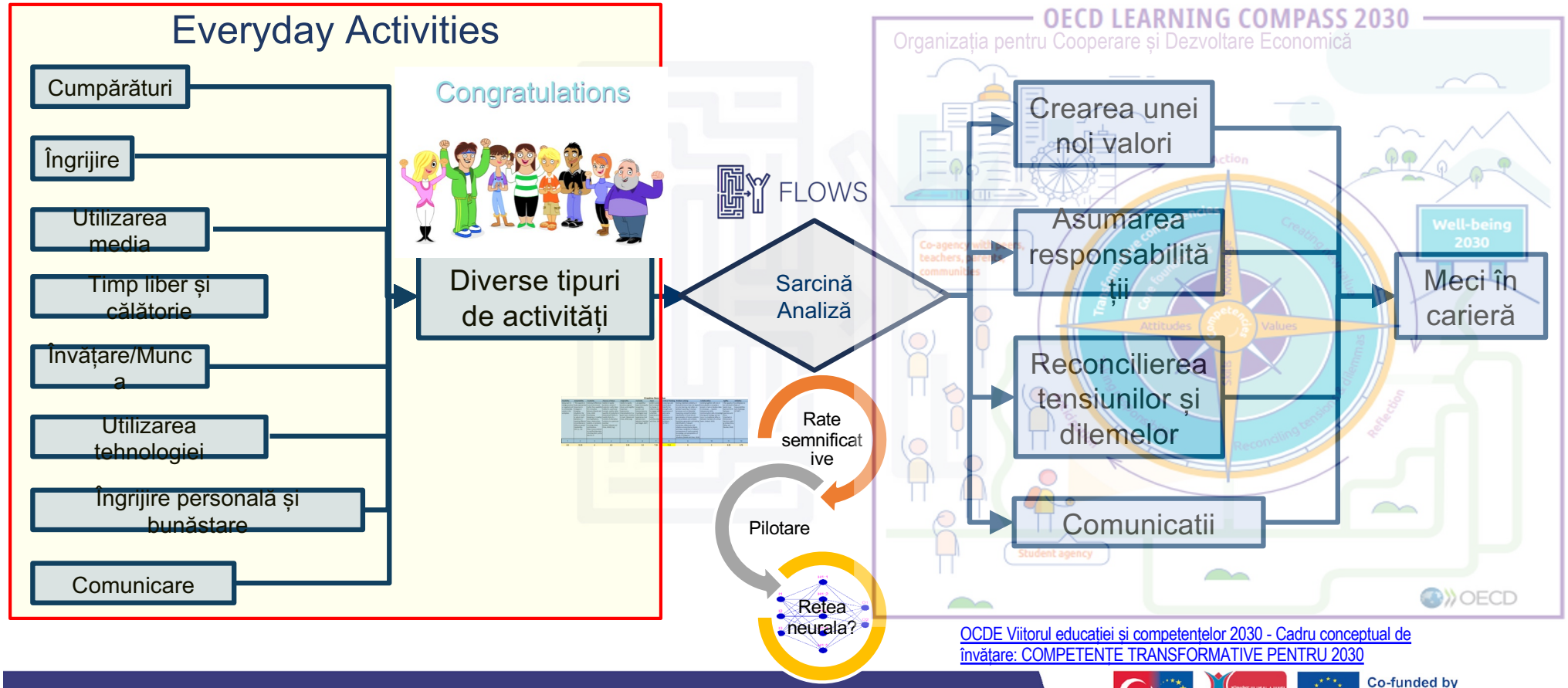
FLUJURI - Model Metodologie Proces



OCDE Viitorul educației și competențelor 2030 - Cadru conceptual de învățare: COMPETENȚE TRANSFORMATIVE PENTRU 2030

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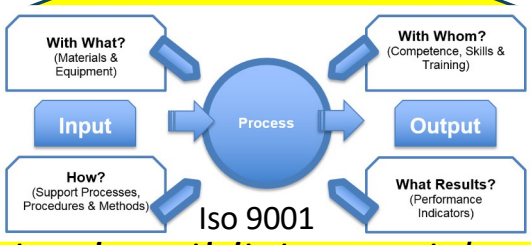
FLOWS - Procesul de dezvoltare a platformei

Intrări

Informație:

- Proiectul FLOWS
- WP-uri ale proiectului FLOWS (WP1, WP2, WP3, WP4, WP5)
- Noi tehnologii
- Cerințe [illegible]ime

RESEARCH

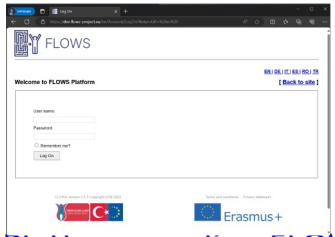


Un proces este orice activitate sau set de activități care utilizează resurse pentru a transforma intrările în ieșiri .

FLUXE Explorarea carierei

Procesul de dezvoltare a platformei

Timp = 24 de luni



Platforma online FLOWS
https://dev.flows-project.eu/

O ieșiri

Sarcina client cu 73 de animații despre activitățile de zi cu zi

Analiza sarcinilor pe 44 de competențe grupate în:

- Crearea unei noi valori
- Asumarea responsabilității
- Reconcilierea tensiunilor și dilemelor
- Comunicare

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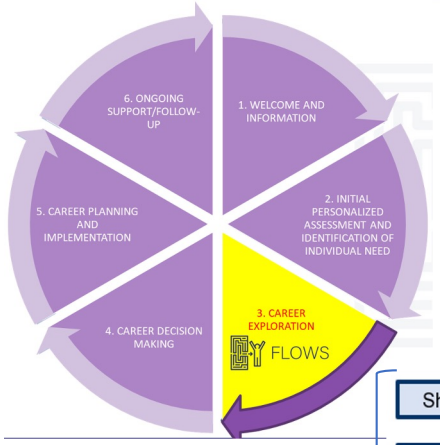
EXPLORAREA CARIEREI CU INSTRUMENTUL FLOWS ONLINE – 4 LIMBURI



- Shopping
- Care
- Media Usage
- Leisure and Travel
- Learning/Work
- Use of Technology
- Personal Care and Wellbeing
- Communication

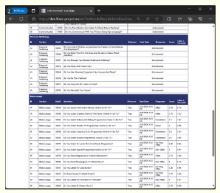
73 de animații despre activitățile de zi cu zi

Various types of activities

Congratulations

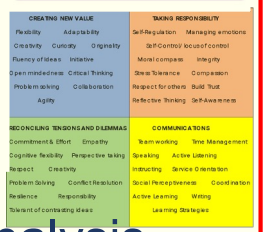
44 de competențe grupate în 4 categorii macro

Task Analysis



- Creating New Value
- Taking Responsibility
- Reconciling Tensions and Dilemmas
- Communications

Career Match



Process of Task Analysis

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Instrumentul FLOWS – Cerințe minime

- Sistem de operare:
- Browser:
- Rezoluția ecranului: min 1024x768 pentru desktop
- conexiune internet
- Sunet activ

Vă recomandăm Chrome sau Edge

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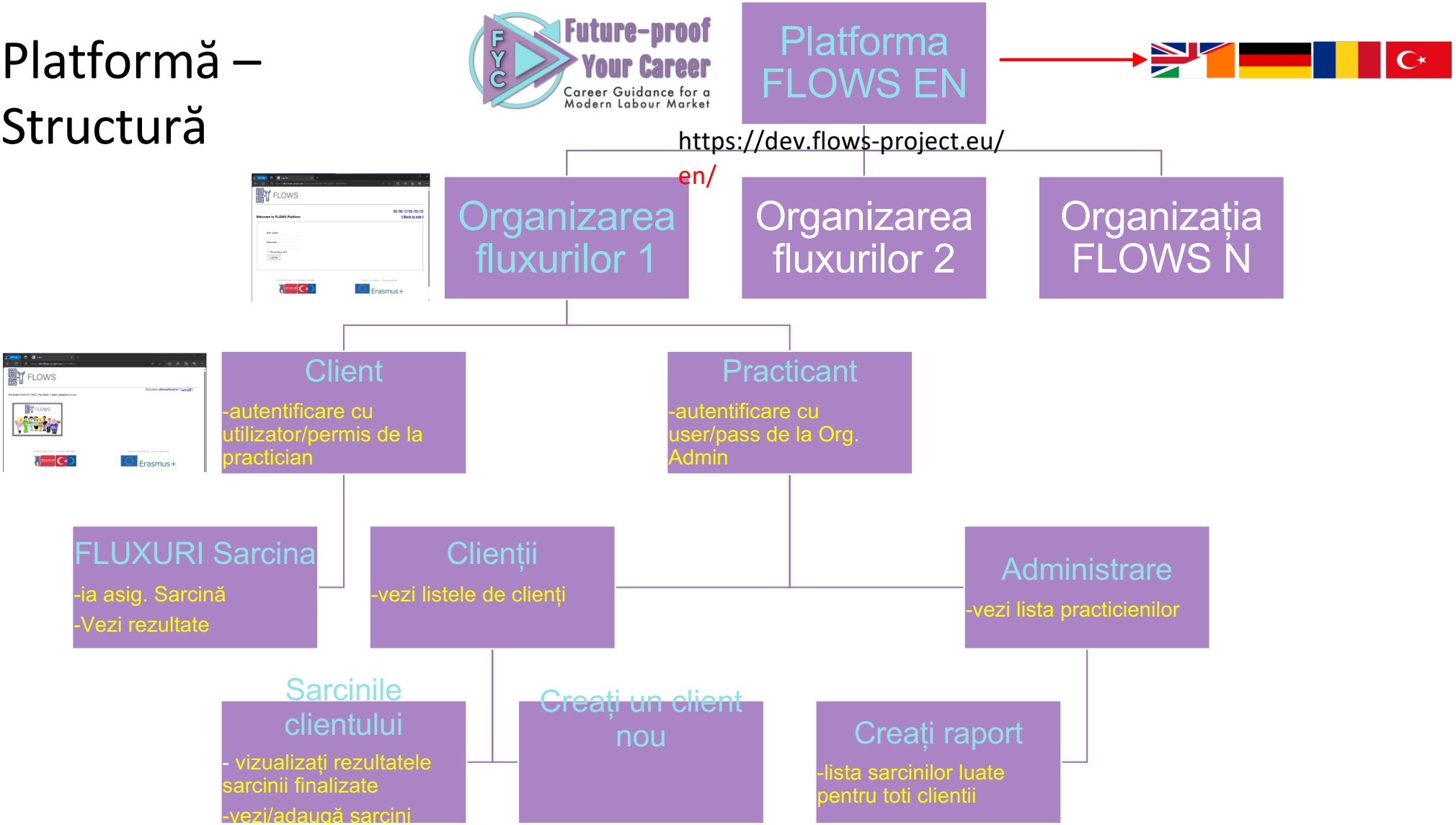
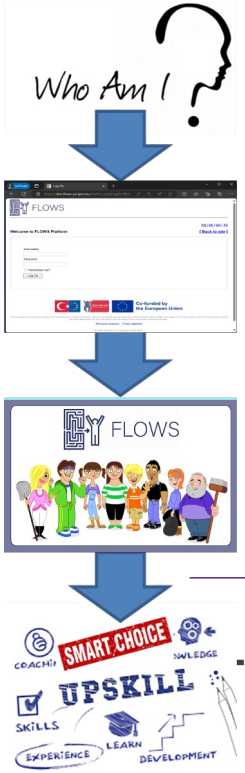
the European Union

Platformă – Structură





Testarea platformei FLOWS ca și client

.U4: Tutorial despre cum să utilizați Instrumentul FLOWS

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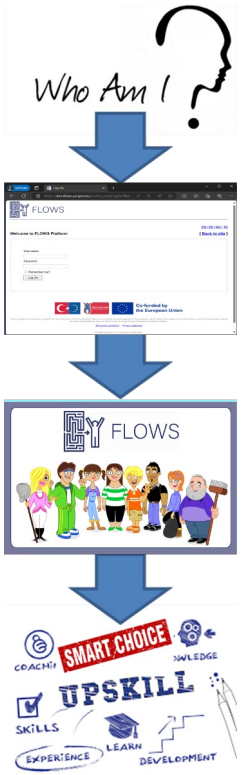
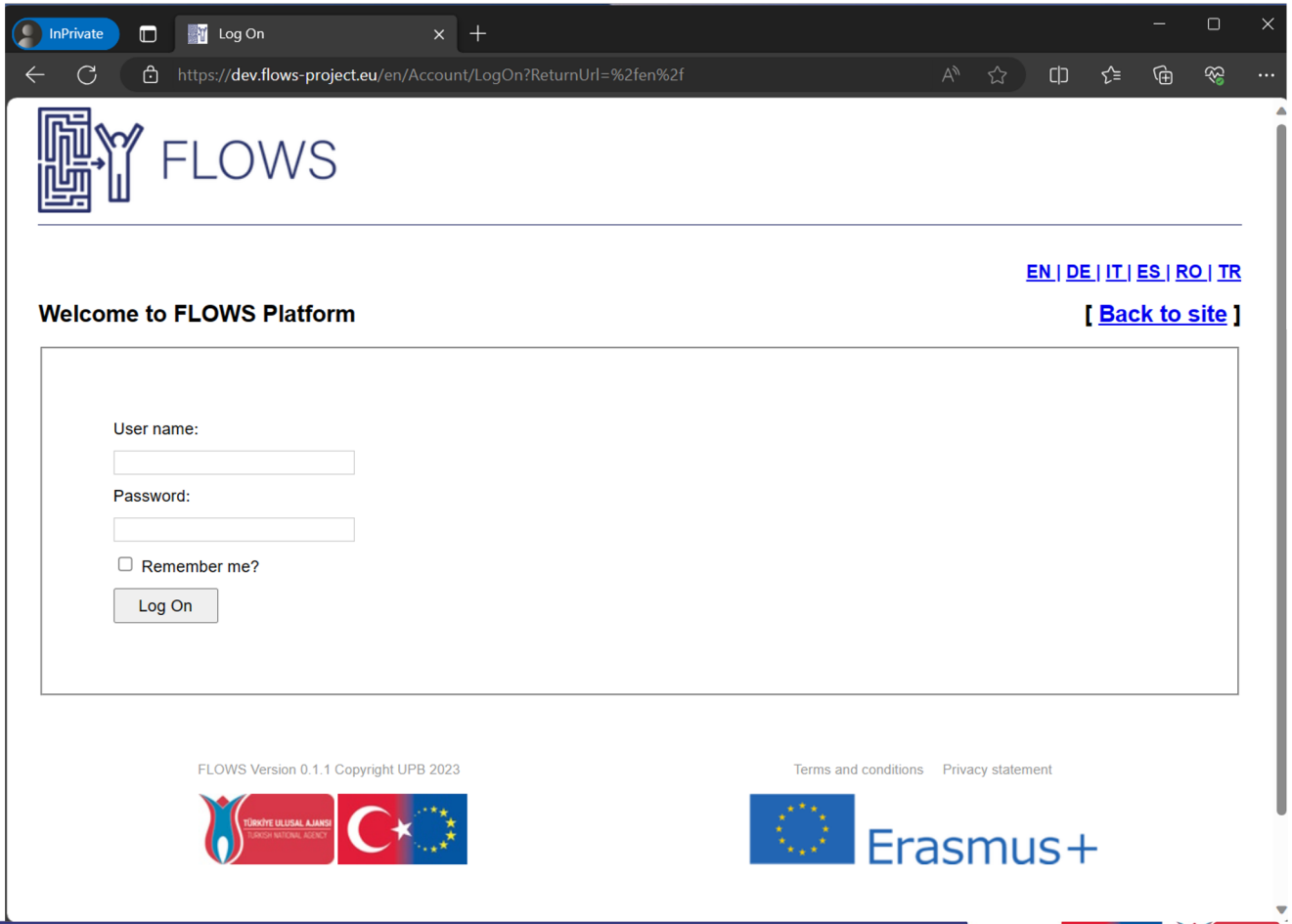
Platformă online FLOWS - Testare demonstrativă

FLOWS





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Platforma online FLOWS – Autentificare client

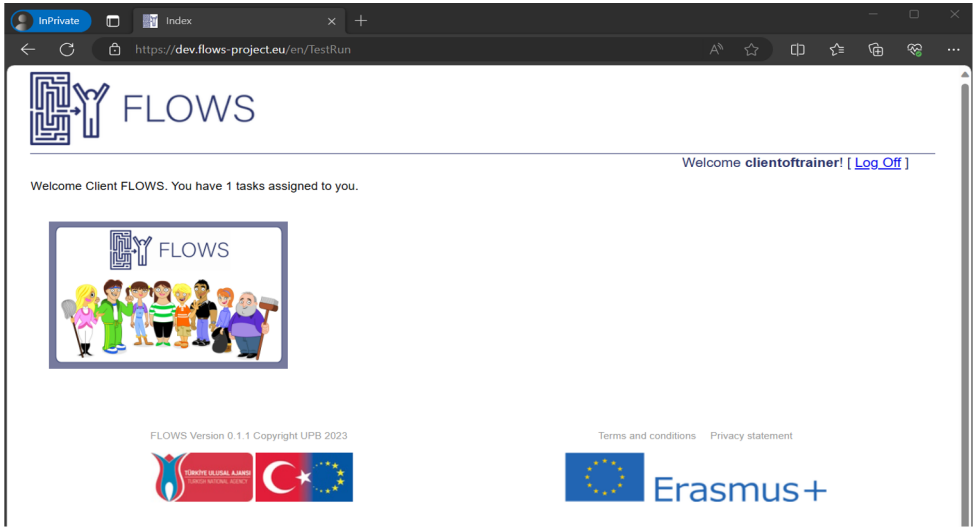
Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor:
FLOWS-Practician_Training

Client

-autentificare cu utilizator/permis de la practician



Numele de utilizator și *parola* ar trebui furnizate de un practician!

Platformă online FLOWS – Interfață client

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

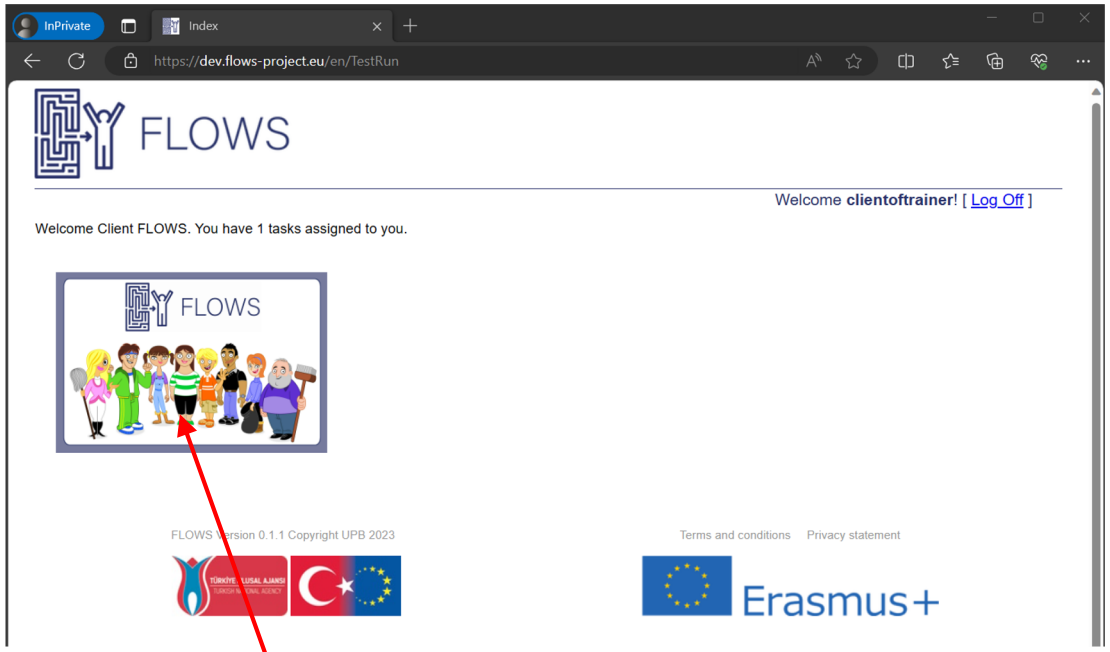
Organizarea fluxurilor:
FLOWS-Practician_Training

Client

-autentificare cu utilizator/permis de la practician

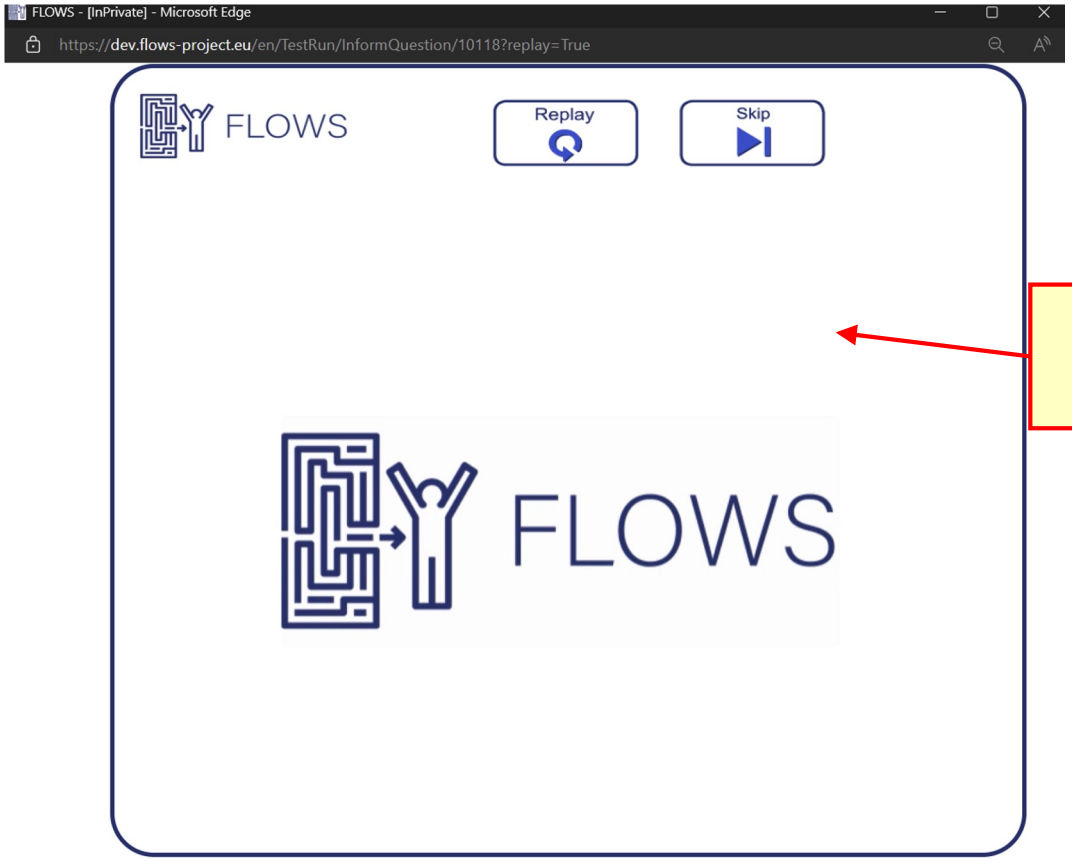
FLUXURI Sarcina

- Sarcină
-Vezi rezultate



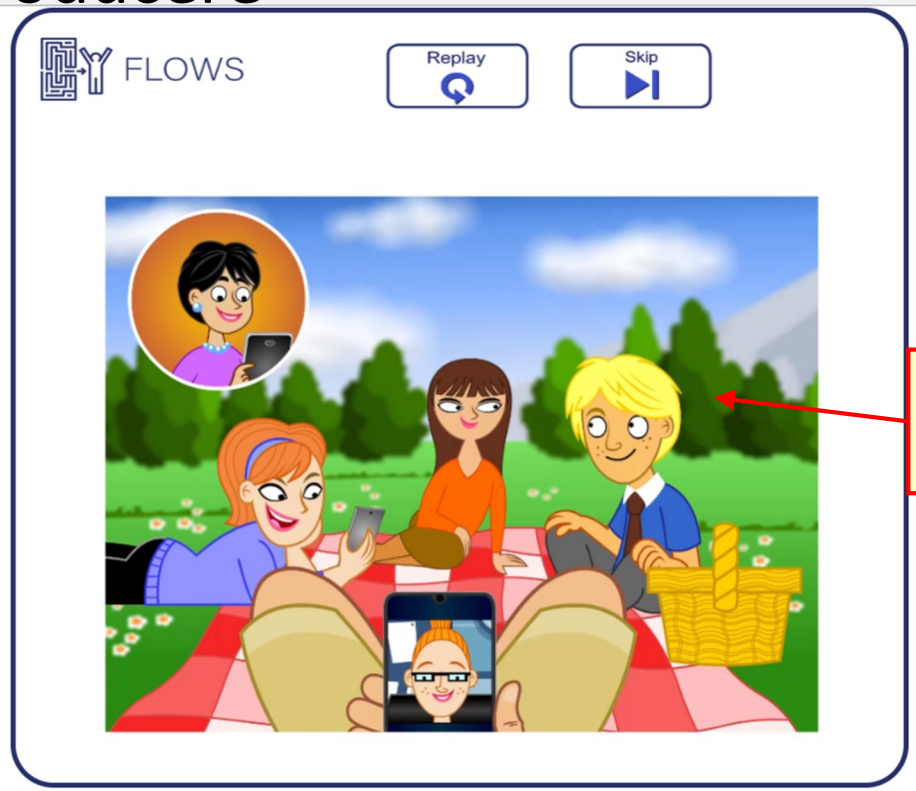
O sarcină este atribuită Clientului de către practician!
Faceți clic pe imaginea FLOWS și începeți o sarcină!

Platformă online FLOWS – Client – Joaca sarcina – Introducere



Animație introductivă cu sunet

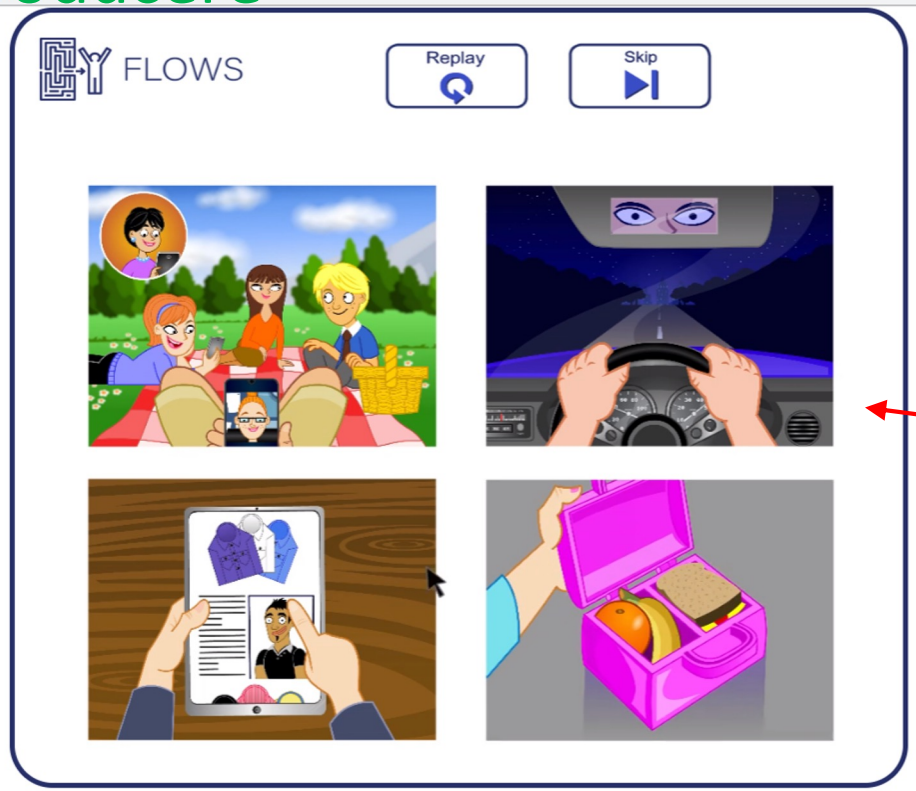
Platformă online FLOWS – Client – Joaca sarcina – Introducere



Animație introductivă cu sunet

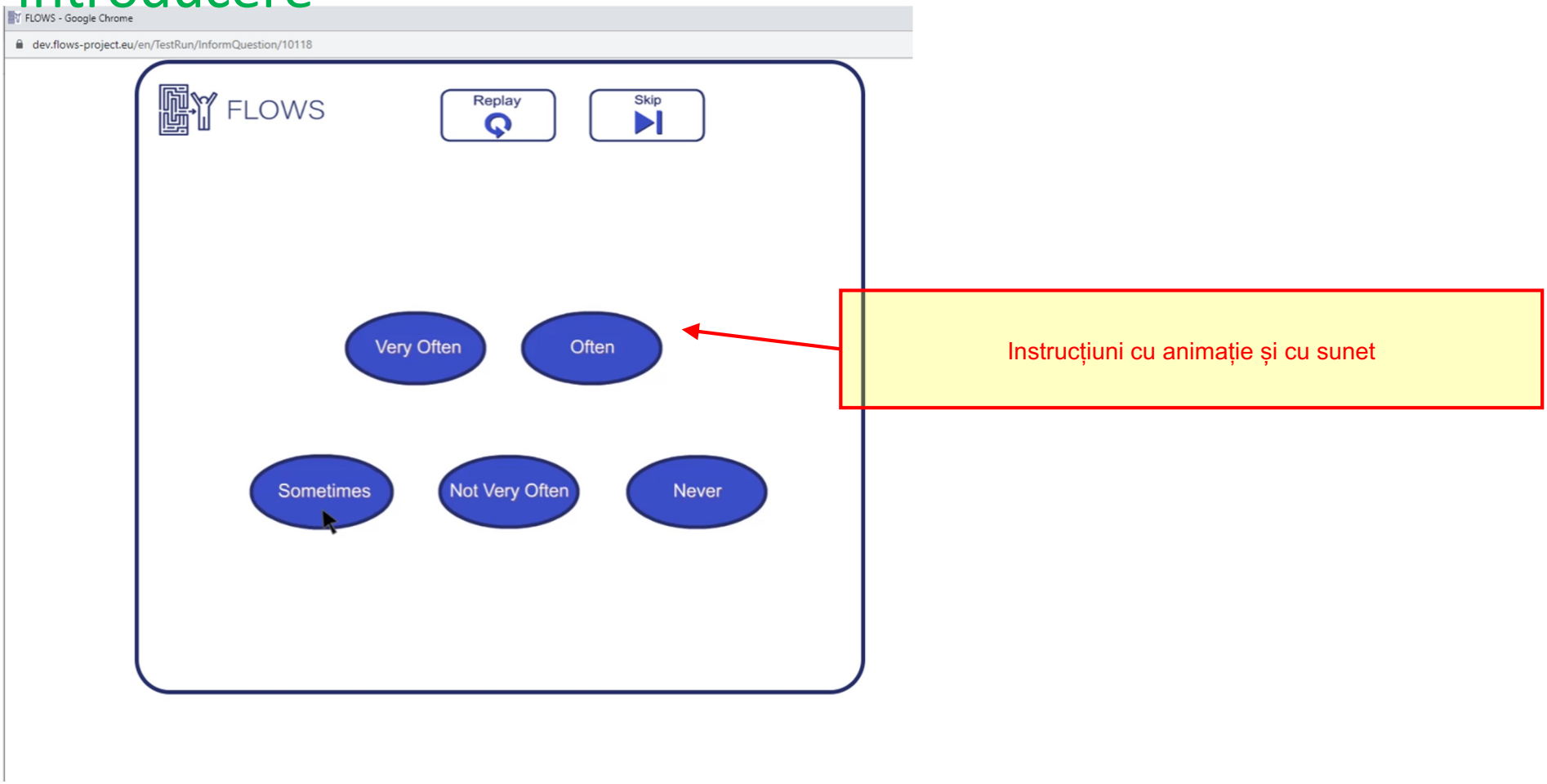
Platformă online FLOWS – Client – Joaca sarcina –

Introducere



Animație introductivă cu sunet

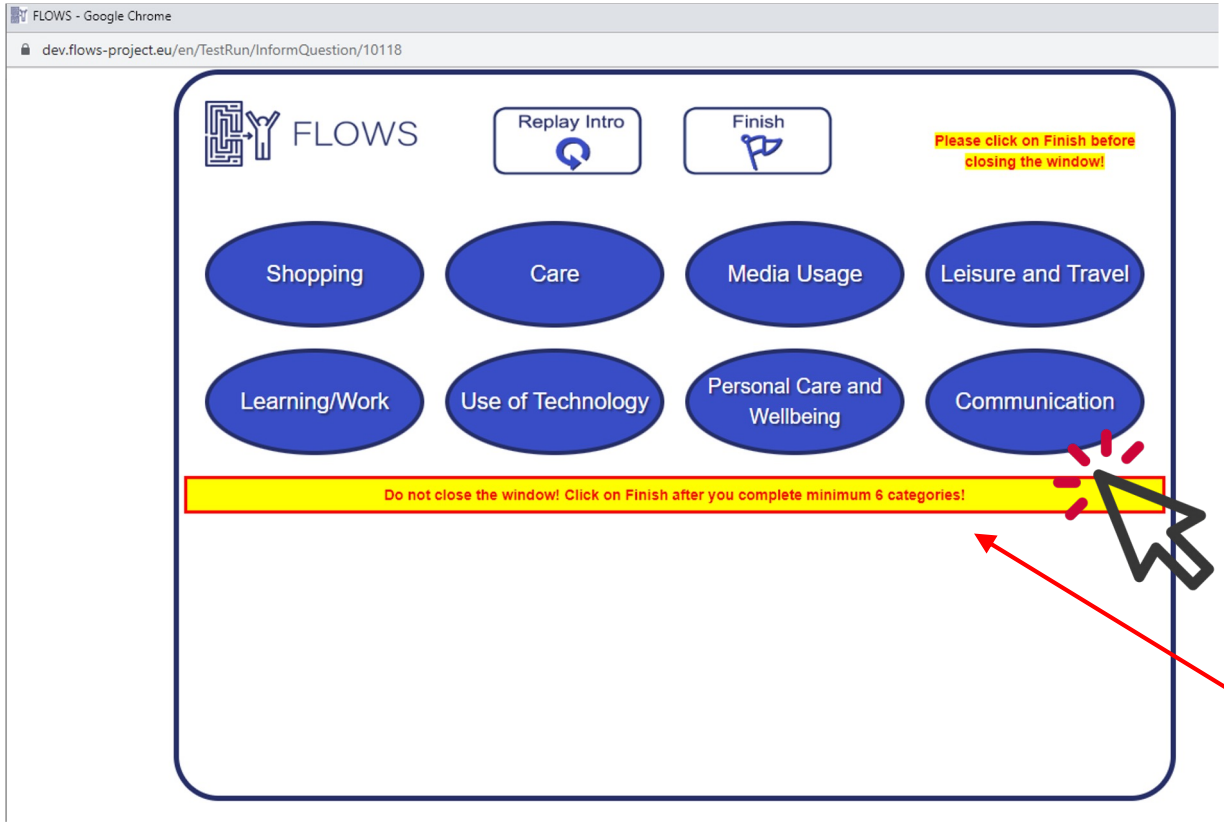
Platformă online FLOWS – Client – Joaca sarcina – Introducere



Platformă online FLOWS – Client – Joaca sarcina – Introducere

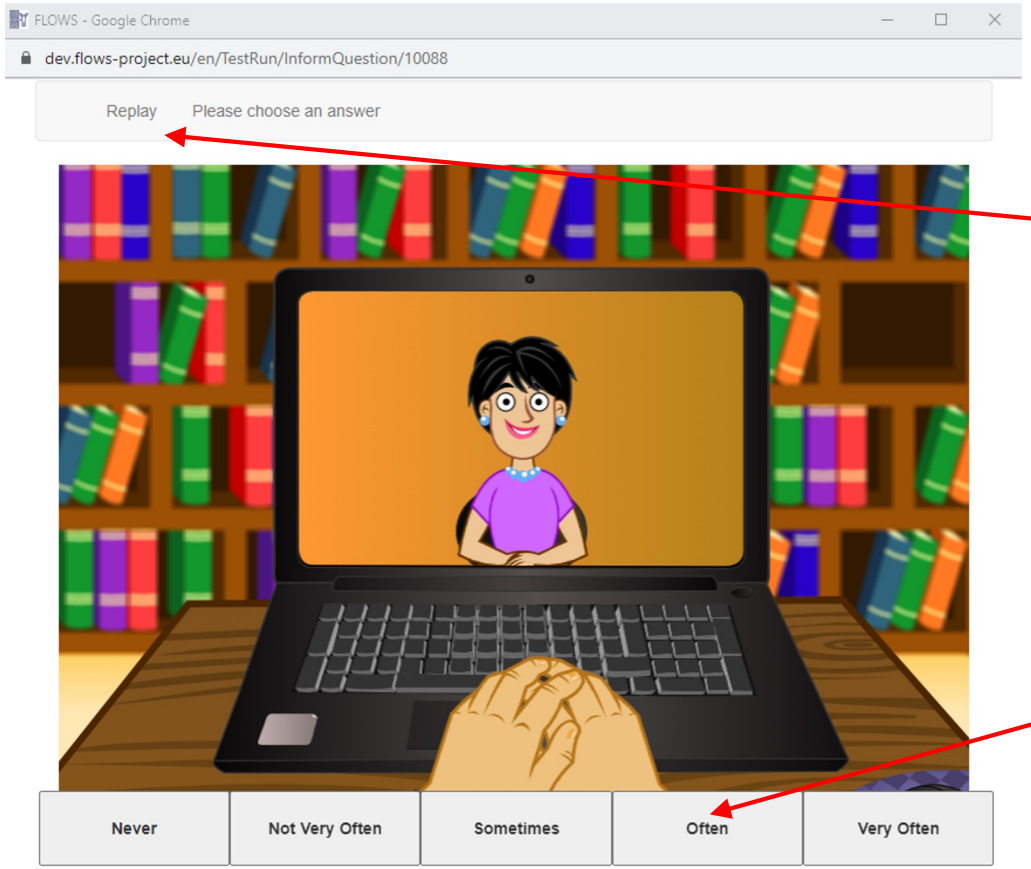
Reluați sau omiteți introducerea

Platformă online FLOWS – Sarcină client – Meniu Categorii



8 categorii disponibile
Ar trebui completate minim 6 categorii !

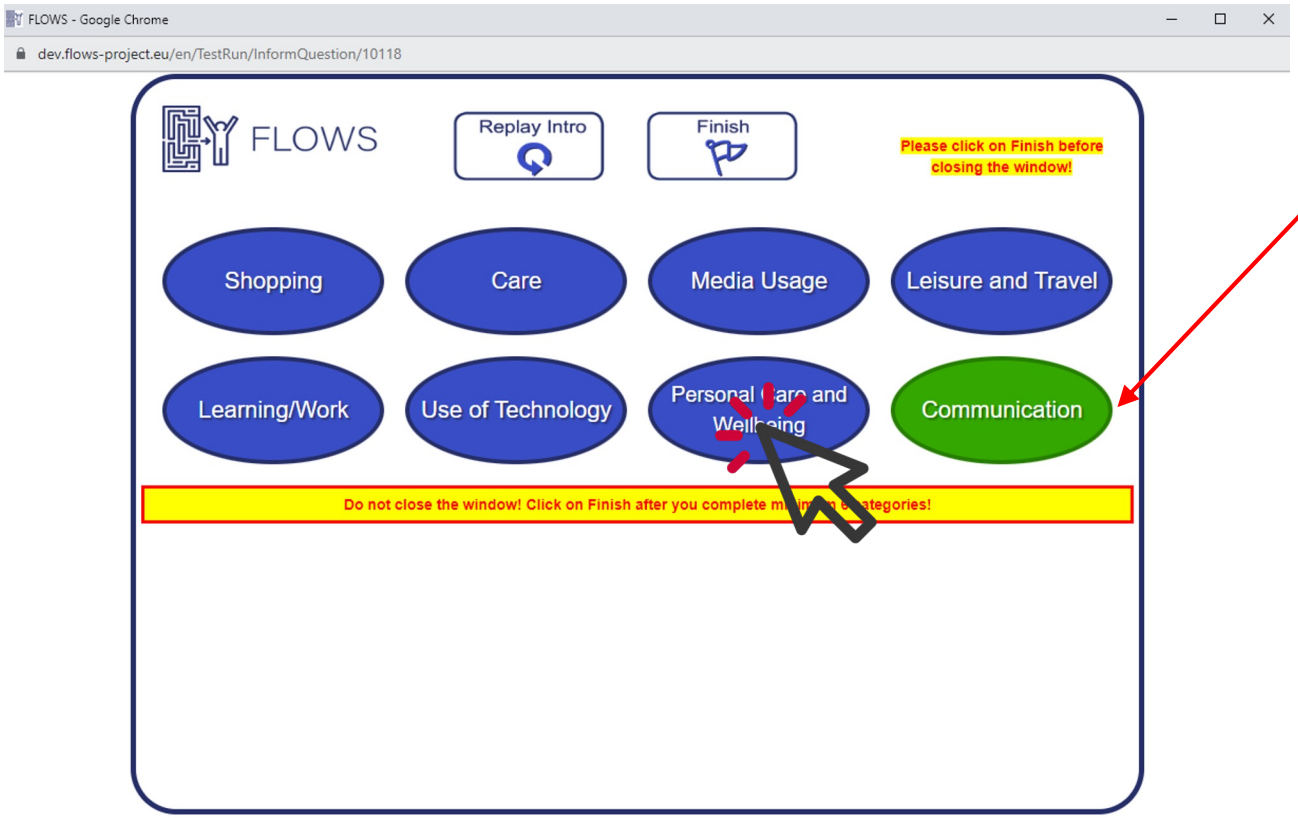
Platformă online FLOWS – Client care joacă o categorie



Dacă este necesar, reluați

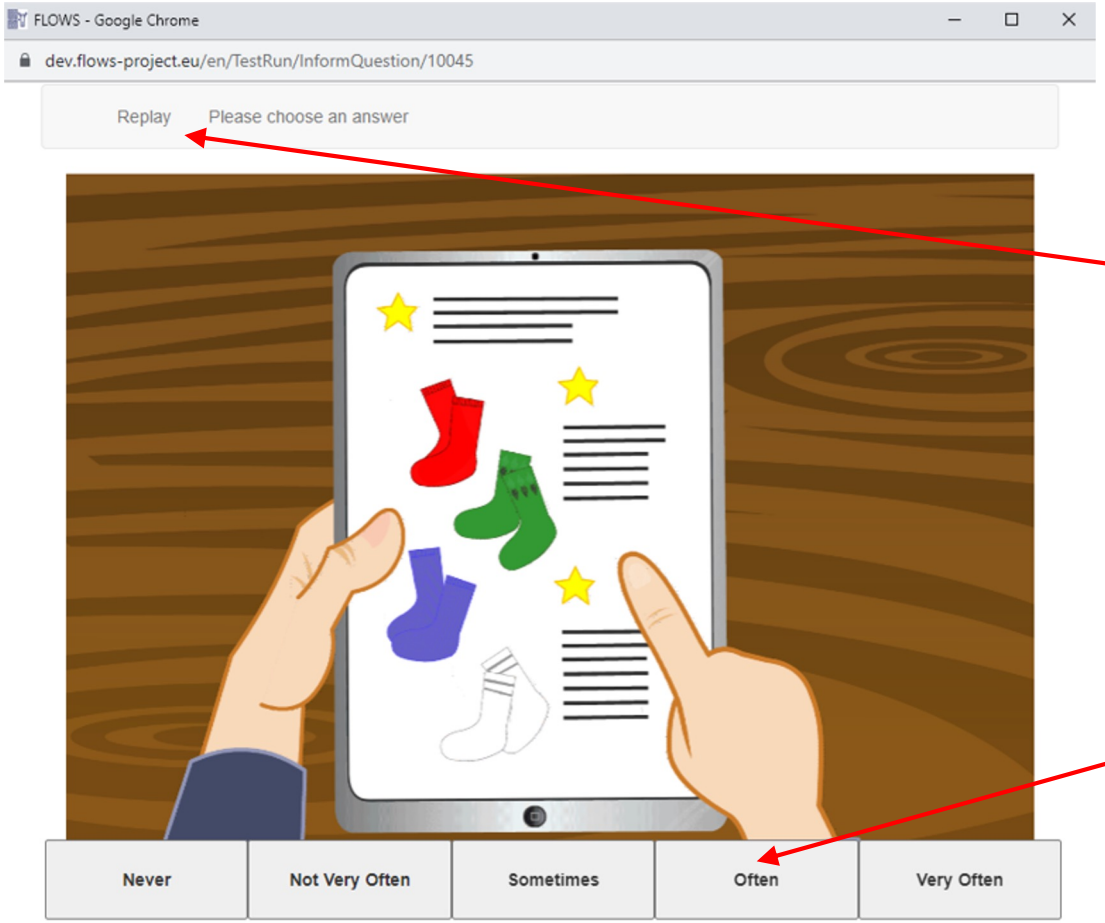
5 răspunsuri posibile
Faceți clic pe unul dintre ele!

Platformă online FLOWS – Sarcină client – Meniu categorii



1 categorie finalizată!

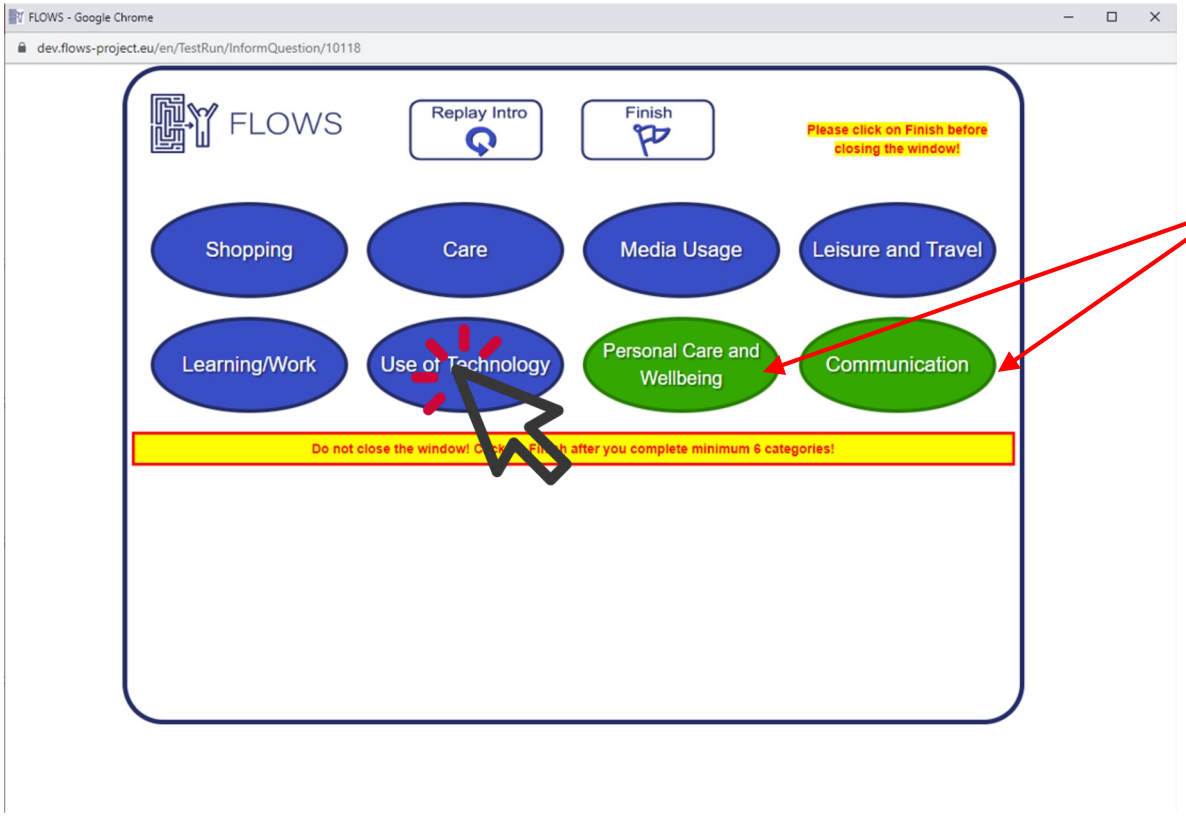
Platformă online FLOWS – Client care joacă altă categorie



Dacă este necesar, reluați

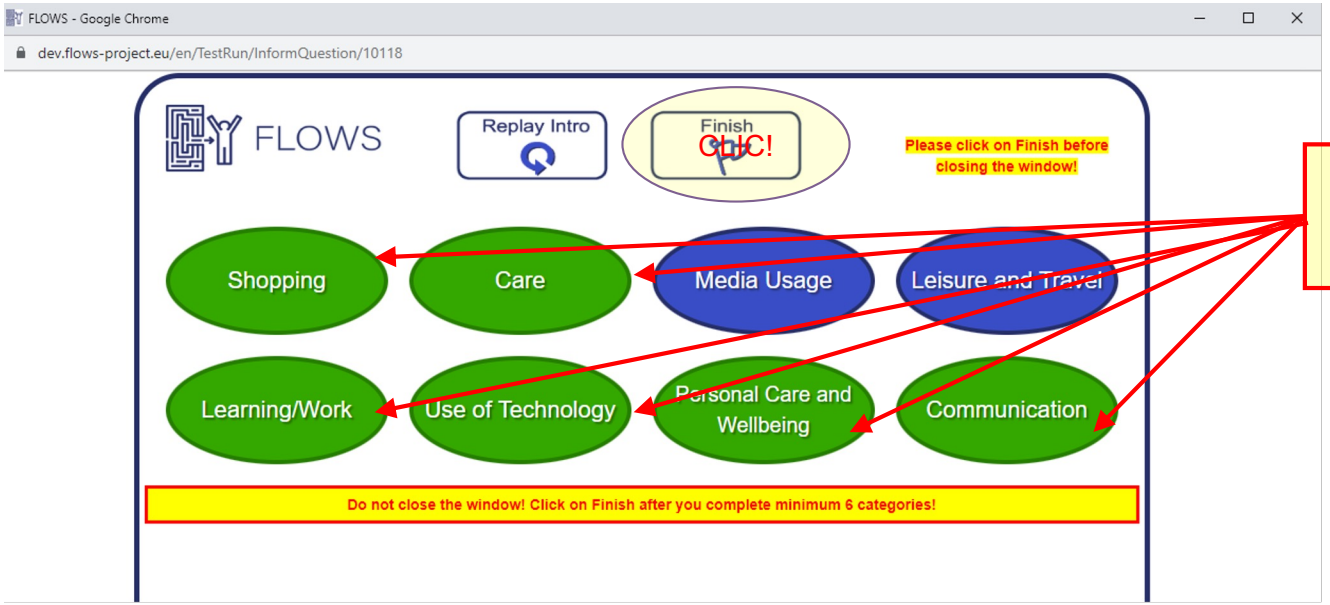
5 răspunsuri posibile
Faceți clic pe unul dintre ele!

Platformă online FLOWS – Sarcină client – Meniu Categorii



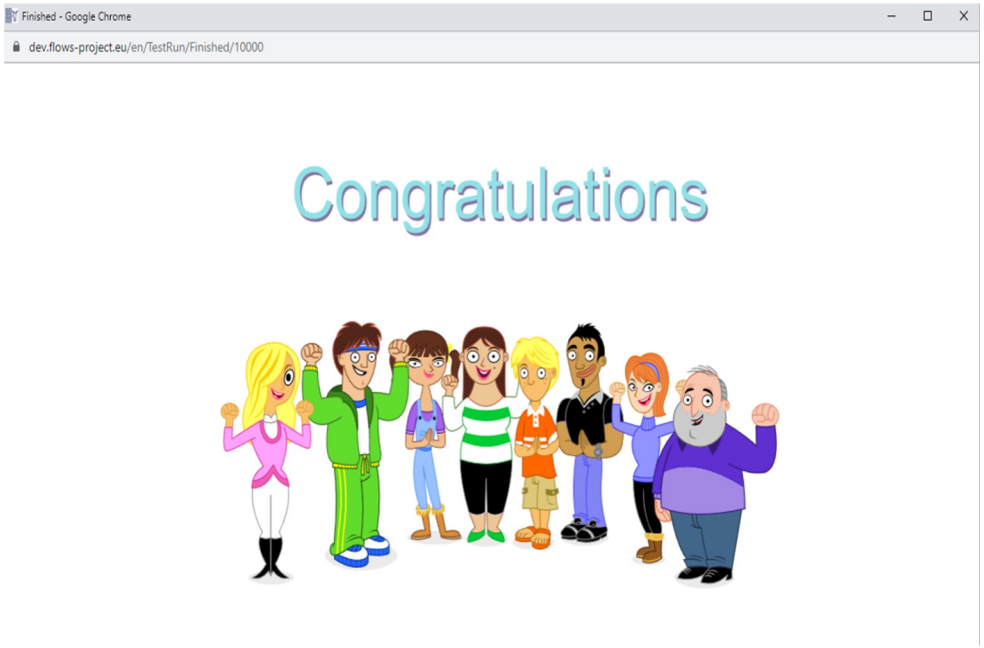
2 categorii finalizate!

Platformă online FLOWS – Sarcină client – Meniu Categorii



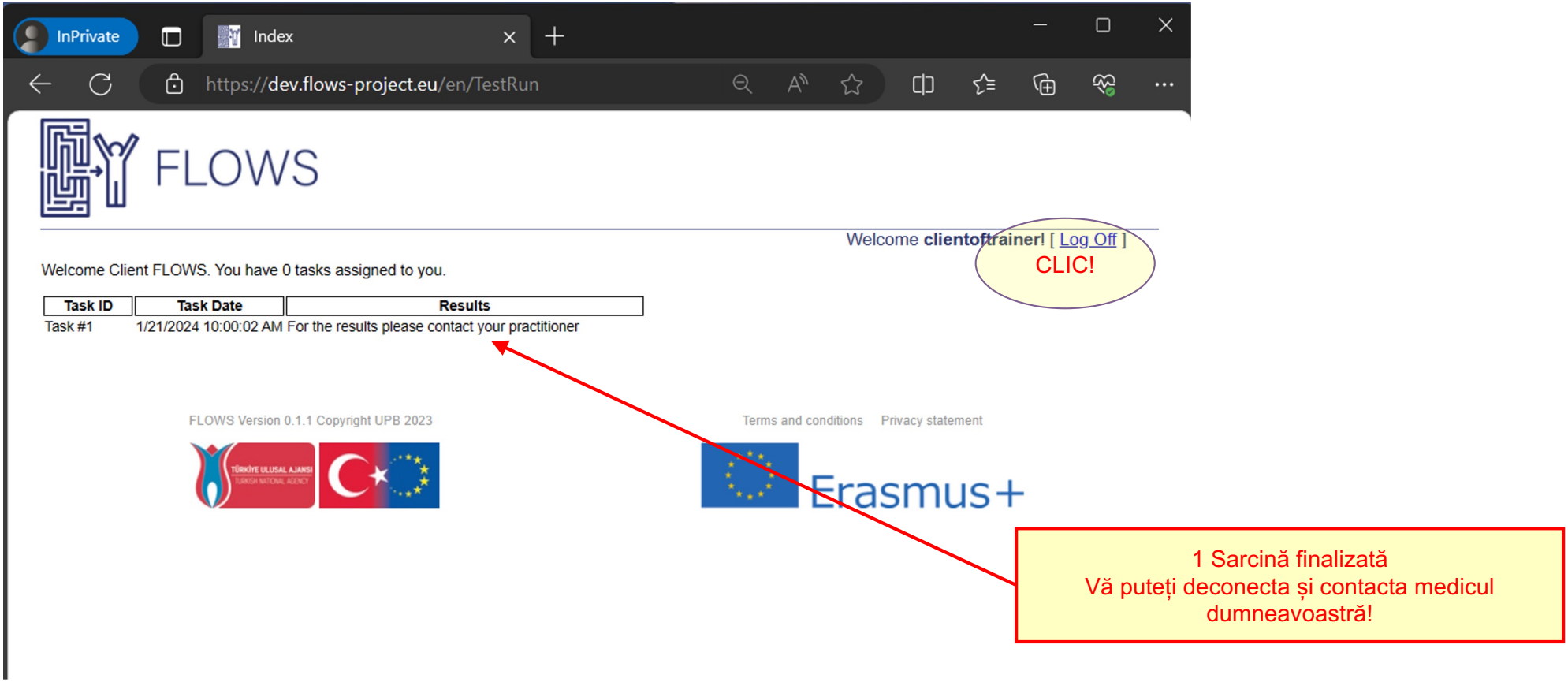
6 categorii finalizate!
Putem termina sarcina sau putem continua!

Platformă online FLOWS – Sarcină client – Terminare cu felicitări!

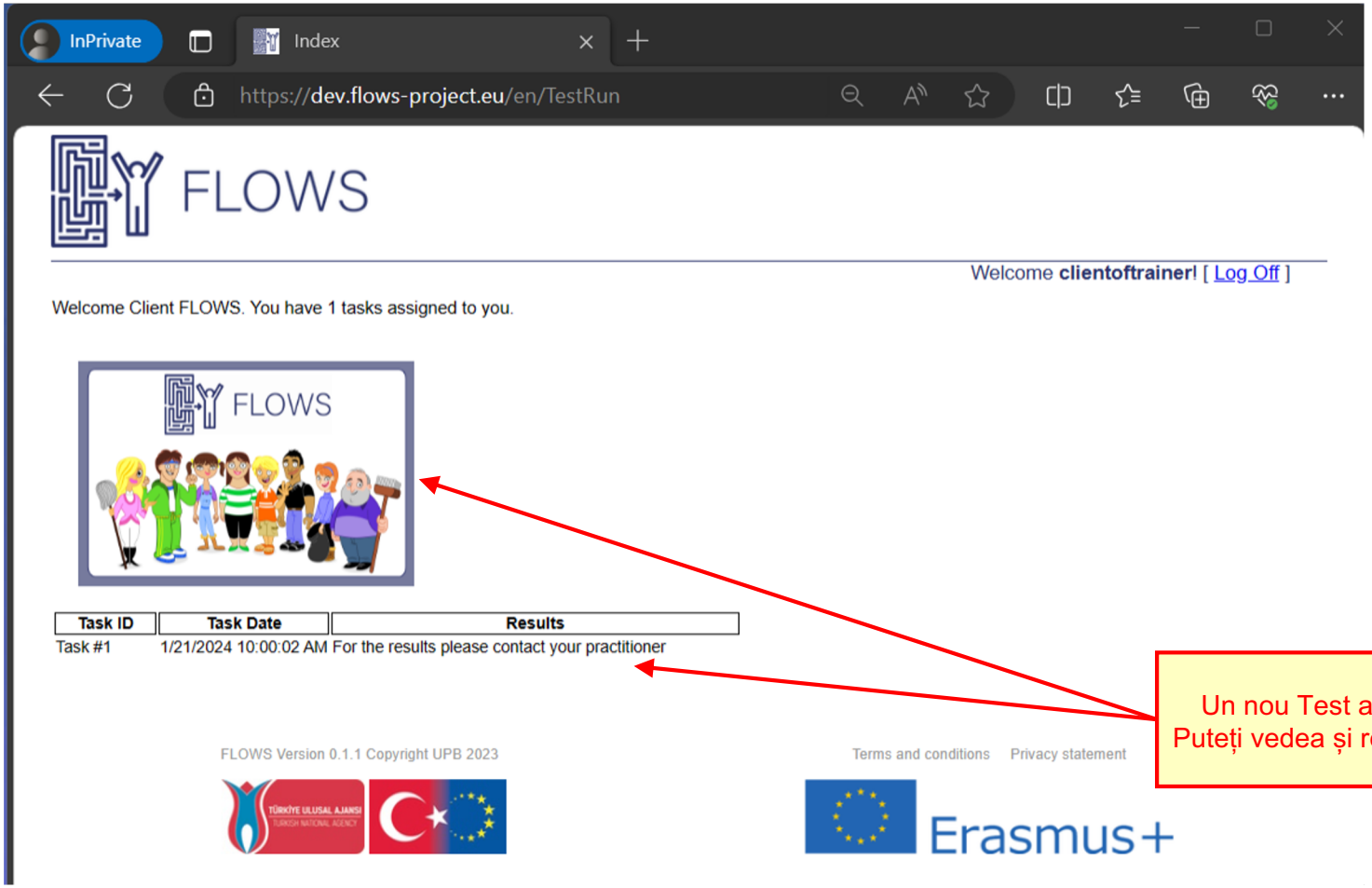


Felicitările vor apărea pentru câteva secunde

FLOWS Online Platform – Client Task Interface with Results



Platformă online FLOWS – Interfață client cu o nouă sarcină



Un nou Test a fost atribuit de către Practicant!
Puteți vedea și rezultatele anterioare ale jurnalului!

Exercițiu de acțiune: Joacă rolul clientului – alege o sarcină!

1. Pe baza datelor de conectare furnizate înainte de formare, vă recomandăm insistent să preluați în avans minim 1 sarcină a instrumentului de evaluare FLOWS ca CLIENT (persoană care are nevoie de îndrumare).

1. Dacă ați finalizat deja o sarcină, vă rugăm să luați una alta , DAR încercați să răspundeți la toate activitățile, deoarece este posibil să nu aveți constrângeri - doar din perspectivă dacă doriți să le faceți sau nu

1. Ați identificat vreo activitate la care ați putea răspunde diferit? Care și de ce?

1. Ce recomandări suplimentare ați adresa unui client atunci când vă ocupați de o nouă sarcină folosind platforma FLOWS?

Testarea platformei FLOWS ca practician

LU4: Tutorial despre cum să utilizați Instrumentul FLOWS

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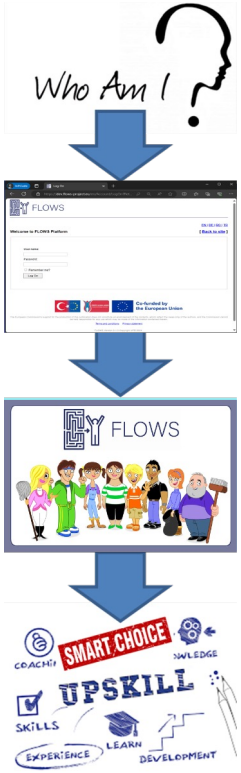
INSTRUMENTUL FLOWS ONLINE

Caracteristici



Set de întrebări

Livrat într-un mod sistematic

Conține elemente care accesează abilitățile de bază (adesea ascunse/nerecunoscute)

Măsurare consistentă – competențe în cadrul fiecărei activități

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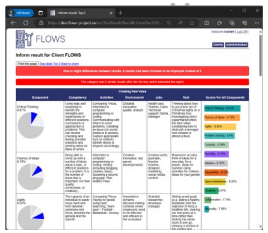
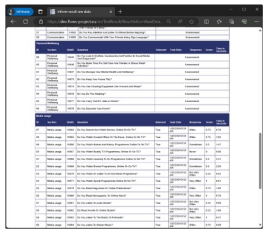
FLUXURI Competenţe

44 Competențe grupate în 4 Categoriile macro





Task Analysis

- Creating New Value
- Taking Responsibility
- Reconciling Tensions and Dilemmas
- Communications

Career Match

CREATING NEW VALUE	TAKING RESPONSIBILITY
Flexibility, Adaptability, Creativity, Curiosity, Originality, Fluency of Ideas, Initiative, Open mindedness, Critical Thinking, Problem solving, Collaboration, Agility	Self-Regulation, Managing emotions, Self-Control/ locus of control, Moral compass, Integrity, Stress Tolerance, Compassion, Respect for others, Build Trust, Reflective Thinking, Self-Awareness
RECONCILING TENSIONS AND DILEMMAS	**COMMUNICATIONS**
Commitment & Effort, Empathy, Cognitive flexibility, Perspective taking, Respect, Creativity, Problem Solving, Conflict Resolution, Resilience, Responsibility, Tolerant of contrasting ideas	Team working, Time Management, Speaking, Active Listening, Instructing, Service Orientation, Social Perceptiveness, Coordination, Active Learning, Writing, Learning Strategies

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Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

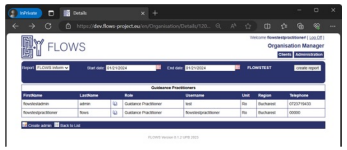
-autentificare cu user/pass de la Org. Admin

Clienții

-vezi lista de clienți

Administrare

-vezi lista practicienilor

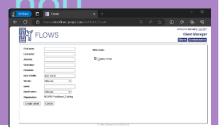


Sarcina clientului

- vizualizați rezultatele sarcinilor finalizate

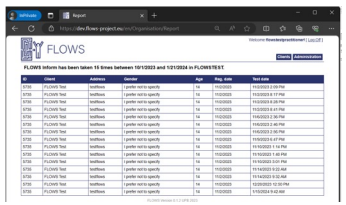
-view/add open task

Creați un client nou



Creați raport

-lista sarcinilor luate pentru toti clientii



Platformă online FLOWS – Autentificare practicant

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Numele de utilizator și *parola* trebuie furnizate de un administrator al organizației

Platformă online FLOWS – Practicant – Lista clienți

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

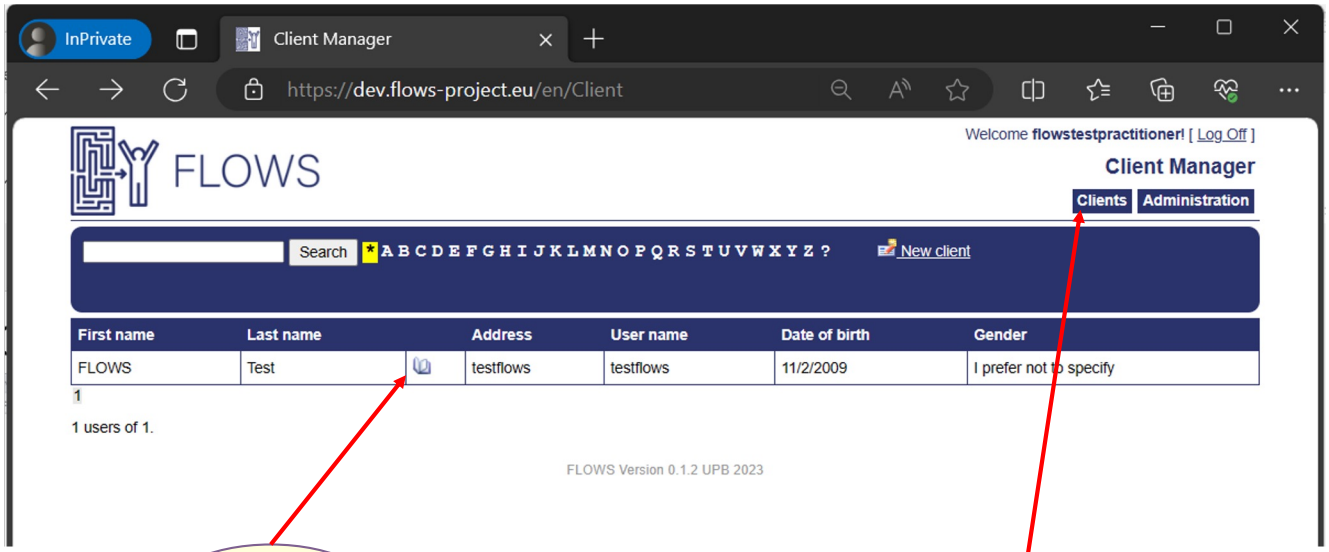
Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

-vezi lista de clienți



CLIC!

Pagini cu lista cu toti clientii din Organizatie

Platformă online FLOWS – Practicant – Sarcini client

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Editați detaliile clientului sau ștergeți

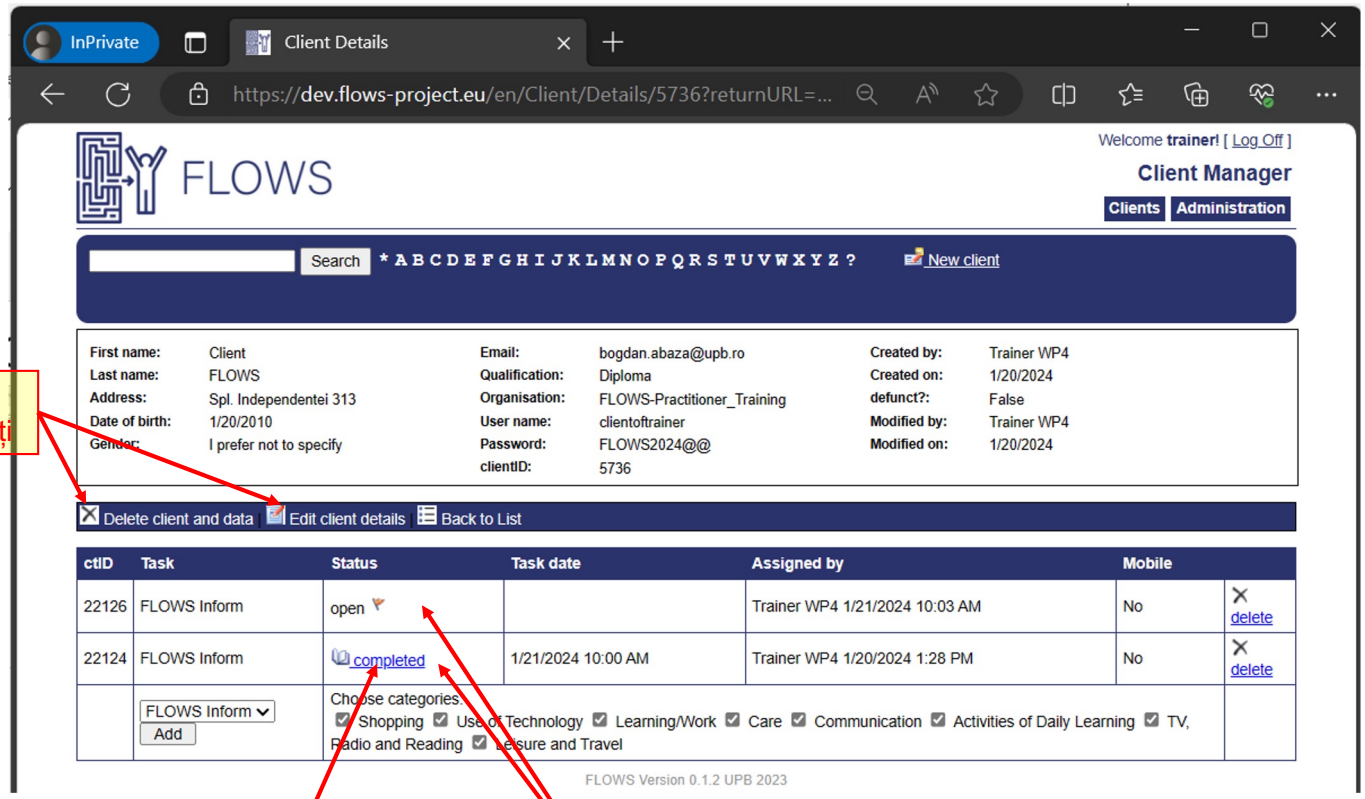
Clienții

-vezi listele de clienți

Sarcinile clientului

-vezi rezultatele sarcinii finalizate

-vezi/adaugă sarcini deschise



CLIC!

Lista sarcinilor finalizate sau deschise pentru Client
Puteți atribui un alt test

Practicant – Rezultate sarcini client – Top 3/X

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

-vezi listele de clienți

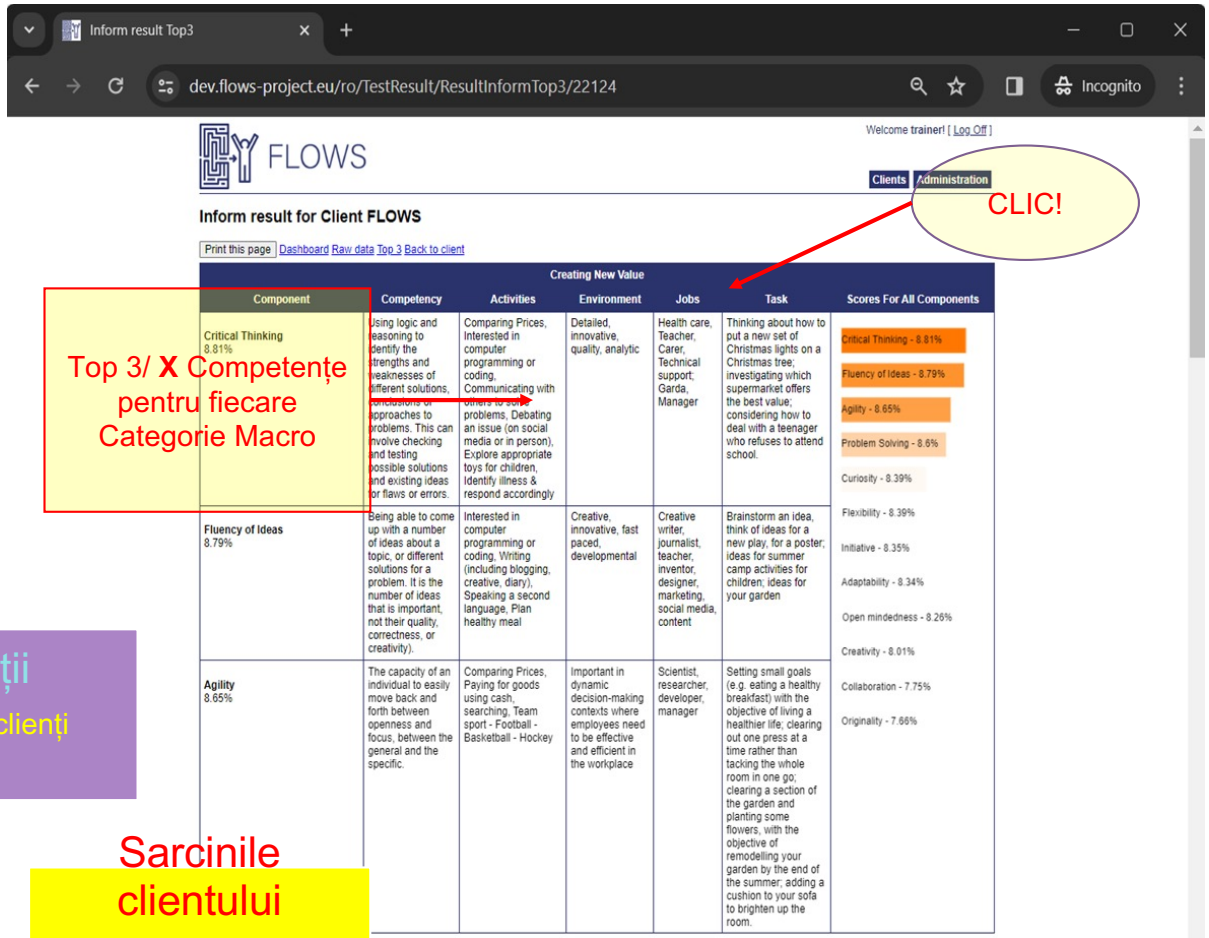
Sarcinile clientului

-vezi rezultatele sarcinii finalizate

-vezi/adaugă sarcini

Top 3/ **X** Competențe pentru fiecare Categorie Macro

CLIC!



Practicant – Rezultate sarcini client – Date brute

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

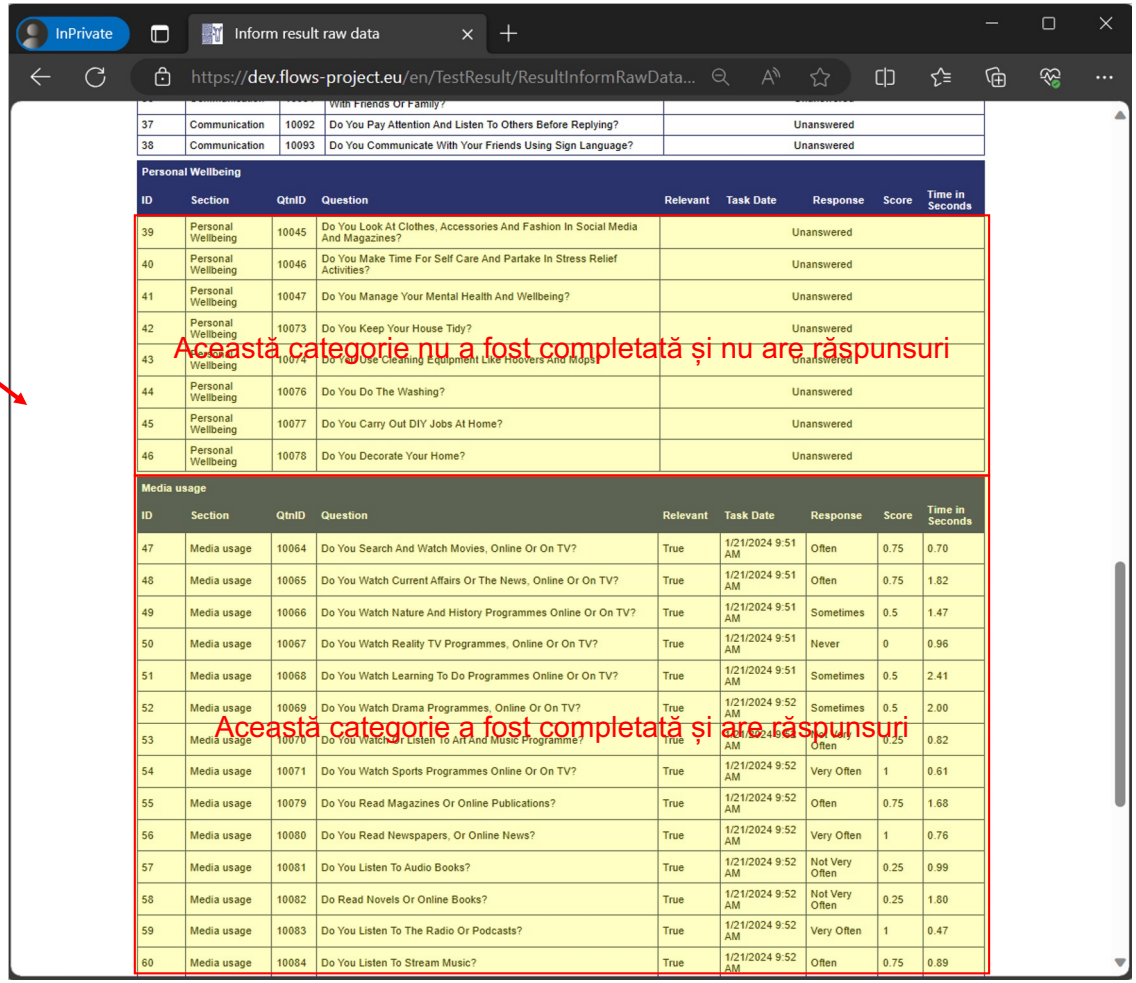
-vezi listele de clienți

Sarcinile clientului

-vezi rezultatele sarcinii finalizate

-vezi/adaugă sarcini

Date neprelucrate
Lista cu toate răspunsurile înregistrate pentru 73 de itemi ai testului



37	Communication	10092	Do You Pay Attention And Listen To Others Before Replying?				Unanswered	
38	Communication	10093	Do You Communicate With Your Friends Using Sign Language?				Unanswered	

Personal Wellbeing

ID	Section	QtnID	Question	Relevant	Task Date	Response	Score	Time in Seconds
39	Personal Wellbeing	10045	Do You Look At Clothes, Accessories And Fashion In Social Media And Magazines?			Unanswered		
40	Personal Wellbeing	10046	Do You Make Time For Self Care And Partake In Stress Relief Activities?			Unanswered		
41	Personal Wellbeing	10047	Do You Manage Your Mental Health And Wellbeing?			Unanswered		
42	Personal Wellbeing	10073	Do You Keep Your House Tidy?			Unanswered		
43	Personal Wellbeing	10074	Do You Use Cleaning Equipment Like Hoovers And Mops?			Unanswered		
44	Personal Wellbeing	10076	Do You Do The Washing?			Unanswered		
45	Personal Wellbeing	10077	Do You Carry Out DIY Jobs At Home?			Unanswered		
46	Personal Wellbeing	10078	Do You Decorate Your Home?			Unanswered		

Această categorie nu a fost completată și nu are răspunsuri

Media usage

ID	Section	QtnID	Question	Relevant	Task Date	Response	Score	Time in Seconds
47	Media usage	10064	Do You Search And Watch Movies, Online Or On TV?	True	1/21/2024 9:51 AM	Often	0.75	0.70
48	Media usage	10065	Do You Watch Current Affairs Or The News, Online Or On TV?	True	1/21/2024 9:51 AM	Often	0.75	1.82
49	Media usage	10066	Do You Watch Nature And History Programmes Online Or On TV?	True	1/21/2024 9:51 AM	Sometimes	0.5	1.47
50	Media usage	10067	Do You Watch Reality TV Programmes, Online Or On TV?	True	1/21/2024 9:51 AM	Never	0	0.96
51	Media usage	10068	Do You Watch Learning To Do Programmes Online Or On TV?	True	1/21/2024 9:51 AM	Sometimes	0.5	2.41
52	Media usage	10069	Do You Watch Drama Programmes, Online Or On TV?	True	1/21/2024 9:52 AM	Sometimes	0.5	2.00
53	Media usage	10070	Do You Watch Or Listen To Art And Music Programme?	True	1/21/2024 9:52 AM	Often	0.25	0.82
54	Media usage	10071	Do You Watch Sports Programmes Online Or On TV?	True	1/21/2024 9:52 AM	Very Often	1	0.61
55	Media usage	10079	Do You Read Magazines Or Online Publications?	True	1/21/2024 9:52 AM	Often	0.75	1.68
56	Media usage	10080	Do You Read Newspapers, Or Online News?	True	1/21/2024 9:52 AM	Very Often	1	0.76
57	Media usage	10081	Do You Listen To Audio Books?	True	1/21/2024 9:52 AM	Not Very Often	0.25	0.99
58	Media usage	10082	Do Read Novels Or Online Books?	True	1/21/2024 9:52 AM	Not Very Often	0.25	1.80
59	Media usage	10083	Do You Listen To The Radio Or Podcasts?	True	1/21/2024 9:52 AM	Very Often	1	0.47
60	Media usage	10084	Do You Listen To Stream Music?	True	1/21/2024 9:52 AM	Often	0.75	0.89

Această categorie a fost completată și are răspunsuri

Practicant – Rezultate sarcini client – Date brute

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

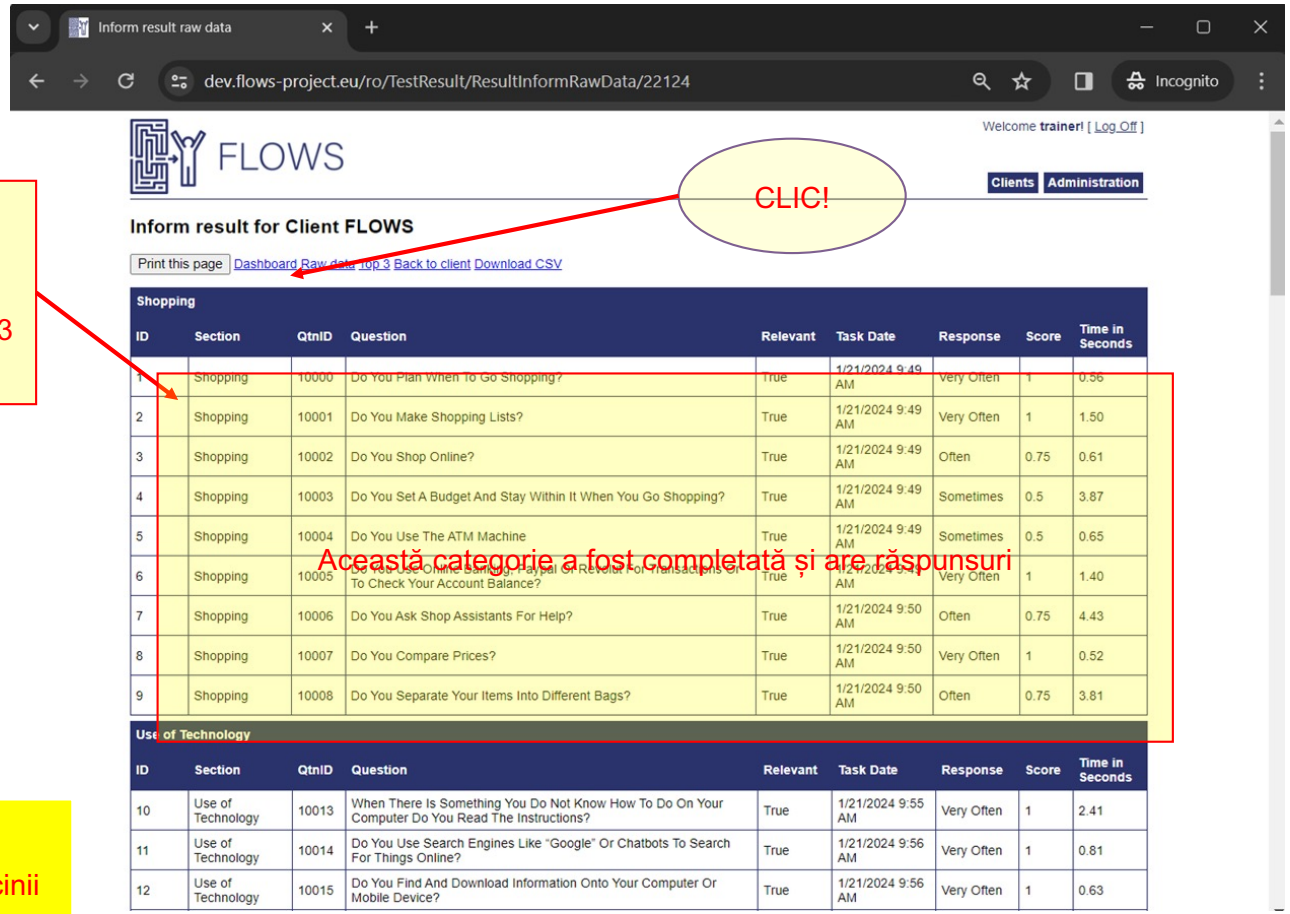
-vezi listele de clienți

Sarcinile clientului

-vezi rezultatele sarcinii finalizate

-vezi/adaugă sarcini

Date neprelucrate
Lista cu toate răspunsurile înregistrate pentru 73 de itemi ai testului



Shopping

ID	Section	QtnID	Question	Relevant	Task Date	Response	Score	Time in Seconds
1	Shopping	10000	Do You Plan When To Go Shopping?	True	1/21/2024 9:49 AM	Very Often	1	0.56
2	Shopping	10001	Do You Make Shopping Lists?	True	1/21/2024 9:49 AM	Very Often	1	1.50
3	Shopping	10002	Do You Shop Online?	True	1/21/2024 9:49 AM	Often	0.75	0.61
4	Shopping	10003	Do You Set A Budget And Stay Within It When You Go Shopping?	True	1/21/2024 9:49 AM	Sometimes	0.5	3.87
5	Shopping	10004	Do You Use The ATM Machine	True	1/21/2024 9:49 AM	Sometimes	0.5	0.65
6	Shopping	10005	Do You Use Online Banking, Paypal Or Revolut For Transactions Or To Check Your Account Balance?	True	1/21/2024 9:49 AM	Very Often	1	1.40
7	Shopping	10006	Do You Ask Shop Assistants For Help?	True	1/21/2024 9:50 AM	Often	0.75	4.43
8	Shopping	10007	Do You Compare Prices?	True	1/21/2024 9:50 AM	Very Often	1	0.52
9	Shopping	10008	Do You Separate Your Items Into Different Bags?	True	1/21/2024 9:50 AM	Often	0.75	3.81

Use of Technology

ID	Section	QtnID	Question	Relevant	Task Date	Response	Score	Time in Seconds
10	Use of Technology	10013	When There Is Something You Do Not Know How To Do On Your Computer Do You Read The Instructions?	True	1/21/2024 9:55 AM	Very Often	1	2.41
11	Use of Technology	10014	Do You Use Search Engines Like "Google" Or Chatbots To Search For Things Online?	True	1/21/2024 9:56 AM	Very Often	1	0.81
12	Use of Technology	10015	Do You Find And Download Information Onto Your Computer Or Mobile Device?	True	1/21/2024 9:56 AM	Very Often	1	0.63

Practicant – Rezultate sarcini client – Date brute

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Bord
Enumeră 4 categorii macro și primele 3 microcompetențe ale sale

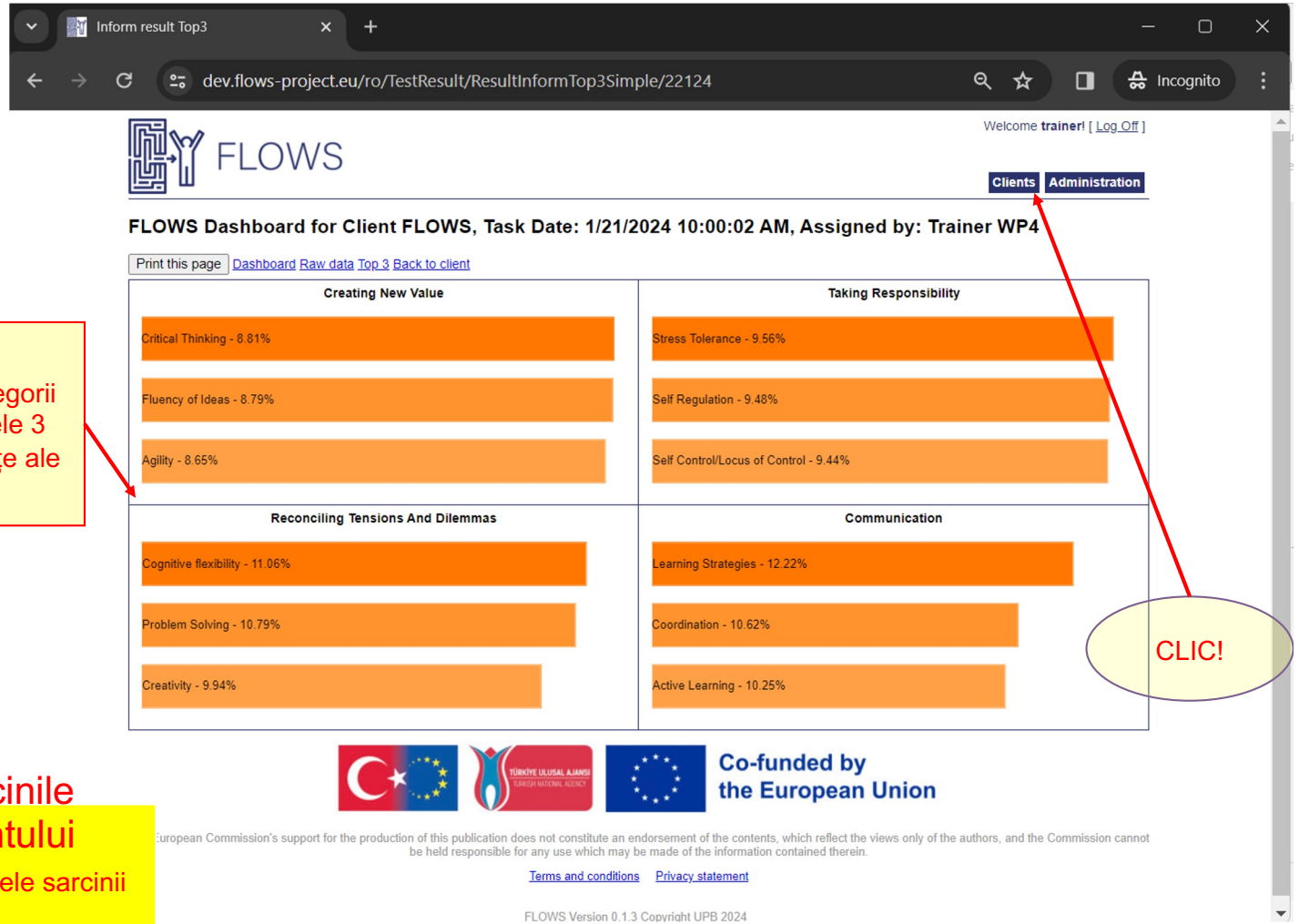
Clienții

-vezi listele de clienți

Sarcinile clientului

-vezi rezultatele sarcinii finalizate

-vezi/adaugă sarcini



Platformă online FLOWS – Practicant – Lista clienți

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

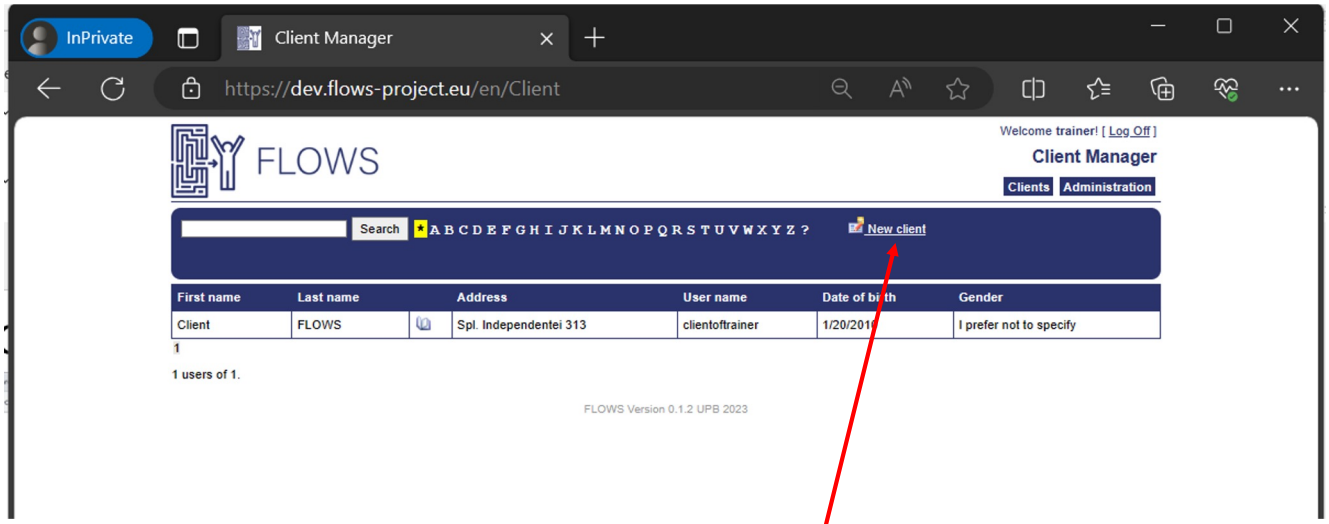
Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

-vezi listele de clienți



Adăugarea unui client nou

Platformă online FLOWS – Practicant – Client nou

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Clienții

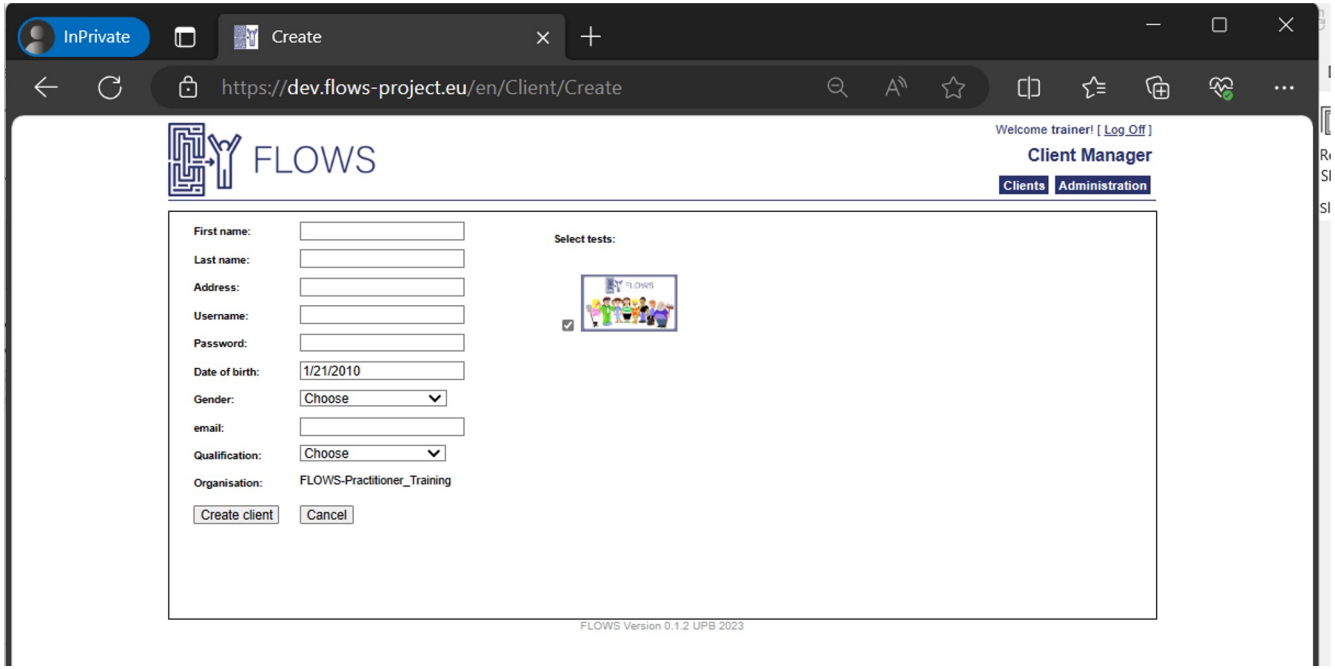
-vezi listele de clienți

Sarcinile clientului

- vizualizați rezultatele sarcinii finalizate

-vezi/adaugă sarcini deschise

Creați un client nou



Platformă online FLOWS – Practicant – Administrație

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

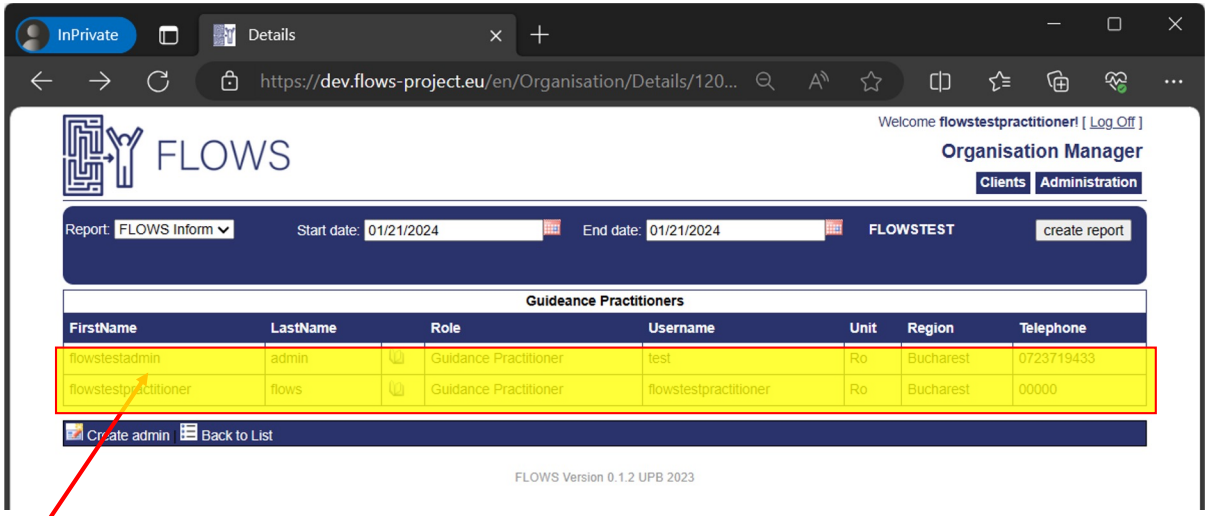
Organizarea fluxurilor 1

Practicant

-autentificare cu user/pass de la Org. Admin

Administrare

-vezi lista de practicieni



Lista cu practicieni din organizație

Platformă online FLOWS – Practicant – Administrație

Platforma FLOWS EN

https://dev.flows-project.eu/ en/

Organizarea fluxurilor 1

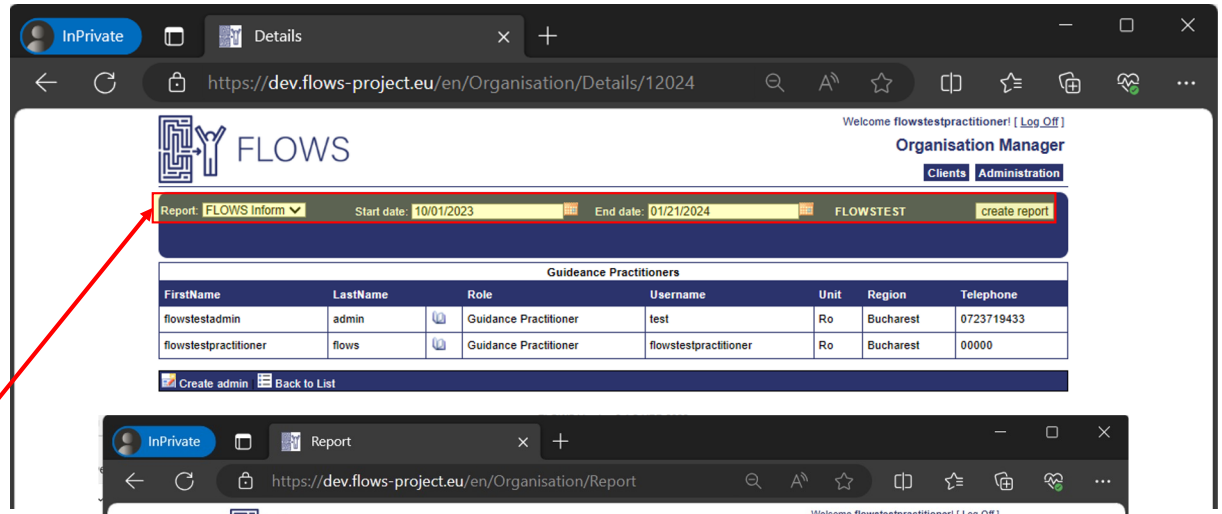
Practicant

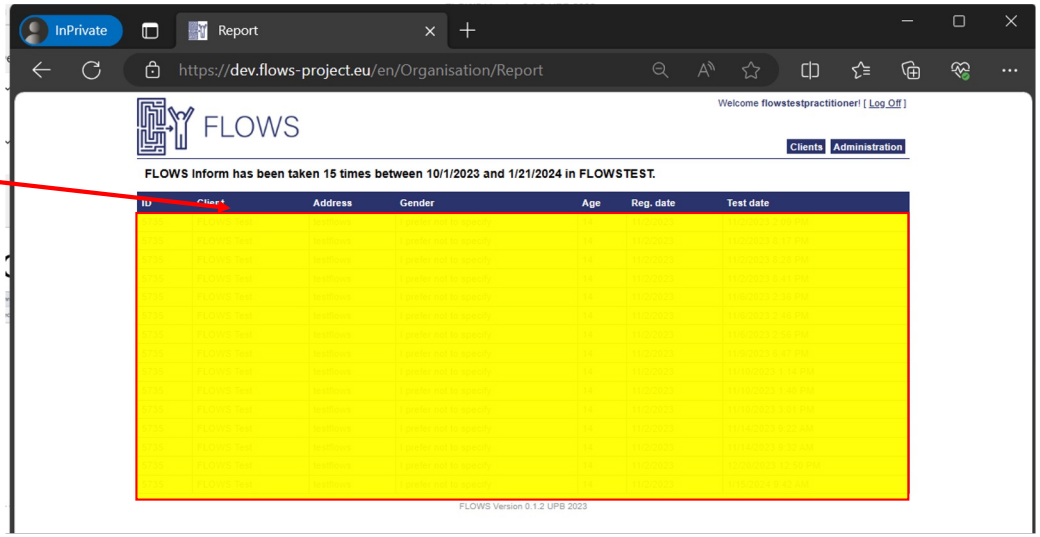
-autentificare cu user/pass de la Org. Admin

Administrare

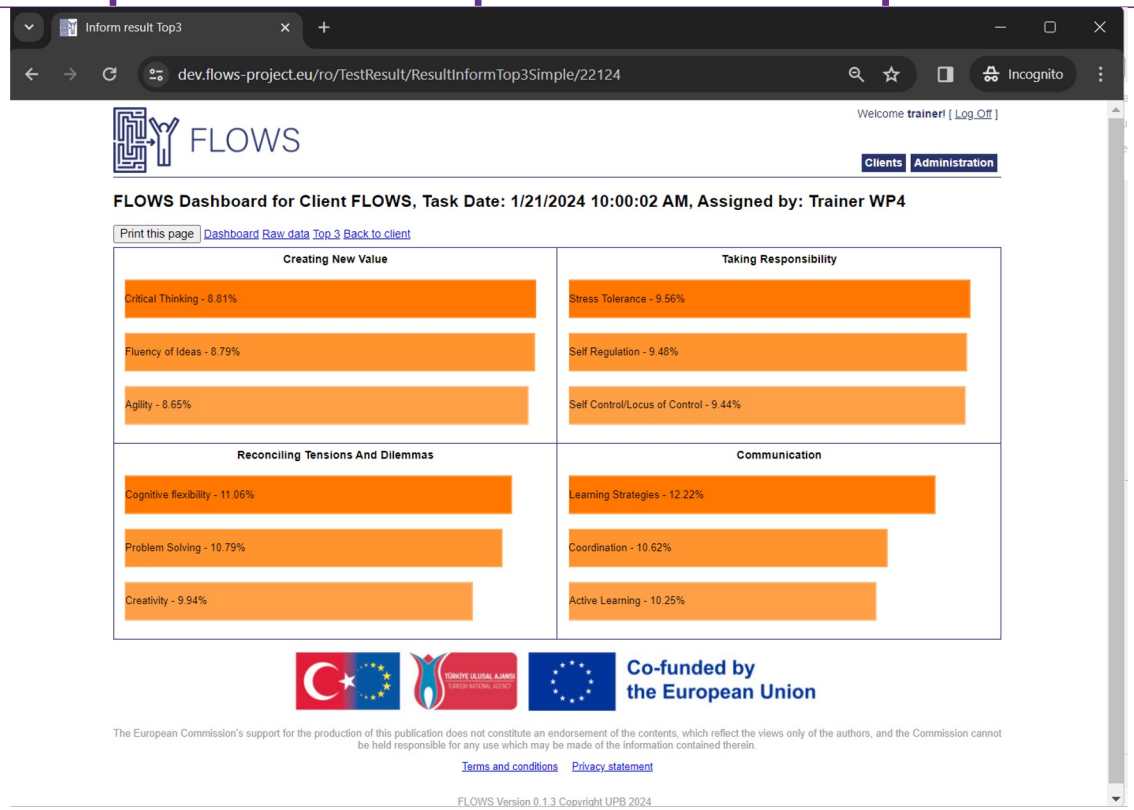
-vezi lista de practicieni

Creați raport cu sarcini luate pentru toți clienții

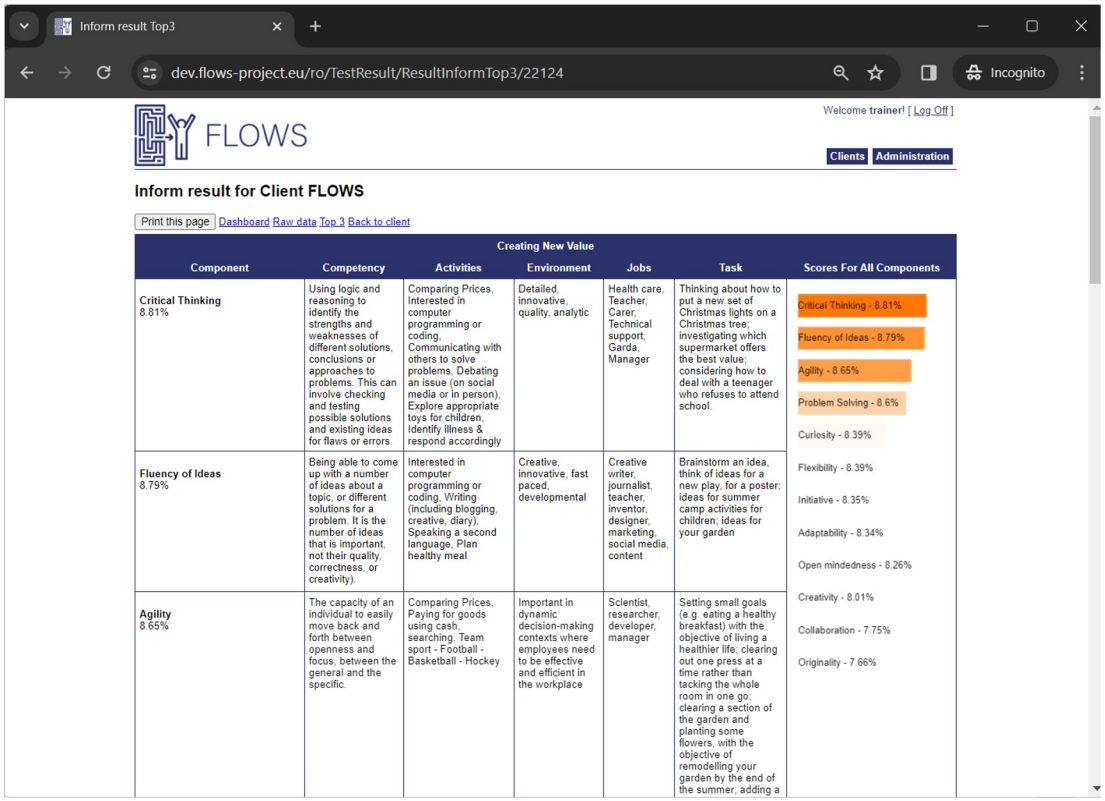




FLOWS produce rapoarte care permit discuții...



FLOWS produce rapoarte care permit discuții...



Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Critical Thinking 8.81%	Using logic and reasoning to identify the strengths and weaknesses of different solutions, conclusions or approaches to problems. This can involve checking and testing possible solutions and existing ideas for flaws or errors.	Comparing Prices, Interested in computer programming or coding, Communicating with others to solve problems, Debating an issue (on social media or in person), Explore appropriate toys for children, Identify illness & respond accordingly	Detailed, innovative, quality, analytic	Health care, Teacher, Carer, Technical support; Garda, Manager	Thinking about how to put a new set of Christmas lights on a Christmas tree; investigating which supermarket offers the best value; considering how to deal with a teenager who refuses to attend school.	
Fluency of Ideas 8.79%	Being able to come up with a number of ideas about a topic, or different solutions for a problem. It is the number of ideas that is important, not their quality, correctness, or creativity).	Interested in computer programming or coding, Writing (including blogging, creative, diary), Speaking a second language, Plan healthy meal	Creative, innovative, fast paced, developmental	Creative writer, journalist, teacher, inventor, designer, marketing, social media, content	Brainstorm an idea, think of ideas for a new play, for a poster; ideas for summer camp activities for children; ideas for your garden	
Agility 8.65%	The capacity of an individual to easily move back and forth between openness and focus, between the general and the specific.	Comparing Prices, Paying for goods using cash, searching, Team sport - Football - Basketball - Hockey	Important in dynamic decision-making contexts where employees need to be effective and efficient in the workplace	Scientist, researcher, developer, manager	Setting small goals (e.g. eating a healthy breakfast) with the objective of living a healthier life; clearing out one press at a time rather than tacking the whole room in one go; clearing a section of the garden and planting some flowers, with the objective of remodelling your garden by the end of the summer; adding a	

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FLOWS produce rapoarte care permit discuții...

Inform result Top3

dev.flows-project.eu/en/TestResult/ResultInformTop3/22134

FLOWS

Welcome **RO-P01!** [Log Off]

Clients | Administration

Inform result for RO-01 Romania

Print this page | Raw data | Top 3 | Back to client

Creating New Value

Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Agility 9.00%	The capacity of an individual to easily move back and forth between openness and focus, between the general and the specific.	Comparing Prices, Paying for goods using cash, searching, Team sport - Football - Basketball - Hockey	Important in dynamic decision-making contexts where employees need to be effective and efficient in the workplace	Scientist, researcher, developer, manager	Setting small goals (e.g. eating a healthy breakfast) with the objective of living a healthier life; clearing out one press at a time rather than tacking the whole room in one go; clearing a section of the garden and planting some flowers, with the objective of remodelling your garden by the end of the summer; adding a cushion to your sofa to brighten up the room.	Agility - 9%
Critical Thinking 8.95%	Using logic and reasoning to identify the strengths and weaknesses of different solutions, conclusions or approaches to problems. This can involve checking and testing possible solutions and existing ideas for flaws or errors.	Comparing Prices, Interested in computer programming or coding, Communicating with others to solve problems, Debating an issue (on social media or in person), Explore appropriate toys for children, Identify illness & respond accordingly	Detailed, innovative, quality, analytic	Health care, Teacher, Carer, Technical support; Garda, Manager	Thinking about how to put a new set of Christmas lights on a Christmas tree; investigating which supermarket offers the best value; considering how to deal with a teenager who refuses to attend school.	Critical Thinking - 8.95%
Fluency of Ideas 8.80%	Being able to come up with a number of ideas about a topic, or different solutions for a problem. It is the number of ideas that is important, not their quality, correctness, or creativity).	Interested in computer programming or coding, Writing (including blogging, creative, diary), Speaking a second language, Plan healthy meal	Creative, innovative, fast paced, developmental	Creative writer, journalist, teacher, inventor, designer, marketing, social media, content	Brainstorm an idea, think of ideas for a new play, for a poster; ideas for summer camp activities for children; ideas for your garden	Fluency of Ideas - 8.8%

Problem Solving - 8.71%

Flexibility - 8.6%

Initiative - 8.49%

Adaptability - 8.32%

Curiosity - 8.17%

Open mindedness - 8.05%

Creativity - 8.03%

Originality - 7.45%

Collaboration - 7.43%

Inform result Top3

dev.flows-project.eu/en/TestResult/ResultInformTop3/22134

Taking Responsibility

Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Reflective Thinking 9.54%	Being aware of your own knowledge, assumptions and past experiences. It involves actively evaluating yourself, your experiences, checking that they make 'sense' to you, create meaning, justify actions and solving problems. It helps with your future planning	Team sport - Football - Basketball – Hockey, Writing (including blogging, creative, diary).	Environments which enable improvement, quality focused, stressful environments	All jobs where decisions are being made, where the outcomes are important or critical e.g. counsellor, nurse, projects, teacher, customer service	Developing your CV and preparing for an interview; thinking about a friendship which has unravelled; thinking about your performance in a race; thinking about a family problem and your own role in it	Reflective Thinking - 9.54%
Self Regulation 9.47%	Being able to alter your responses, including thoughts, emotions, and actions in socially acceptable ways so as to maintain balance. It involves personal management and control.	Communicating via email or social media, Playing Team sport for example; Football - Basketball – Hockey, Interested in learning about new topics, Interested in learning new skills or how to do something (crafts, hobbies etc.)	Stressful or changing environments	All jobs where the environment may impact on your behaviour: Customer service, Garda, Nurse, Carer, Teacher	Staying calm when someone skips the queue so as to avoid an argument; not getting annoyed if you do not get your own way or if things don't go as planned; resolving problems in a diplomatic or socially acceptable way.	Self Regulation - 9.47%
Stress Tolerance 9.35%	Tendency to handle pressure well and not experience anxiety and tension in stressful conditions.	Debating an issue (on social media or in person). Identify illness & respond accordingly. Helping with personal care and hygiene.	Job requires accepting criticism and dealing calmly and effectively with high stress situations	Fire fighter, police, prison officer, politician, union official	Being clam during an emergency you are running late to an important event, but you maintain calmness; you are driving in very poor weather and despite the difficulties you remain calm and focused on driving safely	Stress Tolerance - 9.35%

Compassion - 9.23%

Self Control/Locus of Control - 9.22%

Respect for others - 9.1%

Managing Emotions - 9.02%

Build Trust - 8.92%

Integrity - 8.86%

Moral compass - 8.76%

Self Awareness - 8.54%

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FLOWS produce rapoarte care permit discuții...

Inform result Top3

dev.flows-project.eu/en/TestResult/ResultInformTop3/22134

Reconciling Tensions And Dilemmas

Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Cognitive flexibility 11.25%	Being flexible in your thinking. Being able to switch between thinking about one concept or idea, to another. Being able to switch your way of thinking, change your mind, or simultaneously think of multiple concepts at once.	Find/install apps or use them online, communicating with others to solve problems, decorating the house, listening to Radio Current Affairs news, speaking a second language help children learn, helping with personal care and hygiene	Fast paced environments, environments which require conscientiousness and attention to detail but also require creativity and innovation	Architect, scientist, Receptionist, Teacher, Retail, Waiter	Switching your thinking from the colour of an object to the shape of an object.	Cognitive flexibility - 11.25% Problem Solving - 10.8% Responsability - 10.43% Resilience - 10.18% Creativity - 9.99% Conflict Resolution - 9.62% Perspective taking - 9.51% Tolerant of Contrasting Ideas - 9.49% Respect - 9.41% Empathy - 9.33%
Problem Solving 10.80%	Being able to solve novel, new, ill-defined problems in complex, real-world settings. It often involves trial and error.	Interested in computer programming or coding, Communicating with others to solve problems, Identify illness & respond accordingly, Help children learn.	Office environments, environments that allow time and space to analyse problems and develop solutions	Judge, Medic, Chief Executive, Engineer, Scientist, Researcher, Psychologist	Work out how to calculate the amount of time needed to do a certain job in the garden depending on the amount of work to do; You are going to be late, you need to figure out how to contact the person you are meeting as your phone battery has run out.	
Responsability 10.43%	Having a duty to deal with something or having control over something or someone. Being accountable.	Interested in volunteering / helping in my community, Identify illness & respond accordingly, Help children learn, Play with children, Helping with personal care and hygiene, Help with mobility, Advocacy	All working environments where there are supervisors, managers, specific roles	Manager, team leader, project manager, Teacher, Garda, Prison officer, Carer, social worker	Looking after children (babysitting); Looking after the weekly family budget; Arranging meetings and setting the agenda for a voluntary community committee; Managing a kid's football team	

Inform result Top3

dev.flows-project.eu/en/TestResult/ResultInformTop3/22134

Communication

Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Learning Strategies 12.16%	Selecting and using training/ instructional methods and procedures appropriate for the situation when learning or teaching new things	Interested in learning new skills or how to do something (crafts, hobbies etc.), Interested in learning about new topics – knowledge, Interested in volunteering / helping in my community, Research a healthy recipe online, Help children learn	Learning organisations, technology oriented	A lot of jobs require learning strategies as throughout your working life you may have to present a concept or train in a new colleague and these strategies will guide you in navigating this journey. Examples: Teachers, Coaches.	You decide that you want to learn how to knit, you attend classes in your local community Centre and consult YouTube for tips; Using a "learning by doing" approach, you teach your child how to play basketball.	Learning Strategies - 12.16% Coordination - 10.51% Time Management - 10.36% Active Learning - 9.87% Social Perceptiveness - 9.69% Speaking - 9.16% Team working - 8.6% Active Listening - 8.56% Instructing - 7.73% Service Orientation - 6.73% Writing - 6.62%
Coordination 10.51%	Adjusting actions in relation to others' actions.	Team sport - Football - Basketball – Hockey, Working within a team, Communicating with others to solve problems, Speak to children, Help with mobility	Team oriented, cooperation, collaboration	A lot of jobs require employees to be flexible as the workplace can present challenges that force us to adapt to carry out the tasks that need to be completed e.g. Chef, Nurse, Coach, Event Planner, Prison Officer.	You are a passenger in a taxi stuck in heavy traffic, the driver's anger is increasing, you try to calm her down and assure her that you are in no rush and the situation is beyond her control.	
Time Management 10.36%	Managing one's own time and the time of others.	Planning time, Using the (cloud) calendar, Team sport - Football - Basketball – Hockey, Arranging activities (sometimes using social media), Using public transport, Cook a meal	Services (e.g. financial, health, legal), Teaching, target driven	All jobs require effective time management skills as it allows employees to prioritise tasks, maintain structure and be self-aware.	You agree to meet your friend for coffee prior to a dentist appointment you leave the café in sufficient time to make your dentist appointment; You set an alarm or a reminder on your phone to collect your child from swimming class; You create a schedule that maps out your family's weekly activities and hang it on the fridge.	

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Terms and conditions Privacy statement

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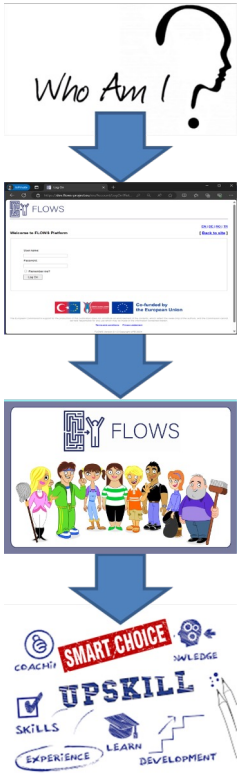

Ce înseamnă acest lucru pentru utilizarea FLOWS

Analiza descriptivă a populației pilot

stabilite nivel de fiabilitate

Niveluri de valabilitate

Factorii care stau la baza instrumentului

Permiteți o mai mare calitate și utilitate a instrumentului

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UNITATEA DE ÎNVĂȚARE 4: RESURSE

Referințe (cărți, articole, rapoarte, link-uri)

https://dev.flows-project.eu/

https://gs.statcounter.com/browser-market-share/all/europe

FLUXURI Unitatea de învățare 1: Lumea viitoare a muncii

FLUX Unitatea de învățare 2: Competențe viitoare

FLUX Unitatea de învățare 3: întregul proces de orientare

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Exercițiu de acțiune: Analizați-vă sarcinile

1. Pe baza datelor de conectare furnizate de practician în timpul instruirii, identificați și analizați Rapoartele Top3/x pentru sarcinile dvs.

1. Există vreo diferență a raportului Top3 între sarcini? Cât de relevant este?

1. Ce recomandare/sfat suplimentar ați adăuga acum pentru clienții dumneavoastră înainte de a vă ocupa de o sarcină?

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