**MENTORSHIP ASSESSMENT ON TRAINEES’ VOCATIONAL PROFILE AND CARRIER GUIDANCE**

**LAST NAME …………………… FIRST NAME……………………………**

**UNIVERSITY ………………………………………………………………….**

**STUDY PROGRAMME ……………………………………………………**

**YEAR OF STUDY …………………………**

**GROUP ………………………………………**

**E-MAIL ………………………………………**

**PHONE ………………………………………**

***The mentoring guidance sheet provides a description of the person's professional development potential, based on the conclusions formulated during the individual counselling sessions, the guidance decision being the result of processing the individual psycho-vocational assessment report in correlation with the conclusions regarding counselling and professional guidance .***

**1. STRESS MANAGEMENT:**

**From the evaluation of the stress management skills assessment test, the profile emerged: high resistance to stress / reacts normally in stressful situations / impaired ability to adapt to stress**

**PROFESSIONAL POTENTIAL ASSESSMENT AND RECOMMENDATIONS:**

**Score 30 – 15**

**Congratulations, you respond "normally" to stress! You perceive and evaluate psychological, social and environmental inquiries in accordance with your personal biological, physiological and biochemical resources. Your stress level is optimal, OSL (Optimum Stress Level) which helps you to perform with maximum efficiency both in the personal, social and professional fields, often experiencing moments of joy, happiness, fulfilment, to build self-esteem positive.**

**Score 60 – 30**

**You are in an area "on the edge of normal", with a high propensity for reducing the ability to deal with the situations generated by stressful factors. You perceive and evaluate certain psychological, social, and environmental inquiries as slightly higher or lower in ratio with your personal biological, physiological, and biochemical resources. It can be met both an underuse stress (boredom, monotony, laziness, passivity) and an overuse stress (you perceive the difficulty and the number of tasks to be performed as exceeding your own capabilities).**

**That's why some of your reactions to such situations can be frustration, dissatisfaction, unsatisfied needs, fatigue. Various areas of your personal and professional life could be negatively, but moderately affected: work and studies, family, interpersonal relationships, entertainment activities.**

**Score 60 - 75**

**You are in an area of extreme impairment of your ability to deal with situations generated by stressful factors, there is a serious discrepancy between the intensity of external inquiries and personal adjustment and adaptation capacities. You perceive and evaluate certain psychological, social and external environmental inquiries as excessive in relation to your individual biological, physiological and biochemical resources. It can be both an underuse stress (boredom, monotony, laziness, passivity) and an overuse stress (you perceive the difficulty and number of tasks to be performed as exceeding your own capabilities).**

**Therefore, your reactions to such situations are dysfunctional at the level of behaviour, performance, attitudes, decision-making, negatively impacting various areas of your life, like work and studies, family, interpersonal relationships, leisure activities.**

**For improvement measures, the consultation, the advice of a specialist is required.**

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**2. TIME MANAGEMENT:**

**From the evaluation of the test on the assessment of time management skills, the profile emerged: good time manager, effective leader / potential for improving time management skills, good routine executor / affected behavior regarding time management in work tasks**

**PROFESSIONAL POTENTIAL ASSESSMENT AND RECOMMENDATIONS:**

**Score 60 - 75**

**Congratulations, you can be entitled as an effective Time Manager! You manage your time very efficiently by prioritizing tasks. You quickly assess which of these work tasks require immediate resolution and you can always be focused on the priority task.**

**Score 60 – 30**

**You prove a perfectionist behaviour, often spending too much time ordering or prioritizing without focusing enough on the task at hand.**

**Complementarily, you might demonstrate executive behaviour by focusing on a task at hand, but often fail to complete important activities because you don't prioritize effectively. You have the potential to improve your time management performance, you just have to practice more!**

**Score 30 - 15**

**Even if you are good at some aspects of time management, there is plenty of room for improvement. You prove a disorganized behaviour because you often fail to prioritize the work tasks missing to focus enough on the task at hand. You have the potential to improve your approach to time management by training on focusing primarily on organization, on the task at hand, and on your inner resources. You just have to want to practice!**

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**3. TEAM WORK**

**From the evaluation of the test on the assessment of teamwork skills, the following profile emerged: strong team spirit, leadership information skills / moderate team spirit, effective team member / lack of teamwork skills**

**PROFESSIONAL POTENTIAL ASSESSMENT AND RECOMMENDATIONS:**

**Score 60 - 75**

**You are a person with high team spirit, sharing enthusiasm, inspiration, originality of proposals and friendship in the group projects.**

**You have a real potential for relating to others, you are a sociable and an agreeable person, accepted by colleagues and acquaintances. Both in the ordinary situations but, above all, during the troublesome situations, you get involved in solving the difficulties for the sake of the entire team benefit. Having very good communication skills, you can facilitate group cohesion, encouraging cooperation, collaboration and achieving performant results.**

**Score 60 – 30**

**You show a moderate team spirit. You are empathetic, able to diplomatically adapt to different personality profiles of your colleagues in the group dynamics, creating a positive and a friendly climate. Even though, you have a strong desire to get to know people more closely, but you are cautious, selective in accepting and building genuine interpersonal relationships. You are a good listener, cooperating effectively with all your colleagues, but you are less involved in solving the real problems that the team may face.**

**Score 30 – 15**

**Your behaviour describes a low team spirit, being more focused on the skills needed for your individual work, with a tendency to perform tasks independently to the team assumed projects. You believe that professional self-actualization and the achievement of personal aspirational levels require sustained individual effort. Although you are well anchored in the professional reality, you have a lower trust in others, being difficult for you to tolerate certain behavior acting against your principles. It is more difficult for you to adapt to a collective work style that requires a correct division of tasks, deadlines, dependant to the personality type of your teammates.**