



HIRE-FIRE

**A GUIDE FOR YOUTH WORKERS
AND CAREER ADVISORS**

MODULE 3

**RECOGNIZING OWN
COMPETENCIES AND
POTENTIAL**



Co-funded by
the European Union

MODULE OVERVIEW

This module helps young people understand their personal talents, skills, and values as key elements of career development. Through guided reflection and practical exercises, participants learn how to identify their strengths, distinguish between talents, skills, and competences, and use this self-awareness to make better educational and professional choices.

1. YOUR ROLE AS AN EDUCATOR AND FACILITATOR

After completing the module, participants will be able to:

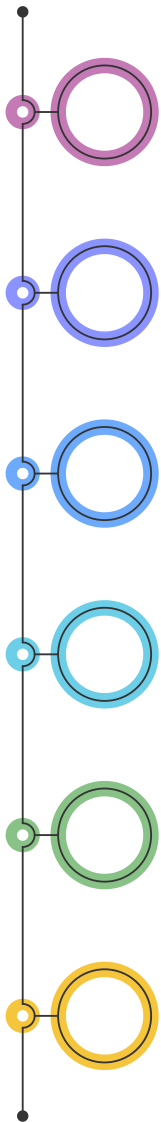
- **Understand the importance of self-awareness** in making career choices.
- **Distinguish** between talents, skills, and competencies.
- **Identify personal strengths** through reflection and feedback.
- **Recognize** how personal values influence career satisfaction.
- **Develop micro-steps** for building their own strengths and confidence.





2. SUGGESTED SESSION FLOW

Estimated duration: 90 minutes



1. Warm-up (10 min): “Who Am I – RPG Version”

Invite participants to imagine themselves as a game character and share one of their strongest “stats” (e.g., creativity, persistence, empathy).

2. Input & Discussion (20 min): “Talent ≠ Skill ≠

Competence”. Explain the differences with examples from real life. Use flipchart to list examples from participants’ experiences.

3. Self-reflection (20 min): “Moments of Flow”

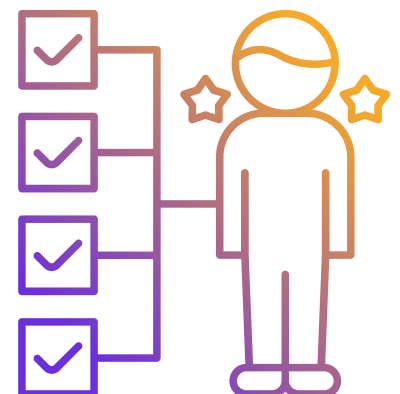
Ask participants to recall a recent activity where they felt fully engaged (“time stopped”). Have them note what energized them in that moment.

4. Practical Exercise (25 min): “Five Talent Clues”

Participants complete the 3-step exercise:
Check clues that match their recent activities,
Identify 3–4 tasks with the most clues,
Plan one small step to develop each potential talent.

5. Summary & Action Step (15 min): “Flashlight

Check” Conclude by asking participants to choose one value or talent they want to use as a “filter” in upcoming career decisions.



3. DISCUSSION QUESTIONS & ACTIVITIES

Discussion questions

- When do you feel most “in flow” — fully focused and energized?
- What activities come easily to you and feel natural?
- What value or talent do you want to express more in your future work or studies?
- How can you develop one of your natural strengths in the next month?

Active methods

- **“Talent Line”** – participants line up according to how easy or hard a certain task feels to them; discuss differences in natural ease.
- **“Peer Feedback Cards”** – participants exchange cards writing one observed strength about another person.
- **“Flashlight Metaphor”** – guided visualization: imagine your flashlight (self-knowledge) illuminating future career choices.



4. EDUCATOR'S ROLE & FACILITATION TIPS

The educator should:

- **Create a safe, supportive atmosphere** that encourages honest reflection.
- **Normalize the idea** that not everyone has “figured it all out” — self-discovery takes time.
- **Reinforce differences** between talent, skill, and competence using participants' examples.
- **Encourage** the use of concrete, real-life evidence of strengths rather than abstract labels.
- **Remind** participants that self-awareness is not about perfection but clarity.



5. SUMMARY & EVALUATION

End the session by inviting participants to share:

- One insight about their personal strengths or values.
- One small step they will take to develop or apply this strength in real life.

Optional evaluation:

Ask participants to complete the sentence:

“After today’s session, I understand myself better because...”



Key message:

Self-knowledge is the foundation
of meaningful career choices.
The clearer the “flashlight” of
self-awareness, the fewer random
decisions.

HIRE-FIRE. AVOIDING FAILURES IN CAREER DEVELOPMENT

The HIRE-FIRE project has been developed by youth workers, educators, career advisors, and young people, who teamed up to assist you in avoiding the common mistakes at the beginning of your professional journey.

To be able to support youth, we offer you free content:

- **Learning platform**, offering a course on how to avoid common mistakes in navigation on the labor market, which you can use in your daily activities with young people
- **Short informative videos** offering solutions to the main problems and mistakes presented in this e-book.
- **Guides** for youth workers and career advisors on how to deliver workshops
- **e-books**

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