

MY EXPECTATIONS & MY COMPETENCES

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ON TUTORIJAL | *In this tutorial we cover the following topics:*

- ☞ our expectations from the job/employment*
- ☞ Maslow's motivation theory*
- ☞ our competences*



“The expectations of life depend upon diligence; the mechanic that would perfect his work must first sharpen his tools.”

Confucius

MY EXPECTATIONS FROM THE EMPLOYMENT



Question for discussion:

What do we expect from employment?

Projection of employment expectations cannot be made without posing questions such as:

What do I need and without which I cannot?

What do I want from myself and how do I see my professional career?

What is my motivation?

What can I offer in return?

What I need and without which I cannot be is an issue that addresses our basic or standard needs that we expect to satisfy through our employment income. For some, this is existential needs (for example, the ability to pay rent, invoices, food and a monthly ticket for public transport), while in the case of someone else, these can, in addition to existential ones, be needs such as cultural, recreational, professional development, and more.

What I want from myself and how I see my professional career is a matter of ambition. How much will we be ambitious depends on the qualifications and the other qualities we possess, as well as on the matter of what career development opportunities will be given to us on the position we are competing for and by the future employer. While for some high flyers ambition may be that at a price of having lower salary now, they get the chance to work in a certain position because such a position is a springboard for the other, more prestigious positions, someone else may have a lack of ambition and desire nothing but high earnings.

What represents my working motivation is the motive or incentive that drives us when it comes to our approach to business and professional duties. While one is motivated by ambition and the possibility of advancement, the other is motivated by the fear of losing a job and the absence of existential income.

What can I offer in return is the question of what qualifications and abilities my company receives from my engagement.

Responsible approach to developing one's own career and job search implies that he/she has thought about what he/she wants with themselves, has developed a certain ambition, has built up clear expectations of employment, and that appropriate work motivation has been developed.

However, at the beginning it is necessary to remove the dilemmas that exist in relation to the meaning of these terms. To see what the meanings of expectation, ambition and motivation are, we look at the most widely used international English dictionaries.

Expectation is a strong believe that something will take place in the future.
(Oxford Dictionaries)

Expectation is a feeling that something good is about to happen in the future.
(Cambridge Dictionary)

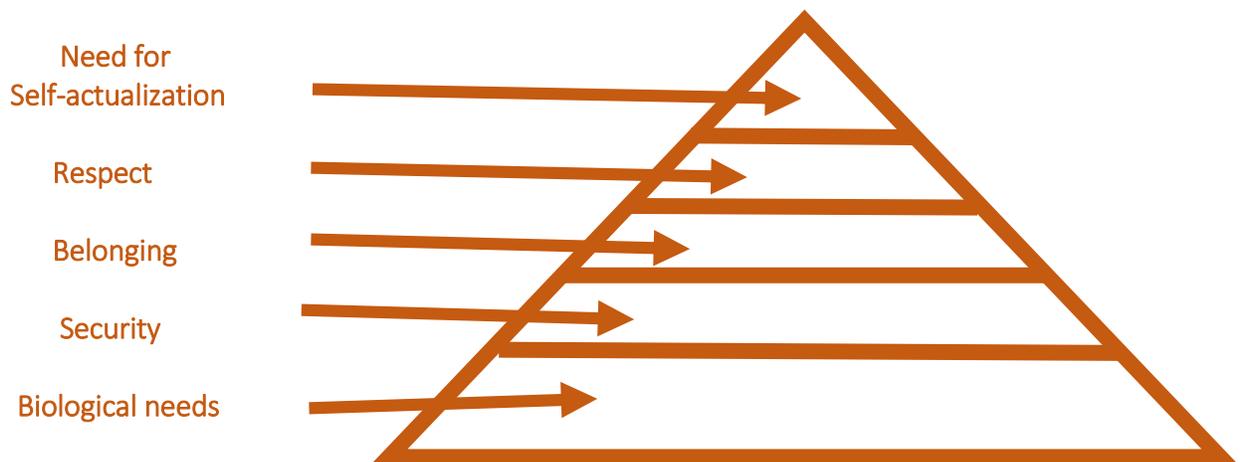
Ambition is a strong need to accomplish something or to become successful, powerful, rich, etc.
(Cambridge Dictionary)

Ambition is a strong need for a rank, glory or power.
(Merriam-Webster Dictionary)

Motivation is enthusiasm that we have to do something; need or reason to do something.
(Cambridge Dictionary)

Motivation is a reason or reasons why we behave in a certain way.
(Oxford Dictionaries)

In order to define one's own expectations, ambitions and motives when it comes to career and employment, a useful framework can be Maslow's motivation theory (also known as the theory of the hierarchy of needs). According to this theory, human activity is driven by different needs classified into five categories:



1.	Biological needs	Water Food Clothing Living space Family and reproduction
2.	Need for security	Personal security Good health Employment security Retirement Legal security
3.	Need for belonging	Friendship Love Social circles
4.	Need for respect	Respect from others Social/business status
5.	Need for self-actualization	Tendencies for fully achieving own potential and expression on professional level



Question for discussion:

Do all people have all these needs? Do some people do not feel any of these needs, e.g. for self-actualization?

It is believed that all people have all the stated needs. Some are permanent, every day and strong, while some we feel more rarely and in weaker intensity.

The basic permanent and intense needs are **biological needs**. These are water and food, to be dressed, have a place to live, a need for family and reproduction. With a salary that can cover basic expenses such as food and water, wardrobe and rent for the apartment, there will also be greater satisfaction of the candidate with the job.

The **need for security** is a very strong and intense need, and the next one that people are trying to satisfy. This includes the sense of personal security and legal security, job security, good health and social protection, age security, and so on. Satisfying this need at work can be achieved through a higher degree of work safety, paid health treatment, paying part of the salary to a private pension fund, and so on.

The **need for belonging** is also a very strong and intense need. For a company that wants to attract the best candidates, it is very important that there is a general image of it being the company whose most important resource is the employees and that it therefore takes care of the people. The atmosphere in which the best image is created to achieve this is through the team building activities, different forms of socialization and of out-of-work activities (pubs, sports, excursions, etc.).

The **need for respect and appreciation** is a strong but less intense need. Satisfying this need is achieved through rewards, promotion, suggestions for memberships in professional bodies and in similar ways, and companies that look after their employees will find ways to give their employees a job recognition.

At the top of the hierarchy, there is a **need for self-actualization**. It is a need for personal growth and development, personal and professional fulfillment. It is the least intense and in some individuals it can be very strong, while others can feel it only sometimes. The firm can contribute to meeting this need by entrusting specialist work, proposing high functions, and other ways of enabling the individual to be professionally identified.

“What a man can be, he must be. This need we call self-actualization.”

Abraham Maslow

In conclusion, people constantly have to satisfy their needs. Failure to meet needs, especially those basic and intense ones, or inadequate treatment may affect the physical and mental health of a person. Hence, a good job that can attract high-quality candidates and respond to their needs will be the job that will enable their employees to meet as many of their needs as possible. Thus, their personal satisfaction and work motivation and productivity will be at a high level, and the atmosphere with the company will be positive and stimulating.



Task:

Define your own expectations from the dream job, explain what is your professional ambition and your motivation.

JOB SEARCH AND COMPETENCIES

Why competencies matter? When employer requires a person of a specific profile with the appropriate competences for a given place, or to enter into a particular task, these must be demonstrated.

Competence is a set of different knowledge and skills that enable an individual to perform a certain job efficiently. The notion indicates a sufficient knowledge and skill that allows a person to act in a wide range of situations.
(Business Dictionary)

Competencies are created upon specific knowledge, skills and attitudes.



Question for discussion:

How would you define knowledge, skills and attitudes?

Knowledge

Knowledge is the facts that are known to us, knowledge is acquired through learning (formal and informal) and observation (informal learning).

Skills

Skills are what we can do. Somebody can sing, somebody is good at swimming, somebody to work on a team and someone is good at working in a multicultural environment. Somebody can communicate in a foreign language, and somebody can make a table in excel spreadsheets. Skills are developed by learning and exercising.

Attitudes

Attitudes are the opinions we have about certain phenomena. Opinions tell about our sketches and preconceptions and determine our style of work. For example, we all know that in the black market copies of the programs, movies and music can be bought at much lower prices compared to the original price, but our professional attitude is that we are not doing this and that we do not support the falsification industry.



Task:

Analyze your own competencies needed to do the job you dream of. Provide the knowledge, skills and attitudes that you feel you have, which are your competencies. Provide knowledge, skills and attitudes that you do not have and you think are deemed necessary to perform the job you are dreaming about. Explain with your pair.

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