

8. SHOW ME YOUR STARS

How can you prove you know something? “Star” it to show what tasks, actions and results you experienced in a given learning situation.



GROUP SIZE

Individual work or group work of any size



DURATION

90-120 minutes

RESOURCES & PREPARATION (SPACE, MATERIAL, EQUIPMENT, PEOPLE)



- Handout with the STAR model



OBJECTIVES

- To assist in documenting learning outcomes in a format that is understood by the employers
- To practice perspective-taking skills (seeing things from the employer's perspective)
- To improve self-presentation skills in an interview setting

DESCRIPTION OF THE METHOD STEP BY STEP



Explain your participants that in this exercise, they learn how to present the competences gained in the project (e.g., that they have identified in other exercises such as Name your competences, Learning outcome interview, Cheat sheet, etc.) in a format commonly used when applying for a job. The main aim of this exercise is to present competences with evidence (concrete examples) that can be used not only in Youthpass certificates but also in CVs (skills and competences section), in their cover or motivation letters, and during job interviews.

step 1

Explain to the participants that in a real-life job search it is vital to start from the vacancy notice and look carefully at the required skills/competences (typically, these include communication skills, teamwork, working under pressure, problem-solving, etc.). So this exercise will not just help them fill in their Youthpass self-assessment, it will also improve their ability to present themselves in a good light as they look for a job.

step 2

Next, explain that in the recruitment process employers very often use the so-called competence-based approach (also known as "behavioural interviewing") to look for the best fit between your competences and those the job requires. Employers will ask whether candidates are able to provide evidence for their claims; in other words, they will ask them to give examples of concrete situations where they have shown or developed specific competences (e.g., "Please describe a situation when you have successfully worked in a team. Or tell me about the situation when you needed to manage your priorities and did it well."). It is important to bear in mind that most employers know very little about youth work. Advise to keep the use of jargon to a minimum and to always ask themselves if what they write will be understood by someone who has never done a youth exchange or volunteered under a European youth programme, or who has never heard of youth work.

step 3

Finally, present your participants with the STAR model from the handout and ask them to write a short paragraph for each competence they believe they developed during the project.

step 4



DEBRIEFING QUESTIONS

- What was it like to work with the STAR model?
- To what extent did you manage to keep the perspective of the employer in mind?
- How understandable are your descriptions to someone with no youth work experience?
- How could these descriptions be improved?
- How do these competences fit in best with the Key Competences framework in the Youthpass self-assessment?
- To what extent could you use the STAR approach during a job interview?

ADAPTED BY

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FURTHER SOURCES, LINKS AND REFERENCES

There is plenty of material and resources about STAR model online.



STAR Model

Situation:

Describe a situation in which you acquired/demonstrated this competence.

Tasks:

What tasks did you have to accomplish in that situation?

Actions:

What actions did you take?

Results:

What were the outcomes?