

## **INSTRUCTION FOR MENTOR**

### **1. Theme            “Self evaluation for my willingness/ motivation to work”**

#### **Exercise no. 1. Test “My motivation to find a job”**

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Based on: COLMAR BRUNTON. JOB SEEKER ATTITUDINAL SEGMENTATION: AN AUSTRALIAN MODEL. Canberra, Australian Capital Territory: Department of Employment and Workplace Relations, 2002.

#### **Aims of the exercise**

- help mentees to evaluate their motivation to find a job;
- encourage mentees to analyse inner factors related to their job search motivation and to show how this is related to their job search activity.

#### **Description**

Job seekers have varying levels of motivation when it comes to looking for work and wanting a job. A person's motivation and work attitude is crucial to job acquisition. So, mentee's attitude when he/she is seeking for a job can have a significant impact on her/his success in finding employment.

So this test will help mentees to find out how strong their motivation is and their readiness to find a job.

Questions will give mentees the possibility to explore the attitudes they have towards finding employment and identify their beliefs driving their job search behaviour. In that way mentees can understand better what inner obstacles they have or do not have for getting a job.

**Expected duration:** 45 min.

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##### **Steps for performing the exercise:**

0. Mentor introduces the theme and the exercise to the mentees and explains the importance of the motivation during the job search.
1. Mentor explains the aim of the exercise to the mentees and explains how to perform an exercise and handles the handouts to mentees.
1. Mentees perform an exercise individually.
1. Mentor explains the mentees the way to calculate the results. Results are calculated according to the remarks given below (“Calculation of the results”).
1. Mentor interprets the results of the exercise to the mentees.
1. Each mentee comments her/his results. It is possible to analyse each statement and mentees’ answer to it separately.
1. Then common discussion in the group is held according to the following questions:
  - What do you think, how important is motivation in the job search process?
  - How are you motivated to find a job? What is the level of your motivation to find a job? What motivates you to find a job?
  - What obstacles do you see in finding a job? What can you do in order to overcome them?

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#### HANDOUTS FOR MENTEES

**Task for mentee:**

There is a list of statements about looking for a job below. Please mark whether you agree or disagree with the following statements. Mark your selection.

No.	Statement	I agree	I disagree
1.	I am sure that I will find a job soon.		
2.	I think I need more skills, education or training to get the right job for me.		
3.	I see a job search as a challenge.		
4.	I do not think that any employer would want to employ me.		
5.	I believe that I really should have to find a job now.		
6.	I think that I do not have enough skills or education to get the right job for me.		
7.	I focus on achieving results in job search.		
8.	I do not think that I should have to do paid work at the moment.		
9.	I have a lot of confidence in myself, my skills and abilities and I believe an employer will evaluate this.		
10.	I like to be unemployed because it gives me time to spend with my family and friends.		
11.	I would take any reasonable job at the moment.		
12.	I feel that I need a lot of help to find a job.		
13.	I have been trying new ways to find a job.		
14.	I can not be bothered looking for a job.		
15.	I think that I have more possibilities to get a job than the average unemployed person.		
	<b>Total score</b>		

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##### Calculation of the results:

Remarks for the calculation of results. The results are calculated in this way:

- For answers “agree” 1 point, for answer “disagree” 0 points in the following statements: 1, 3, 5, 7, 9, 11, 13, 15.
- For answers “agree” 0 point, for answer “disagree” 1 point in the following statements: 2, 4, 6, 8, 10, 12, 14.
- **Total score** is summed up.

##### Results:

Please explain the results for the mentees:

“If your score is 11-15 points, the level of your motivation to find a job is **high**”.

That means you believe that you can work and that finding a job is a viable, desirable and realistic option for you. Because of the high level of your motivation, probably you will do everything you can to look for work. Your high motivation for a job is related to the confidence that you will get a job. You are optimistic about your future employment prospects and enthusiastic about job searching. You really want to work. You are self-confident that you will find a job and believe in yourself and the skills you possess.

“If your score is 6-10 points, the level of your motivation to find a job is **mediocre**”.

That means that finding a job is either viable or desirable option for you or you may be limited in your job search in the sense that you do not view working as a possible or very attractive option for you.

But you think that you have an average possibility to find a job. When you think that you can work, you may lack confidence in finding a job. You may need help or support in your job search process. Stronger trust in yourself would help you to get started and to keep you trying, even though there may be barriers that make it difficult to look for work or to get a job.

“If your score is 0-5 points, the level of your motivation to find a job is **low**”.

That means that you do not believe that you can work and that finding a job is not a viable, desirable and realistic option for you.

You may be limited in your job search in the sense that you do not view working as a possible or attractive option for you.

You probably lack confidence and feel that employers do not want you due to various reasons (your age or health problems, etc). You may not view yourself as having any or the ‘right’ skills to get a job. You lack self-esteem, which can be decreased further with each job rejection. You may have given up on the idea of finding a job and therefore be less willing to look for work.

You may believe that you are unable to work or you have no desire to look for a job. You may enjoy the unemployed life style and feel that work would have a negative impact on your quality of life and free time.