## Pre-screening of labour attitudes with Testyourselfie in Flanders

**Name of the method:**

Test Your Selfie, see here: <http://www.testyourselfie.eu/>

**Typology:**

Attitudes labour market

**Organisation responsable:**

Travi [www.travi.be](http://www.travi.be)

**Objective (what do you intend to achieve with the practice):**

Our goal was to make young people aware of the attitudes and soft skills needed on the work floor.

**Target group (age, social background …) on which this methos was used:**

Young people from 16 to 25 years old, low skilled people.

**Description of the approach:**

This is an online tool which pre-screens the soft skills needed on the labour marked. The tool is built around 7 soft skills:

* taking initiative
* flexibility
* insights in strong/weak points (self-estimation)
* professionality
* oral communication
* coming up on time
* learning motivation

VDAB and Travi have used this tool on the first day of the vocational training as a way ‘to break the ice’ and familiarize with the trainees. The participants have answered questions for each category. At the end they receive a short evaluation of their soft skills. Although limited, this gave the trainers an indication of the profile of the trainees.

**How are the experiences of the LSP and trainers with running this method**

The overall experiences were positive. However, participants have the tendency to overestimate themselves and do not have an accurate image on their attitudes. The trainers recommend to focus more on the self-evaluation skills of participants.