

FLOWS – Further Learning, Outreach and Working Skills

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

Learning Unit 4: Tutorial on how to use the FLOWS Tool

WP5: FLOWS Practitioner Training

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LEARNING OUTCOMES

By completing this Learning Unit, you will gain

An understanding of FLOWS Online Platform development and background and how this tool relates to the Guidance Process.

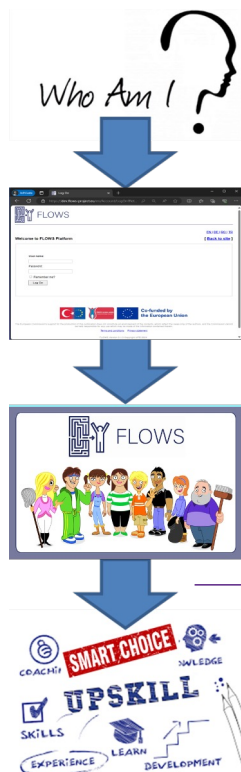
Know how to use the FLOWS Online Platform as a Client

Know how to use the FLOWS Online Platform as a Practitioner

AGENDA

LU4 – Tutorial on how to use the FLOWS Tool

1. What is the FLOWS tool?
 - Intro
 - Guidance Process with FLOWS Online Tool
 - FLOWS Online Structure
 - Minimum Requirements
2. Testing FLOWS Platform as a Client
3. Testing FLOWS Platform as a Practitioner



What is the FLOWS tool?

LU4: Tutorial on how to use the FLOWS Tool

The FLOWS Online PLATFORM

- An **interactive animated questionnaire with voice audios**; it asks participants how often they do various everyday activities
- Focuses on **capturing relevant competencies through everyday activities**, which are needed in the new world of work
- **A summary report of hidden strengths is generated**
- The **report shows a participant's strengths from everyday life**

WP4 - The FLOWS Online Platform

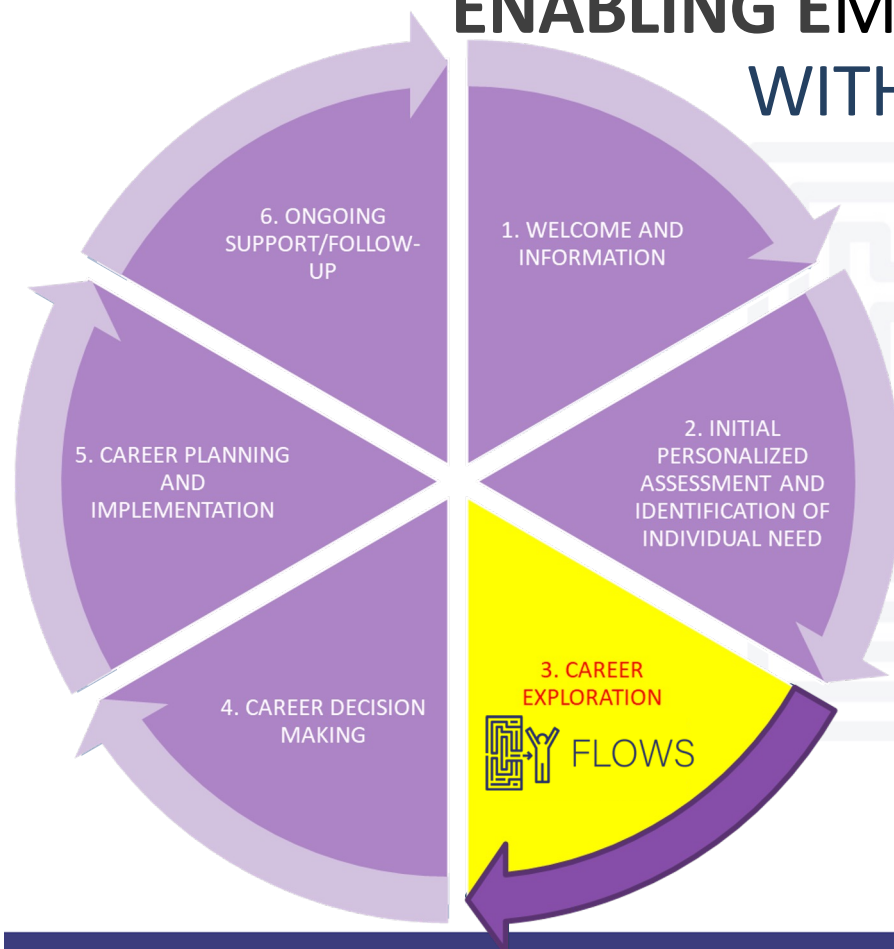
- *will develop an online e-learning like platform which will have the capacity to host the project tool content as developed in WP4...(FLOWs Submitted Application)*



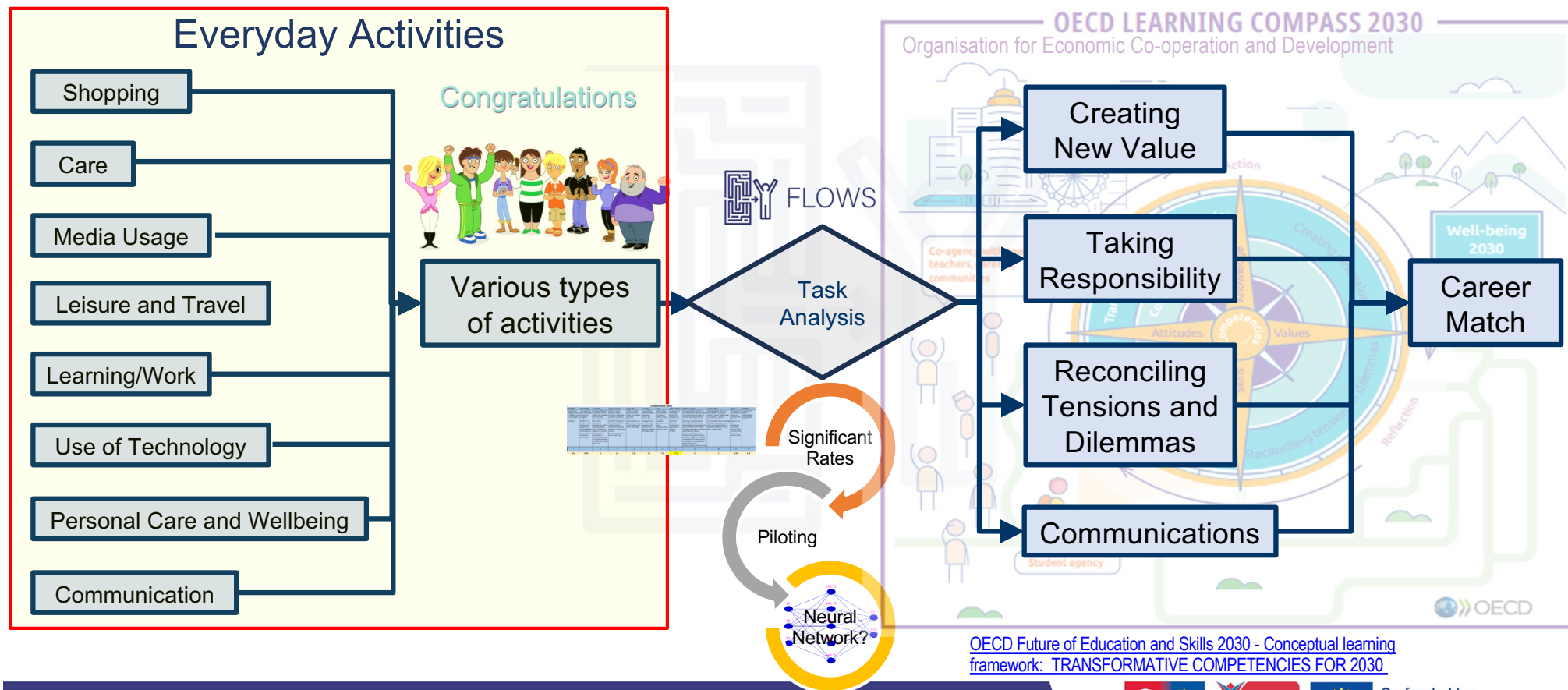
Main tasks:

1. **Review and analysis** of the technical aspects **of the FLOWS tool**.
2. **Adaption of project tool framework** if possible - particularly with regard to multiple language versions.
3. **Agreement on the medium for the FLOWS tool** e.g. animation, game-like, mobile tech.
4. **Design and development of graphics, voice-overs, text** etc.
5. **Design and development of scoring system and scoring output** - a database managed scoring system and a database managed reporting system
6. Ensure **built in security system** for confidentiality and **GDPR compliance**

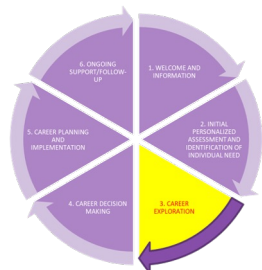
ENABLING EMPLOYMENT GUIDANCE PROCESS WITH FLOWS ONLINE TOOL



FLOWS - Model Methodology Process



FLOWES - Platform Development Process



Inputs

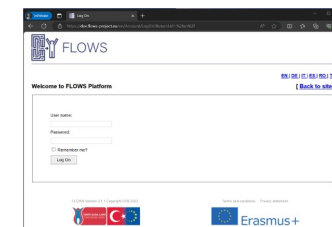
Information:

- FLOWES Project
- FLOWES Project WPs (WP1, WP2, WP3, WP4, WP5)
- New Technologies
- Minimum Requirements



A process is any activity or set of activities that use resources to transform *inputs* into *outputs*.

FLOWES Career Exploration Platform Development Process



FLOWES Online Platform
<https://dev.flows-project.eu/>

Outputs

Client Task with 73 animations about everyday activities

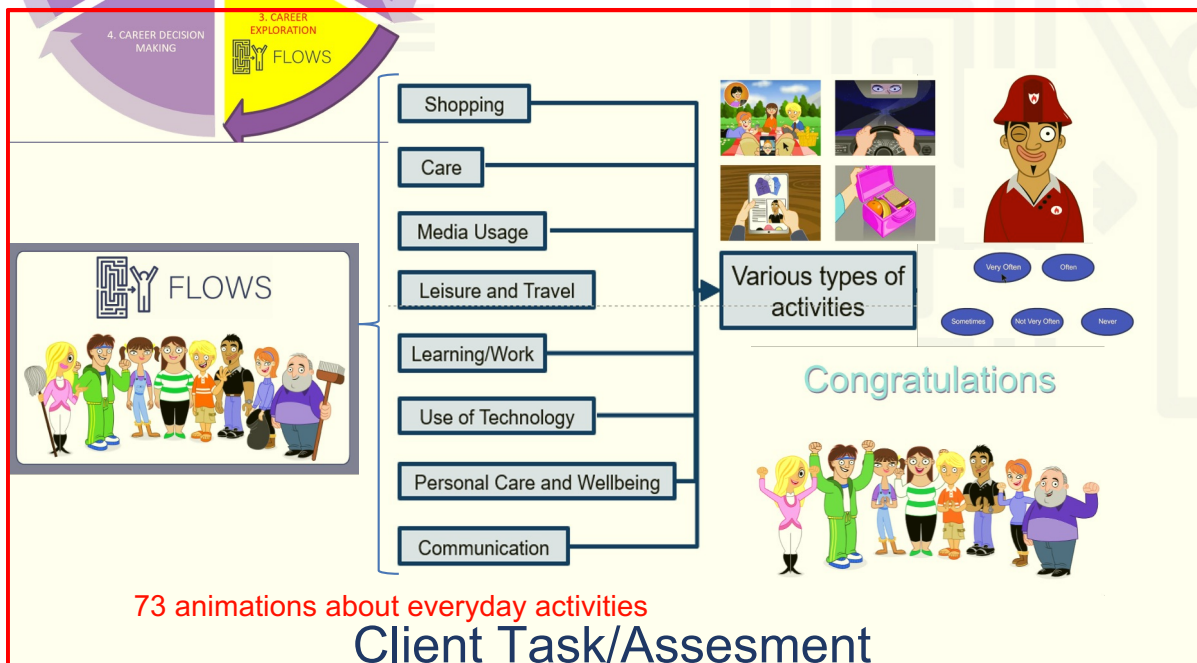
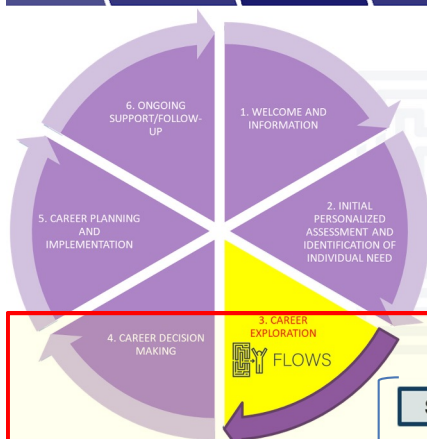
Task Analysis on 44 Competencies grouped in:

- Creating New Value
- Taking Responsibility
- Reconciling Tensions And Dilemmas
- Communication

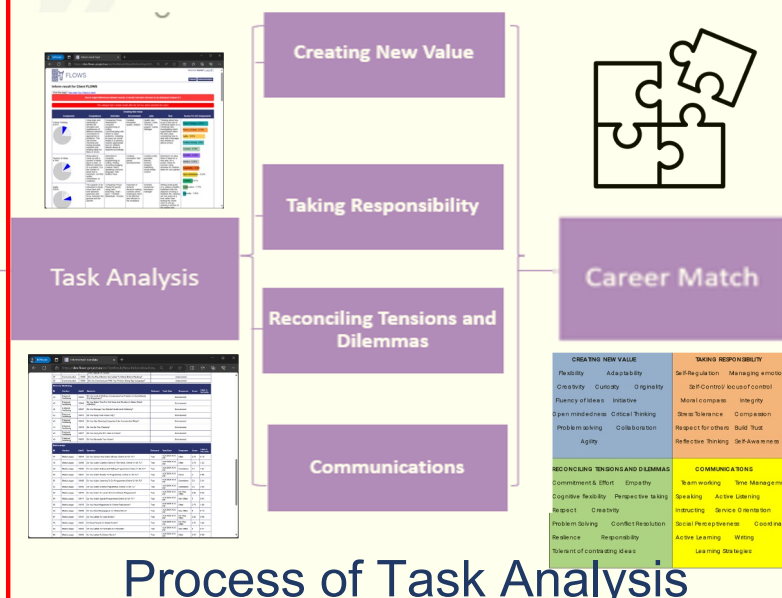


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CAREER EXPLORATION WITH FLOWS ONLINE TOOL – 4 LANGUAGES



44 Competencies Grouped in 4 Macro Categories



FLOWS Tool – Minimum requirements

- Operating System:  Windows  android  iOS
- Browser:   
- Screen Resolution: min 1024x768 for Desktop
- Internet connection
- Sound Active

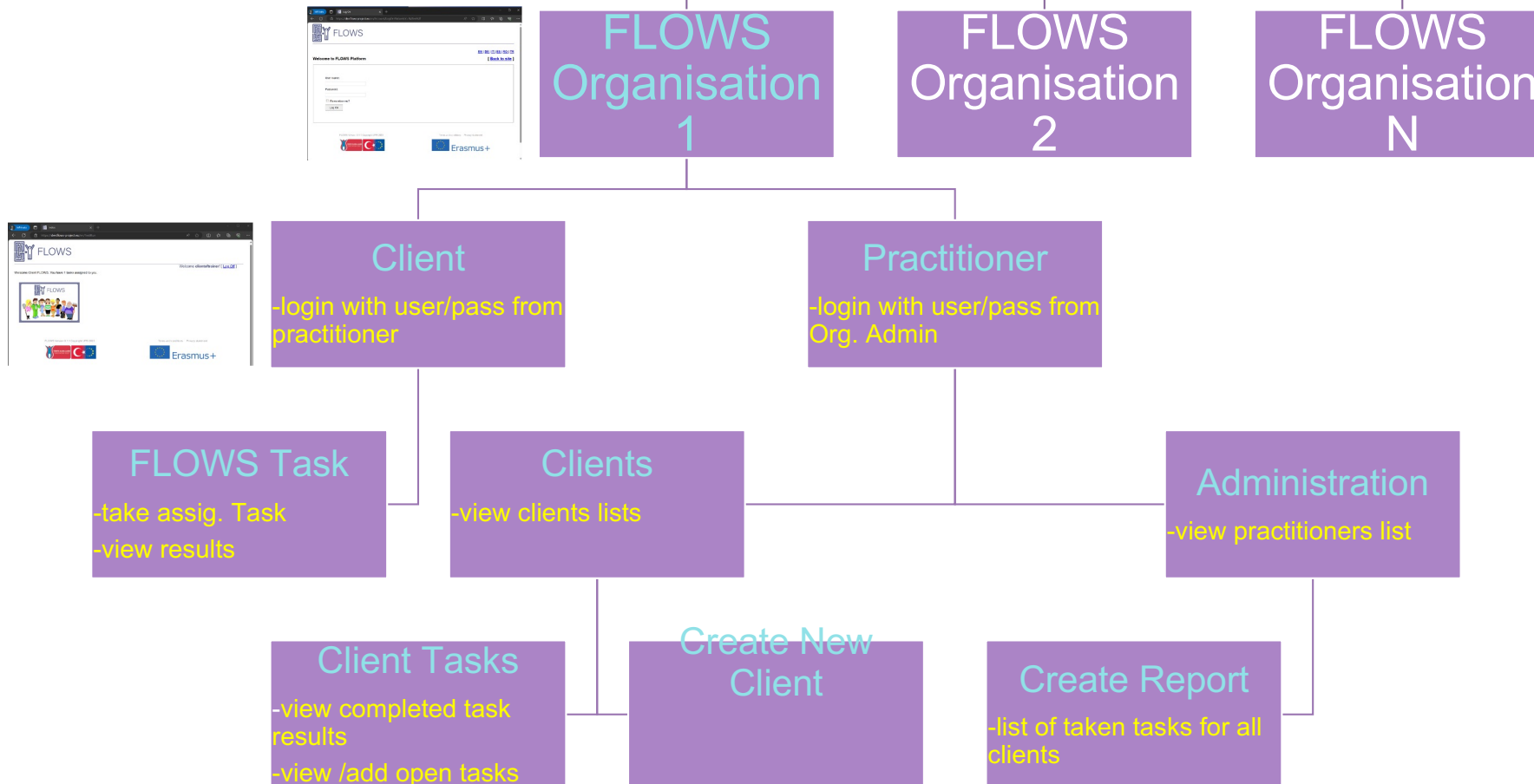
We recommend Chrome or Edge

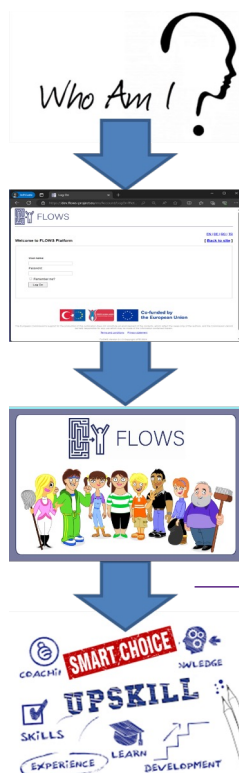


Platform – Structure



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

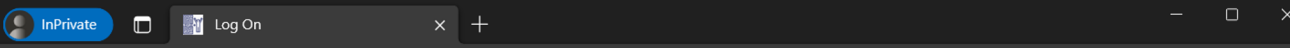





Testing FLOWS Platform as a Client

LU4: Tutorial on how to use the FLOWS Tool




Log On
https://dev.flows-project.eu/en/Account/LogOn?ReturnUrl=%2fen%2f

 FLOWS

[https://dev.flows-project.eu/](#)

[EN](#) | [DE](#) | [IT](#) | [ES](#) | [RO](#) | [TR](#)

[\[Back to site \]](#)



Welcome to FLOWS Platform


User name:

Password:

☐ Remember me?

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 Erasmus+

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FLAWS Online Platform – Client login

FLAWS
Platform
EN

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

FLAWS
Organisation:
FLAWS-Practitioner_Training

Client

-login with user/pass from
practitioner

Log On

<https://dev.flows-project.eu/en/Account/LogOn?ReturnUrl=%2fen%2f>

FLAWS

[EN](#) | [DE](#) | [IT](#) | [ES](#) | [RO](#) | [TR](#)

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Welcome to FLOWS Platform


User name:


Password:

☐ Remember me?

Log On

User name and Password should be provided by a practitioner!



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FLAWS Platform EN

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

FLAWS Organisation:

FLAWS-Practitioner_Training

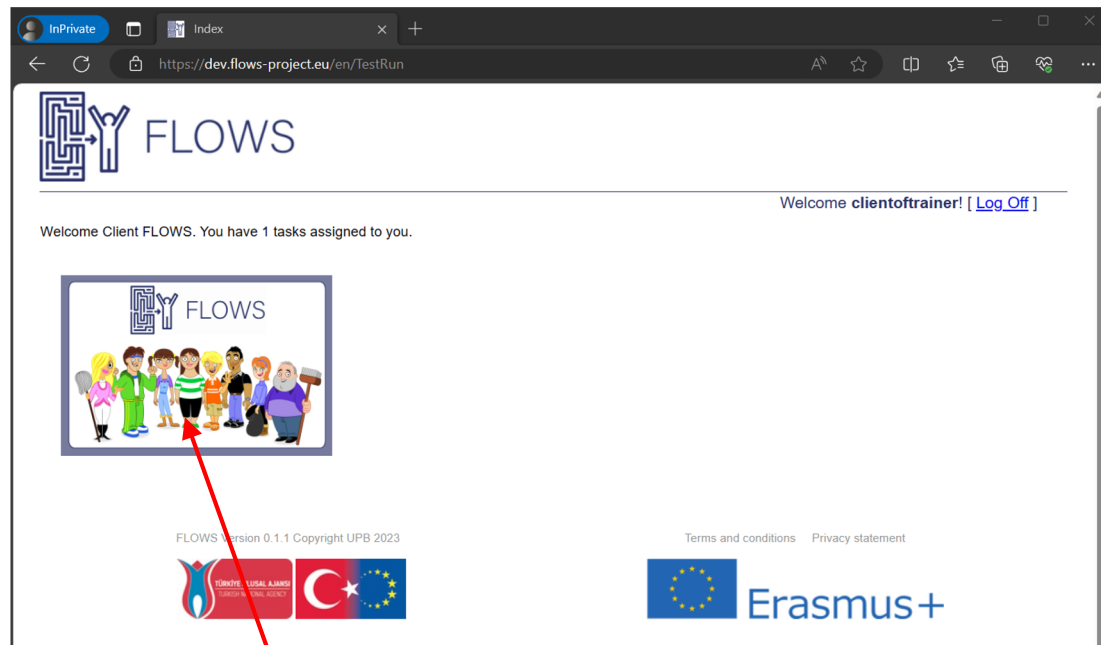
Client

-login with user/pass from
practitioner

FLAWS Task

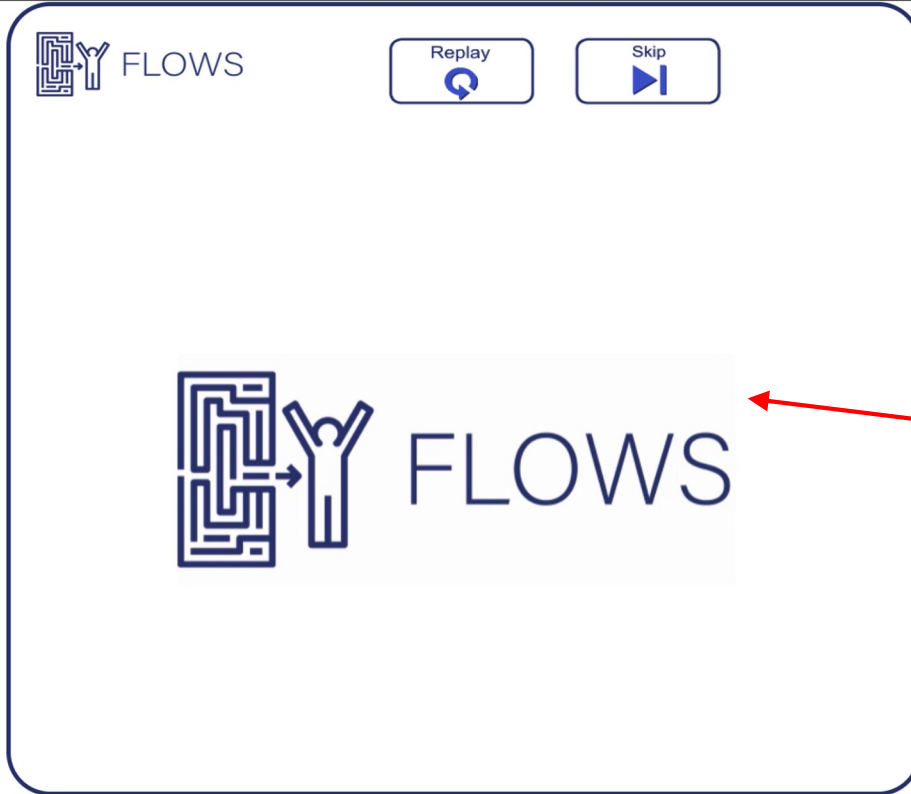
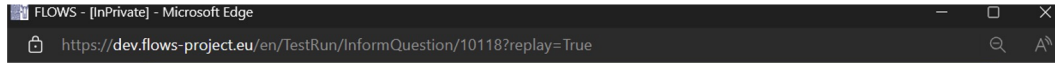
-take assig. Task
-view results

FLAWS Online Platform – Client Interface



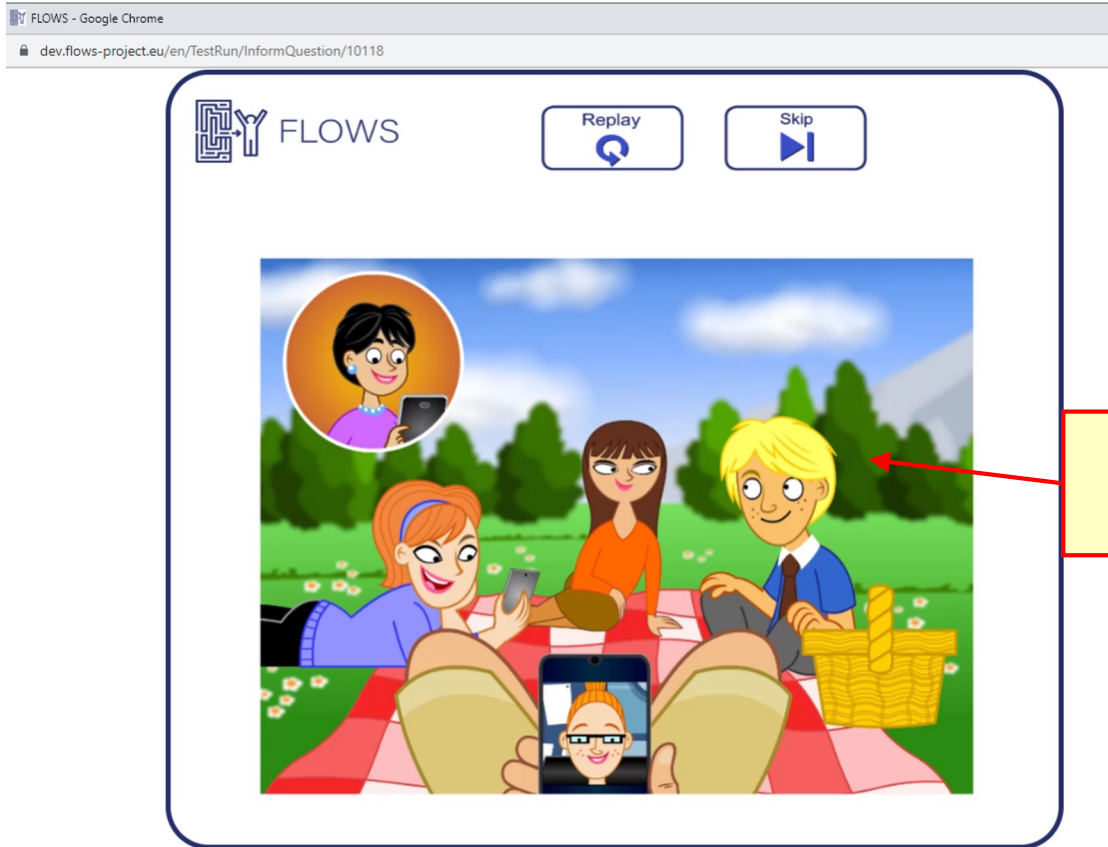
One task is assigned for the Client by practitioner!
Click on the FLOWS Picture and start a Task!

FLAWS Online Platform – Client - Playing the Task - Intro



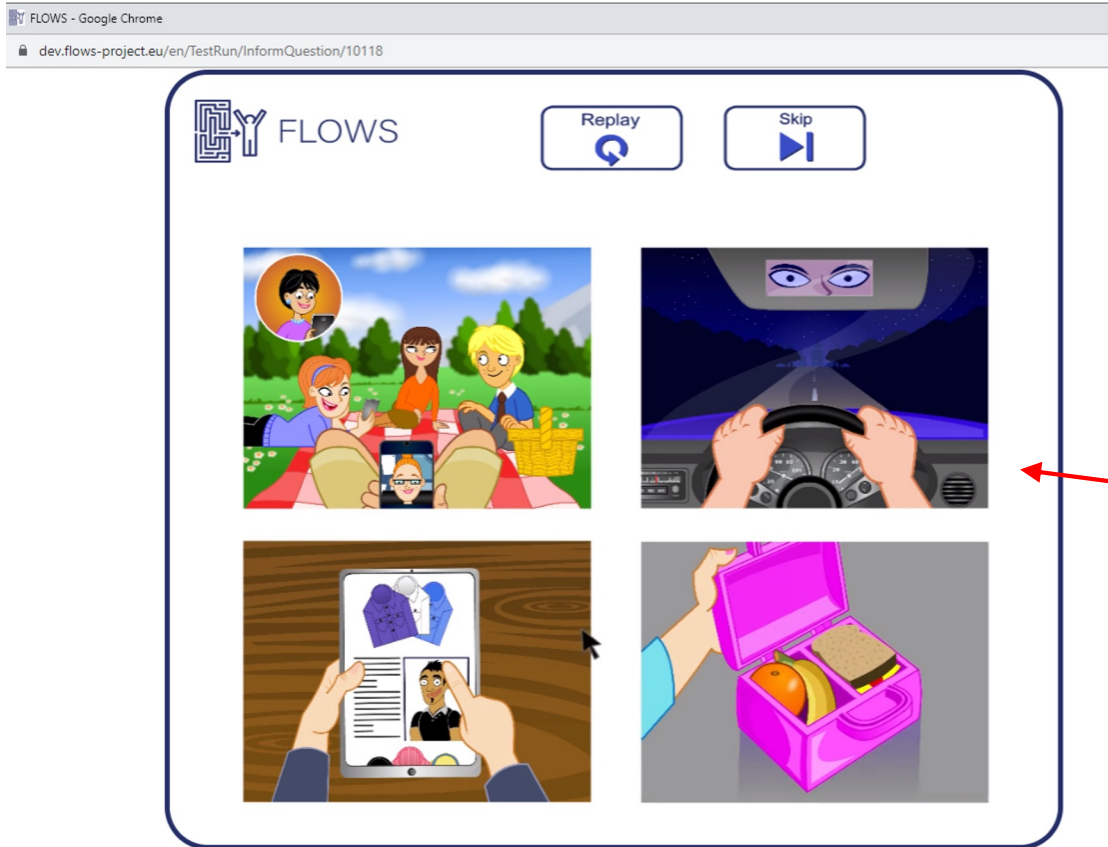
Intro Animation with Sound

FLOWS Online Platform – Client - Playing the Task - Intro



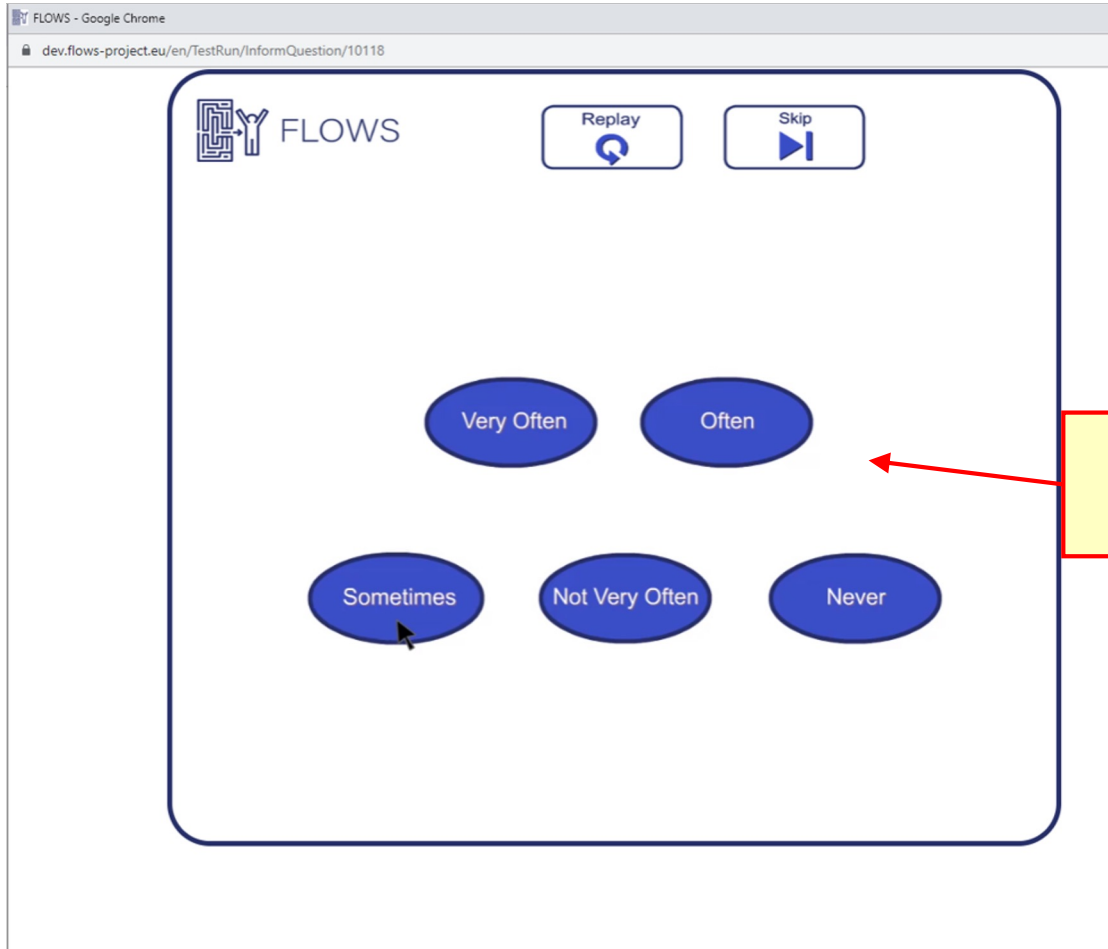
Intro Animation with Sound

FLOWS Online Platform – Client - Playing the Task - Intro



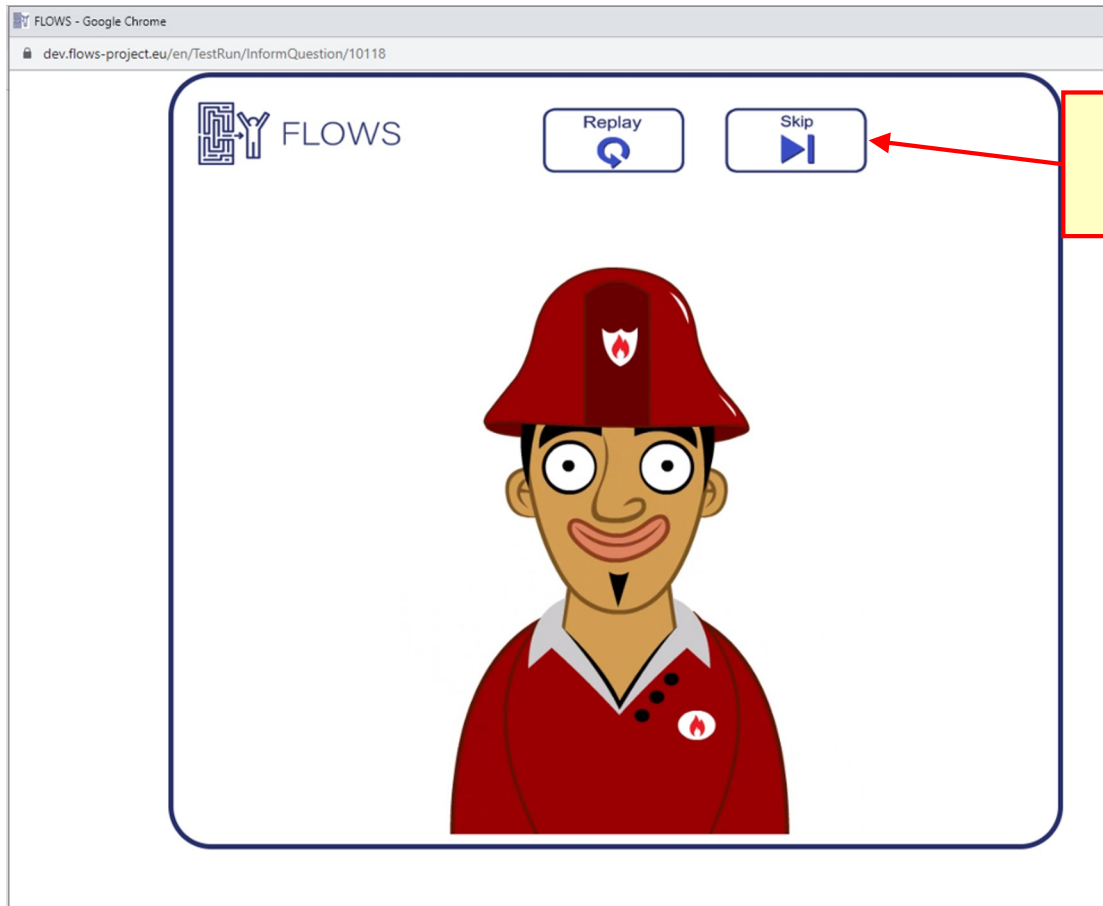
Intro Animation with Sound

FLAWS Online Platform – Client - Playing the Task - Intro



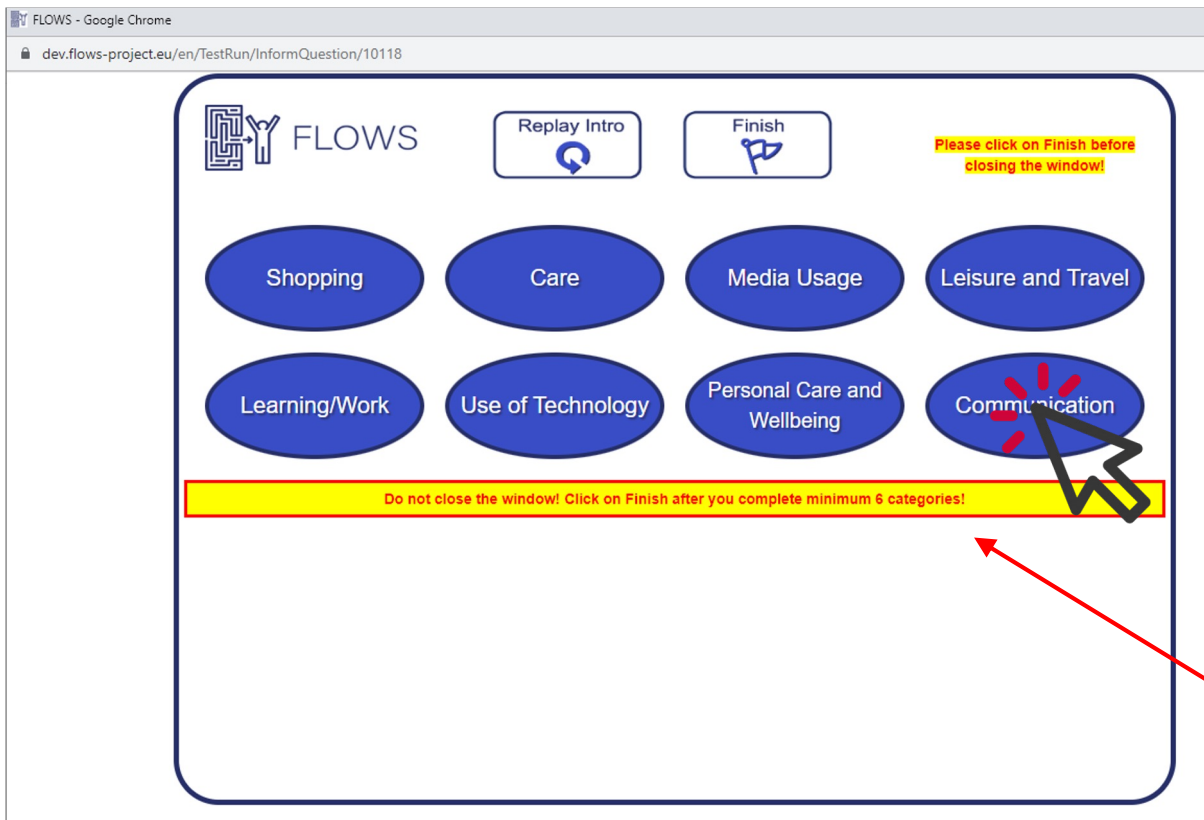
Instructions with Animation and with Sound

FLOWS Online Platform – Client - Playing the Task - Intro



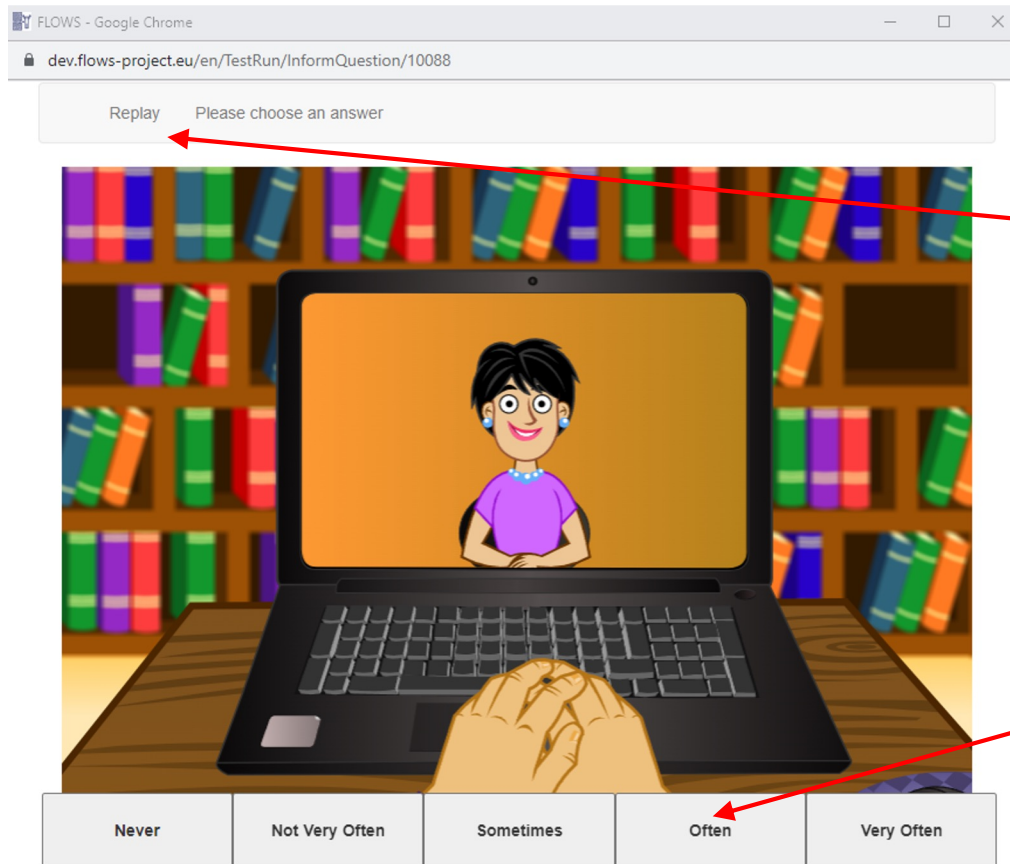
Replay or Skip the Intro

FLAWS Online Platform – Client Task – Categories Menu



8 Categories Available
Minimum 6 Categories Should be Completed!

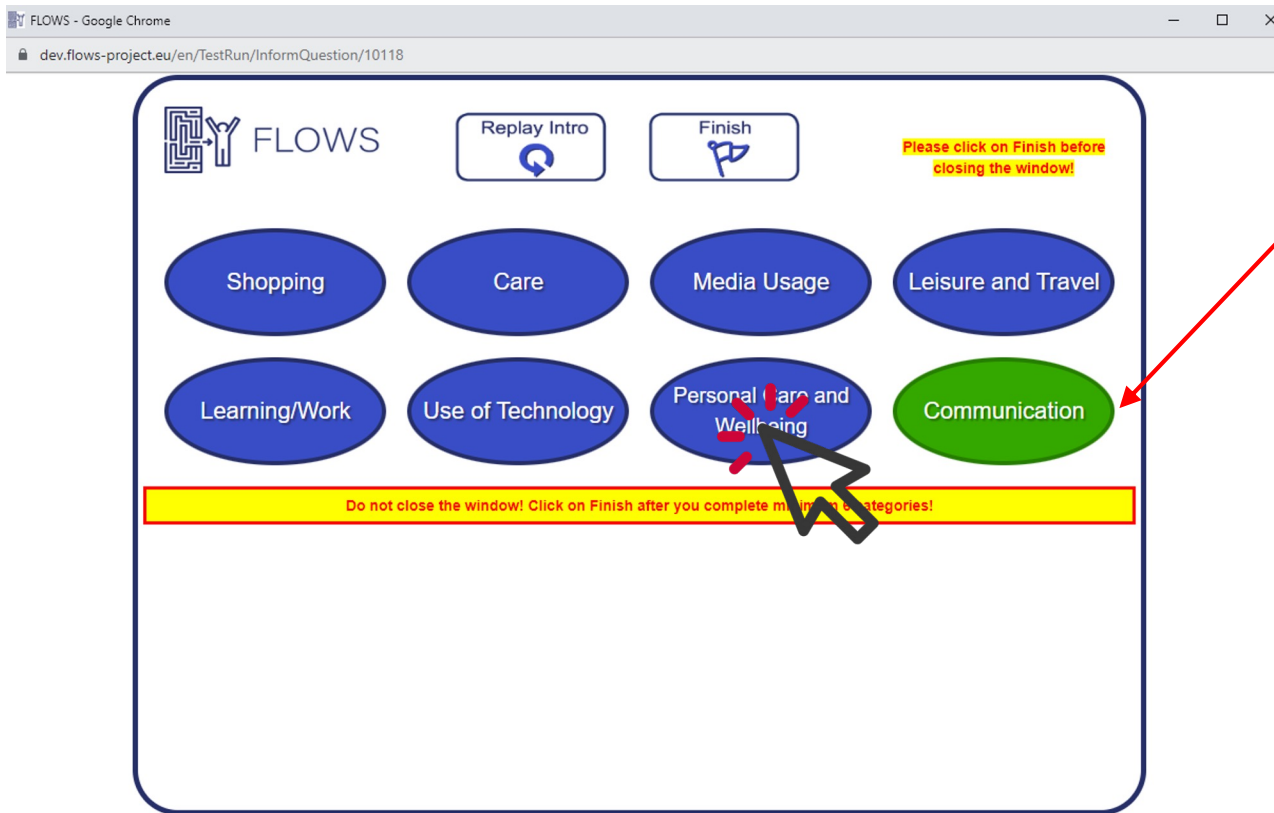
FLAWS Online Platform – Client Playing one category



If necessary, Replay

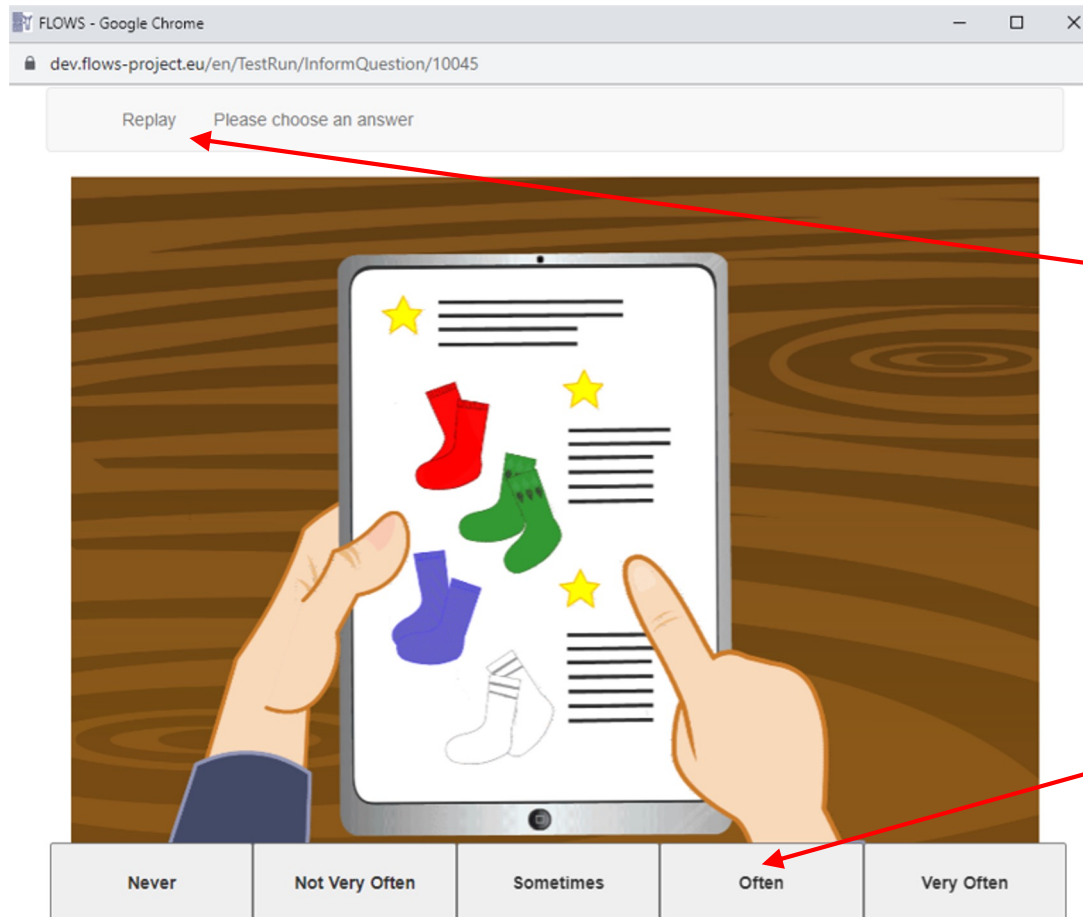
5 Possible Answers
Click one of them!

FLAWS Online Platform – Client Task – Categories Menu



1 Category Completed!

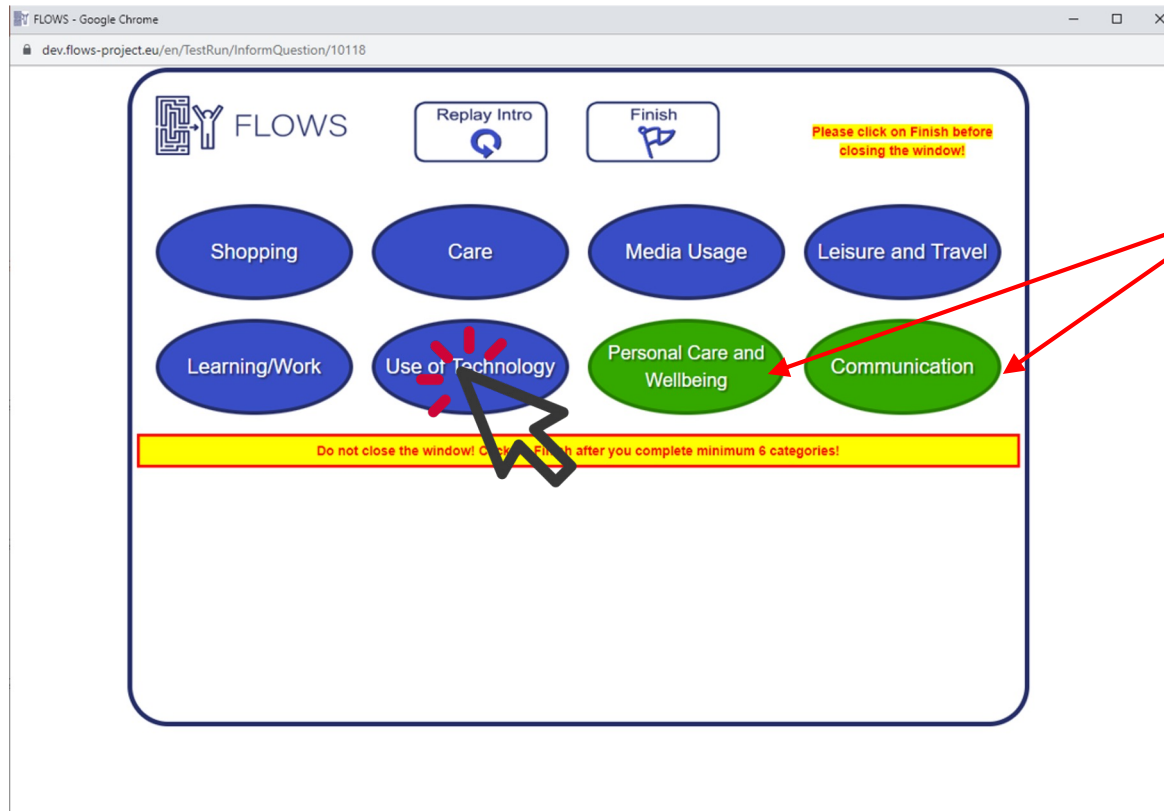
FLOWS Online Platform – Client Playing another category



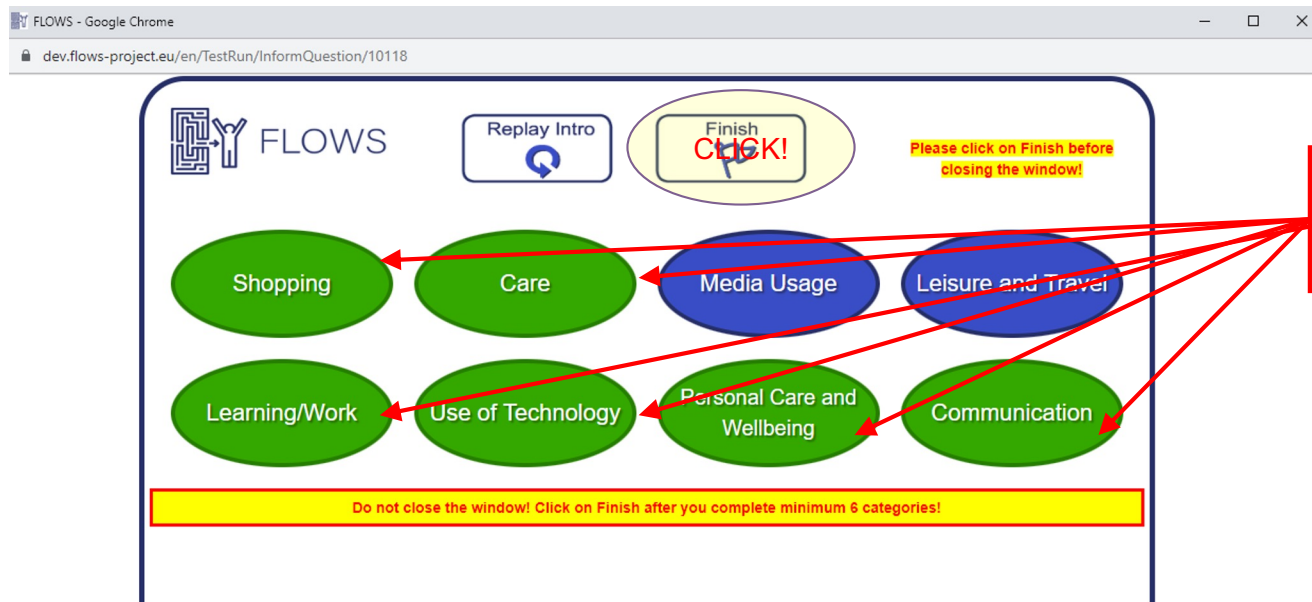
If necessary, Replay

5 Possible Answers
Click one of them!

FLAWS Online Platform – Client Task – Categories Menu

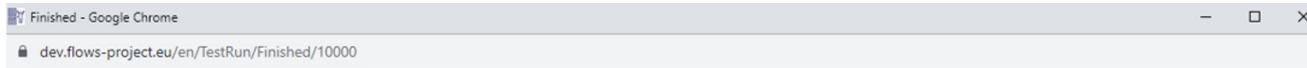


FLAWS Online Platform – Client Task – Categories Menu



6 Categories Completed!
We may finish the task or continue!

FLOWS Online Platform – Client Task – Finishing with Congrats!



Congratulations



Congrats will appear for a few secs

FLAWS Online Platform – Client Task Interface with Results

The screenshot shows a web browser window with the URL <https://dev.flows-project.eu/en/TestRun>. The page features the FLOWS logo and a welcome message for 'clientoftrainer!'. A table displays a single task with the following details:

Task ID	Task Date	Results
Task #1	1/21/2024 10:00:02 AM	For the results please contact your practitioner

Below the table, there are logos for the Turkish National Agency and the Erasmus+ program. A red arrow points from a yellow box at the bottom right to the 'Results' column of the task table.

1 Task Completed
You can Log Off and contact your practitioner!

Additional text on the page includes: 'Welcome Client FLOWS. You have 0 tasks assigned to you.', 'Welcome clientoftrainer! [Log Off]', 'CLICK!', 'FLOWS Version 0.1.1 Copyright UPB 2023', 'Terms and conditions', 'Privacy statement', and 'Erasmus+'.

FLAWS Online Platform – Client Interface with a new Task




The screenshot shows a web browser window with the URL <https://dev.flows-project.eu/en/TestRun>. The page features the FLOWS logo and a welcome message for 'clientoftrainer!'. A notification states 'Welcome Client FLOWS. You have 1 tasks assigned to you.' Below this is a graphic of diverse people. A table lists a new task with ID 'Task #1' and date '1/21/2024 10:00:02 AM'. The results field contains the text 'For the results please contact your practitioner'. Red arrows point from a yellow callout box to the task graphic and the results text.

Task ID **Task Date** **Results**

Task #1	1/21/2024 10:00:02 AM	For the results please contact your practitioner
---------	-----------------------	--

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Terms and conditions Privacy statement

   Erasmus+

A new Test was assigned by Practitioner!
You can see also previous log results!

Action Exercise: Play Client Role – take a task!

1. Based on login data provided before the training, **we strongly recommend you to** take minimum 1 task of the FLOWS assessment tool **in advance** as CLIENT (person who needs guidance).
1. If you already completed a task then **please take another one** BUT try to answer to all activities **as you may have no constraints** – only from perspective if you would like to do them or not
1. Did you identify any activity where you may answer differently? Which one and why?
1. What additional recommendations would you address to a client when taking a new task using FLOWS platform?

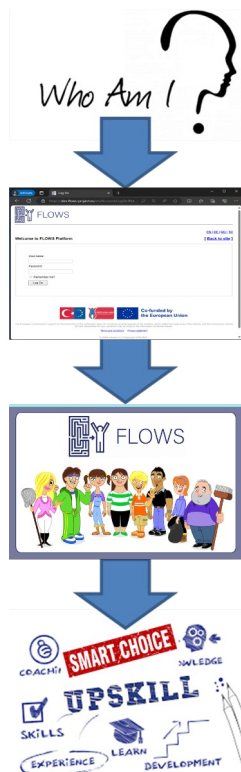


Testing FLOWS Platform as a Practitioner



LU4: Tutorial on how to use the FLOWS Tool

FLOWS ONLINE TOOL Characteristics



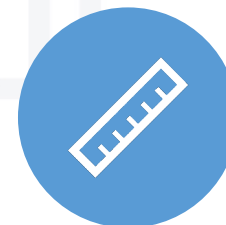
Set of questions



Contains items that tap into the underlying skills (often hidden/unrecognised)



Delivered in a systematic way

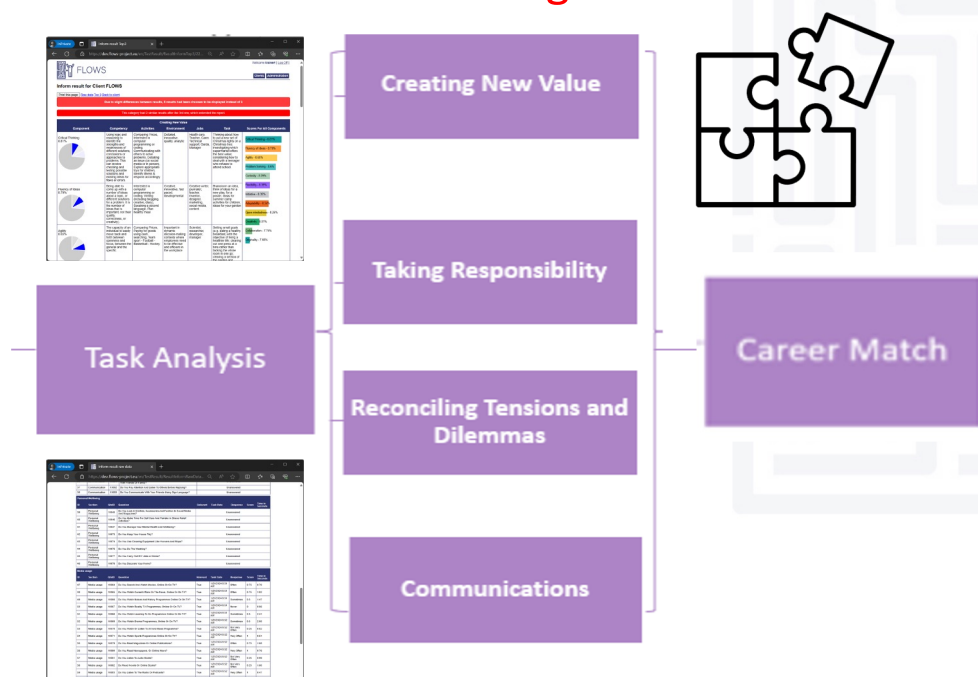


Consistent measurement – competencies within each activity



FLOW Competencies

44 Competencies grouped in 4
Macro Categories



CREATING NEW VALUE <ul style="list-style-type: none"> Flexibility Adaptability Creativity Curiosity Originality Fluency of Ideas Initiative Open mindedness Critical Thinking Problem solving Collaboration Agility 	TAKING RESPONSIBILITY <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> Commitment & Effort Empathy Cognitive flexibility Perspective taking Respect Creativity Problem Solving Conflict Resolution Resilience Responsibility Tolerant of contrasting ideas 	COMMUNICATIONS <ul style="list-style-type: none"> Team working Time Management Speaking Active Listening Instructing Service Orientation Social Perceptiveness Coordination Active Learning Writing Learning Strategies

FLAWS Online Platform – Practitioner login

FLAWS
Platform EN

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

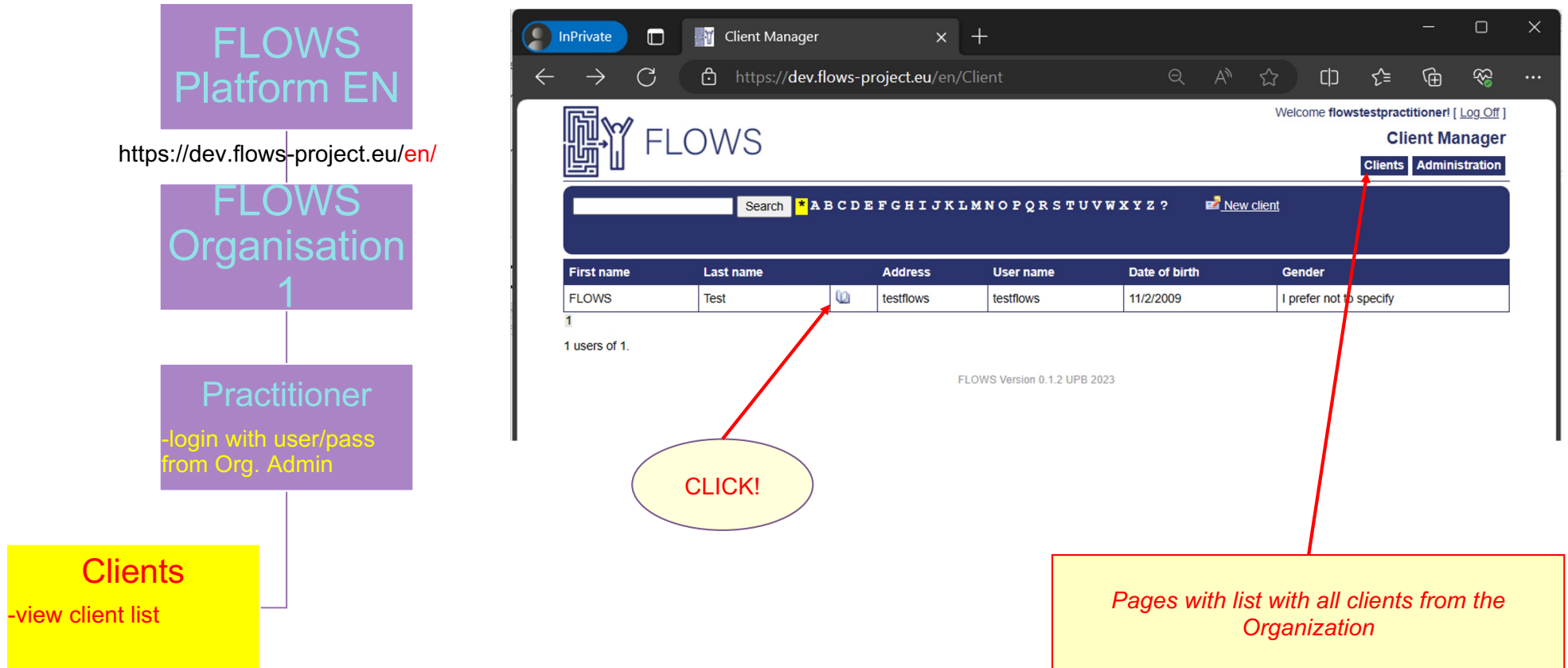
FLAWS
Organisation
1

Practitioner

-login with user/pass
from Org. Admin

A screenshot of a web browser showing the login page of the FLOWS Online Platform. The browser's address bar shows the URL: https://dev.flows-project.eu/en/Account/LogOn?ReturnUrl=%2f... The page features the FLOWS logo at the top left and a navigation bar with language links: EN | DE | IT | ES | RO | TR. Below the logo, it says "Welcome to FLOWS Platform" and includes a "[Back to site]" link. The main content area contains a login form with fields for "User name:" (containing "flowstestpractitioner") and "Password:" (masked with dots). There is a "Remember me?" checkbox and a "Log On" button. A red box with an arrow points to the password field, containing the text: "User name and Password should be provided by an Organization Admin". At the bottom, there is a footer with "FLOWS Version 0.1.1 Copyright UPB 2023", logos for "TÜRKİYE ULUSAL AKADEMİ" and the European Union flag, and the "Erasmus+" logo with links for "Terms and conditions" and "Privacy statement".

FLows Online Platform – Practitioner – Client List



FLWS
Platform EN

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

FLWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Clients

-view clients lists

FLWS Online Platform – Practitioner – Client Tasks

Edit Client Details or
Delete

Client Tasks

-view completed task
results
-view /add open tasks

The screenshot displays the FLOWS Client Manager interface. At the top, there's a search bar and a 'New client' button. Below this, client details are shown in a grid format, including fields like First name, Last name, Address, Date of birth, Gender, Email, Qualification, Organisation, User name, Password, clientID, Created by, Created on, defunct?, Modified by, and Modified on. Below the details, there are buttons for 'Delete client and data', 'Edit client details', and 'Back to List'. A table lists tasks with columns: ctID, Task, Status, Task date, Assigned by, and Mobile. The table shows two tasks: one with status 'open' and another with status 'completed'. Below the table, there's a section for 'Choose categories' with checkboxes for Shopping, Use of Technology, Learning/Work, Care, Communication, Activities of Daily Learning, TV, Radio and Reading, and Leisure and Travel. The footer indicates 'FLOWS Version 0.1.2 UPB 2023'.

ctID	Task	Status	Task date	Assigned by	Mobile
22126	FLWS Inform	open		Trainer WP4 1/21/2024 10:03 AM	No
22124	FLWS Inform	completed	1/21/2024 10:00 AM	Trainer WP4 1/20/2024 1:28 PM	No

CLICK!

List of tasks compleated or open for the Client
You can assign another Test

FLWS
Platform EN

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

FLWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Clients

-view clients lists

Client Tasks

-view completed task
results
-view /add open tasks

Practitioner – Client Task Results – Top 3/X

Inform result Top3

dev.flws-project.eu/ro/TestResult/ResultInformTop3/22124

Welcome trainer! [Log Off]

CLICK!

Inform result for Client FLOW

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

Creating New Value						
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.	Critical Thinking - 8.81% Fluency of Ideas - 8.79% Agility - 8.65% Problem Solving - 8.6% Curiosity - 8.39%
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	Flexibility - 8.39% Initiative - 8.35% Adaptability - 8.34% Open mindedness - 8.26% Creativity - 8.01%
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 tackling 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.	Collaboration - 7.75% Originality - 7.66%

FLAWS
Platform EN

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

FLAWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Clients

-view clients lists

Practitioner – Client Task Results – Raw data

Raw data
List with all recorded
answers for 73 items
of the Test

Client Tasks
-view completed task
results
-view /add open tasks

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		

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 Programmes?	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

FLWS
Platform EN

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

FLWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Clients

-view clients lists

Practitioner – Client Task Results – Raw data

Raw data
List with all recorded
answers for 73 items
of the Test

Client Tasks

-view completed task
results
-view /add open tasks

Inform result raw data

dev.flws-project.eu/ro/TestResult/ResultInformRawData/22124

Welcome **trainer1** [Log Off]

CLICK!

Inform result for Client FLOWS

Print this page [Dashboard](#) [Raw data](#) [Top 3](#) [Back to client](#) [Download CSV](#)

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	

This Category was compleated and it has answers

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	

FLWS
Platform EN

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

FLWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

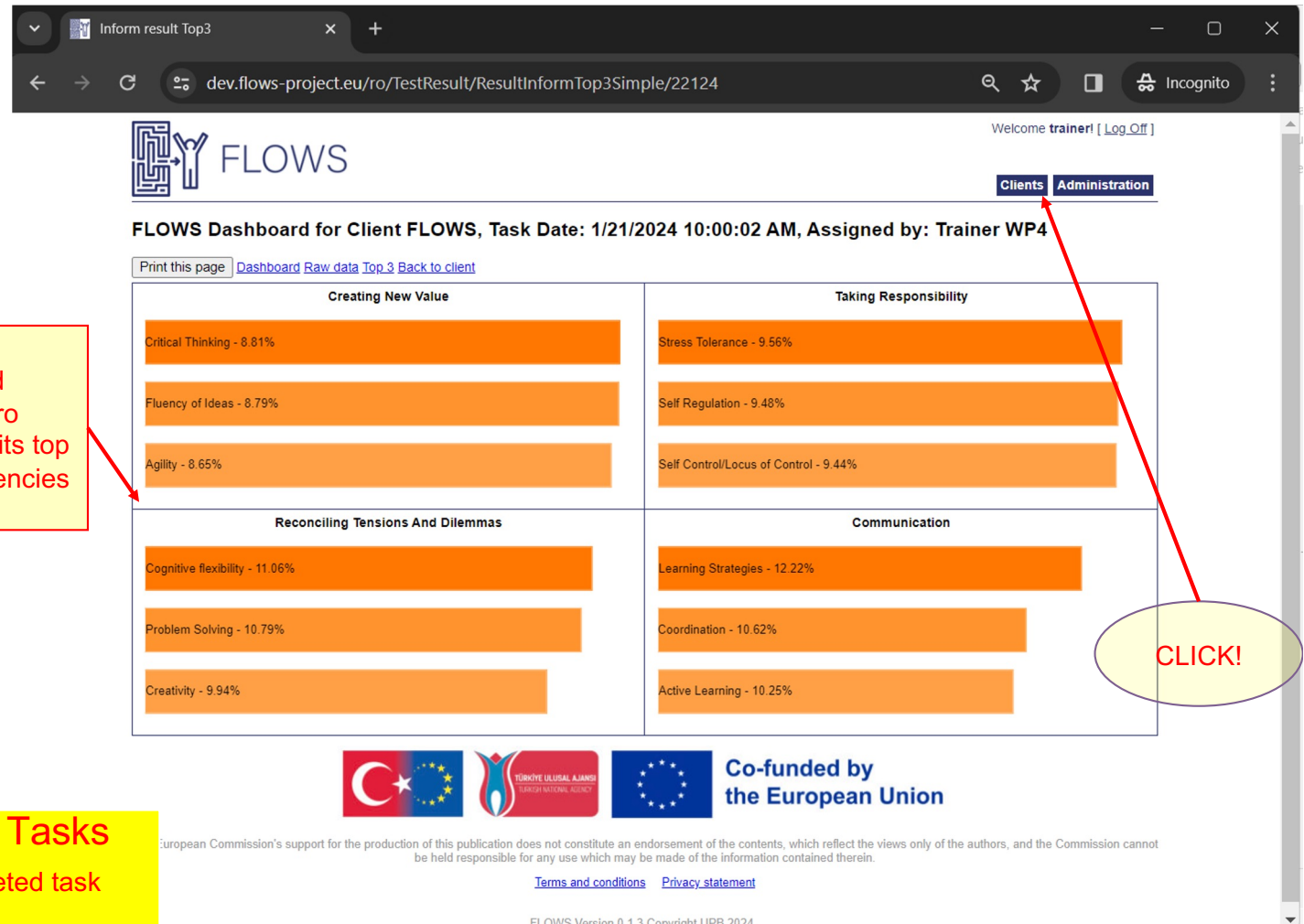
Clients

-view clients lists

Client Tasks

-view completed task
results
-view /add open tasks

Practitioner – Client Task Results – Raw data



CLICK!

FLWS
Platform EN

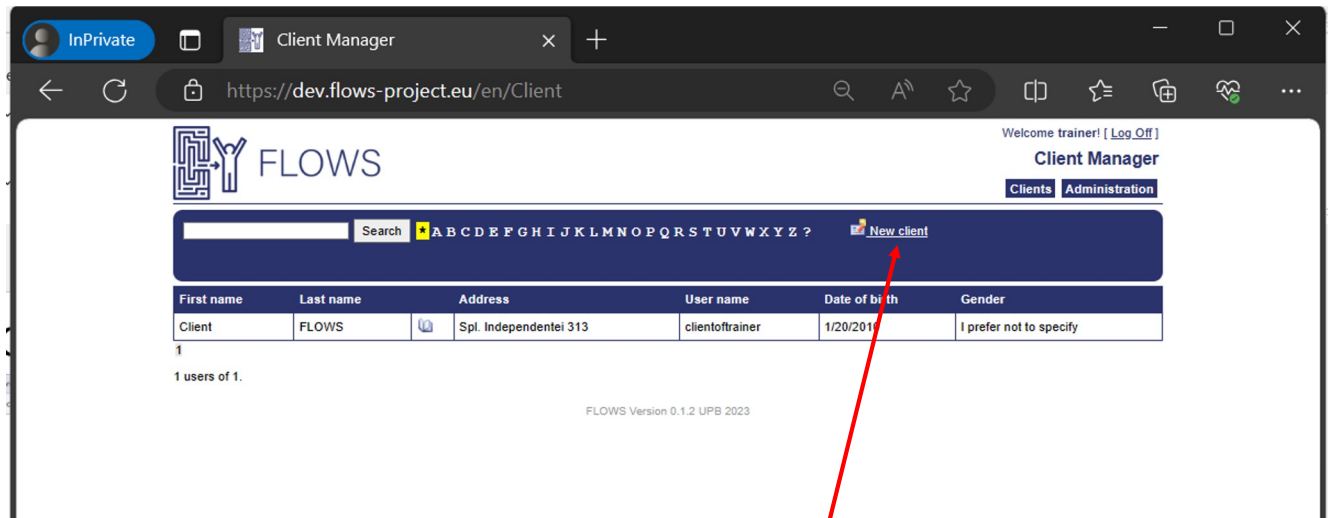
https://dev.flws-project.eu/en/

FLWS
Organisation
1

Practitioner
-login with user/pass
from Org. Admin

Clients
-view clients lists

FLWS Online Platform – Practitioner – Client List



Adding New Client

FLWS
Platform EN

<https://dev.flws-project.eu/en/>

FLWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Clients

-view clients lists

Client Tasks

-view completed task
results
-view /add open tasks

Create New
Client



FLWS Online Platform – Practitioner – New Client

A screenshot of the FLOWS Client Manager 'Create' page. The page shows a form for creating a new client. The form includes fields for First name, Last name, Address, Username, Password, Date of birth (1/21/2010), Gender (Choose), email, Qualification (Choose), and Organisation (FLOWS-Practitioner_Training). There are 'Create client' and 'Cancel' buttons at the bottom. The page also features a 'Select tests' section with a checkbox and a small image of a group of people. The FLOWS logo is visible in the top left, and the 'Client Manager' header is in the top right. The URL in the browser is https://dev.flws-project.eu/en/Client/Create.

FLOWS Online Platform – Practitioner – Administration

FLOWS
 Platform EN

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

FLOWS
 Organisation
 1

Practitioner
 -login with user/pass from
 Org. Admin

Administration
 -view practitioners list

List with practitioners
 from Organization

The screenshot shows the 'Organisation Manager' interface in the FLOWS Online Platform. The user is logged in as 'flowstestpractitioner1'. The interface includes a navigation bar with 'Clients' and 'Administration' tabs. Below the navigation bar, there is a section for 'Guidance Practitioners' with a table listing practitioners. The table has columns for 'FirstName', 'LastName', 'Role', 'Username', 'Unit', 'Region', and 'Telephone'. Two practitioners are listed: 'flowstestadmin' and 'flowstestpractitioner'. A red box highlights the 'flowstestpractitioner' row, and a red arrow points from the 'Administration -view practitioners list' box to this row.

FirstName	LastName	Role	Username	Unit	Region	Telephone
flowstestadmin	admin	Guidance Practitioner	test	Ro	Bucharest	0723719433
flowstestpractitioner	flows	Guidance Practitioner	flowstestpractitioner	Ro	Bucharest	00000

Buttons at the bottom: Create admin, Back to List

FOWS Version 0.1.2 UPB 2023

FLAWS Online Platform – Practitioner – Administration

FLAWS
Platform EN

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

FLAWS
Organisation
1

Practitioner

-login with user/pass from
Org. Admin

Administration

-view practitioners list

Create report with
taken tasks for all
clients

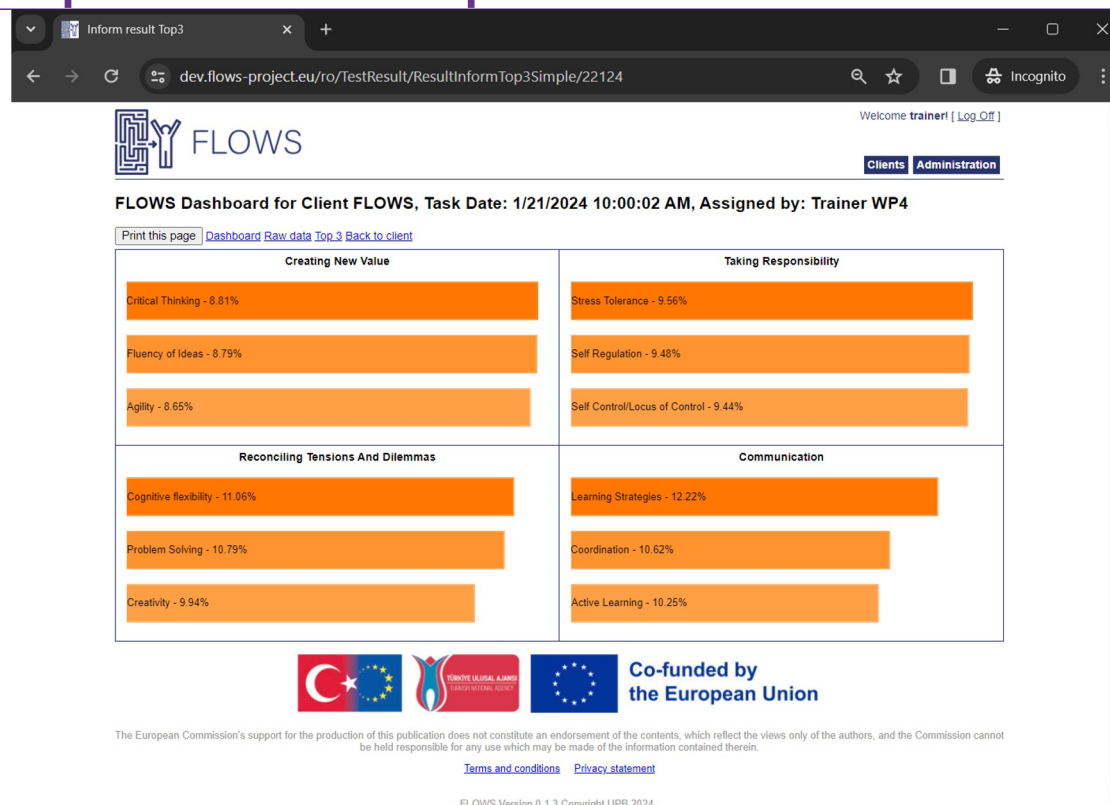
The screenshot displays the FLOWs Online Platform Administration interface. The top navigation bar includes the FLOWs logo and the text 'Welcome flowtestpractitioner! [Log Off]'. The main content area is divided into two sections: 'Organisation Manager' and 'Report'.

Organisation Manager: This section shows a table of 'Guidance Practitioners' with columns for FirstName, LastName, Role, Username, Unit, Region, and Telephone. The table lists two practitioners: 'flowtestadmin' (admin, Guidance Practitioner, test, Ro, Bucharest, 0723719433) and 'flowtestpractitioner' (flows, Guidance Practitioner, flowtestpractitioner, Ro, Bucharest, 00000). Below the table are links for 'Create admin' and 'Back to List'.

Report: This section shows a summary of 'FLOWs Inform' reports. It states: 'FLOWs Inform has been taken 15 times between 10/1/2023 and 1/21/2024 in FLOWSTEST.' Below this is a table with columns for ID, Client, Address, Gender, Age, Reg. date, and Test date. The table is currently empty.

Red arrows indicate the flow of data from the 'Practitioner' box to the 'Report' section, and from the 'Administration' box to the 'Practitioner' box.

FLOWS produces reports that enables discussion ...



FLOWS produces reports that enables discussion ...

Inform result Top3

dev.flows-project.eu/ro/TestResult/ResultInformTop3/22124

Welcome trainer! [Log Off]

FLAWS

Inform result for Client FLOWS

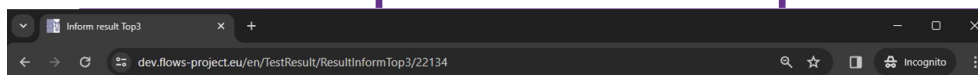
[Print this page](#) [Dashboard](#) [Raw data](#) [Top 3](#) [Back to client](#)

Component	Competency	Creating New Value				Scores For All Components
		Activities	Environment	Jobs	Task	
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.	<div>Critical Thinking - 8.81%</div> <div>Fluency of Ideas - 8.79%</div> <div>Agility - 8.65%</div> <div>Problem Solving - 8.6%</div> <div>Curiosity - 8.39%</div>
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	<div>Flexibility - 8.39%</div> <div>Initiative - 8.35%</div> <div>Adaptability - 8.34%</div> <div>Open mindedness - 8.26%</div>
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 tackling 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	<div>Creativity - 8.01%</div> <div>Collaboration - 7.75%</div> <div>Originality - 7.66%</div>

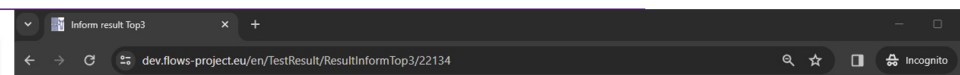


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FLOWS produces reports that enables discussion ...



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, Waiter, Retail, Worker	Switching your thinking from the colour of an object to the shape of an object	Cognitive flexibility - 11.25% Problem Solving - 10.8% Responsibility - 10.43% Resilience - 10.18% Creativity - 9.99%
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.	Conflict Resolution - 9.62% Perspective taking - 9.51% Tolerant of Contrasting Ideas - 9.49% Respect - 9.41% Empathy - 9.33%
Responsibility 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	



Communication						
Component	Competency	Activities	Environment	Jobs	Task	Scores For All Components
Learning Strategies 12.15%	Selecting and using training/ instructional methods and procedures appropriate for the situation when learning 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 - 12.15% Coordination - 10.51% Time Management - 10.36% Active Learning - 9.87% Social Perceptiveness - 9.69%
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.	Speaking - 9.16% Team working - 8.6% Active Listening - 8.56% Instructing - 7.73% Service Orientation - 6.73%
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.	Writing - 6.62%



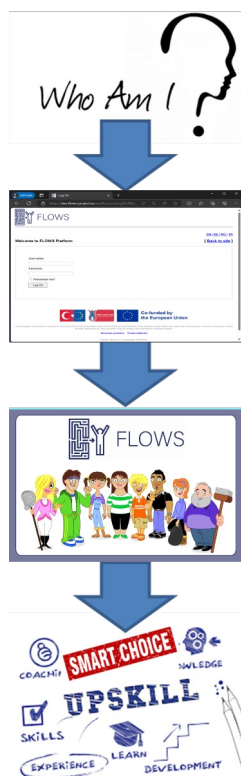
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What does this mean for FLOWS use

Descriptive analysis of the **pilot population**

Established **levels of reliability**

Established **levels of validity**

Factors **underpinning the tool**

Enable greater **quality and usefulness of the tool**

LEARNING UNIT 4: RESOURCES

References (books, articles, reports, links)

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

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

FLOWs Learning Unit 1: Future World of Work

FLOWs Learning Unit 2: Future Competences

FLOWs Learning Unit 3: Whole Guidance Process



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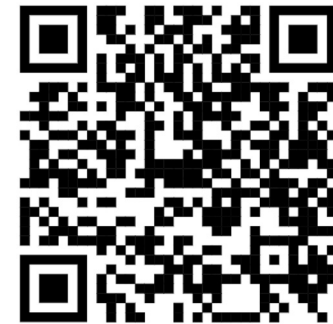
Action Exercise: Analyze your tasks

1. Based on login data **as practitioner** provided during the training identify and analyze Top3/x Reports for your tasks
1. There is any difference of the report Top3 between the tasks? How relevant is it?
1. What additional recommendation/advise would you add now for you clients before taking a task?





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