

YOUNG ENTREPRENEURS SUCCEED

## D3 Impact Assessment Framework

WP Leader: MBS

The project has received funding from  
Iceland, Liechtenstein and Norway through  
the EEA and Norway Grants Fund for Youth  
Unemployment under grant agreement no  
2017-1-314



## Document summary

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**Deliverable Title:** DIII: Impact Assessment Framework

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**Deliverable Lead:** MBS

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**Project name:** Scaling trust-based partnership models to recharge youth entrepreneurship: Supporting underserved communities with innovative entrepreneurship support instruments (TPM-RYE)

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**Project coordinator:** Agricultural University of Athens - Research Committee (AUA).

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**Content and Rationale of the document:** This deliverable presents schematically the work assumed under WP6 "Impact Assessment" to develop an impact assessment framework tailored to the objectives of the TPM-RYE projects and the needs of partners. It presents the developed Theory of Change, continues with a graphic representation of the impact assessment framework and concludes with the supporting tools and questionnaires prepared to collect necessary data and information. Implementation partners have been trained accordingly and are ready to use the framework, tools and questionnaires.

# D3 Impact Assessment Framework



#YoungEntrepreneursSucceed

Implemented by:



ΓΕΩΠΟΝΙΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ  
AGRICULTURAL UNIVERSITY OF ATHENS



DEVELOPMENT AGENCY  
OF KARDITSÁ - AN KA S.A.

Autoocupació



microfinanza



Munich Business School  
University of Applied Sciences

ybi | Youth  
Business  
Internationa



Youth Business  
Poland

The Scaling trust-based partnership models to recharge youth entrepreneurship: Supporting underserved communities with innovative entrepreneurship support instruments (TPM-RYE) project, benefits from €2,3M grant from Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The aim of the programme is to activate unemployed youth to access the labour market and promote entrepreneurship.

## YES! Theory of Change

### Identifying outcomes and impact

Funded by the Iceland, Liechtenstein and Norway through EEA and Norway Grant Fund for Youth Unemployment and coordinated through a cooperation of eight partners, the project aims at improving the employment situation of NEET youth through innovative approaches and the partners' transnational cooperation on labour market issues. Ultimately, we want to support NEETs in becoming self-employed or entering/returning to education/employment and, consequently, have a positive social impact by bringing economic benefits to society (through a reduction of dependence on welfare and increased contributions via taxable income for instance) and by building social capital (through pro-social behaviors and increased social and political trust). At the same time, and in order to meet this objective, the project has set to establish trust based partnerships at the appropriate (local/regional) level, engaging and aligning a diverse group of stakeholders to serve the target groups in different ways. This is expected to improve the sustainability of both outcomes and impact, but also secure the sustainability and scalability of the project's approach beyond the lifetime of the current EEA and Norway grant funding.

To achieve these long-term goals, we have defined two sets of outcomes that must be reached beforehand. First, NEETs must be supported in ameliorating their social and emotional capabilities through soft-skills training services aimed at developing self-esteem, enhancing attitudes and aspirations, and advancing personal skills. Secondly, NEETs need to improve individual achievements and behaviors by engaging in hard-skills trainings, which will depend on an individual needs assessments. While improved hard skills could directly contribute to better chances of starting/getting a job, soft skills should build in NEETs the motivation to strive for their dreams, and if they fail, the resilience to try again.

### Three pathways to success

The project relies on a transdisciplinary evidence based practice (EBP) approach with shared decision-making among the different stakeholders. EBP helped us identify three activities or pathways to success to achieve the aforementioned outcomes and social impact: 1) Trainings: a) Experiential workshops to develop soft skills; and b) Vocational courses to develop hard skills, 2) Coaching: a) Assessing business ideas and/or employment opportunities; and b) Facilitating access to finance, and, finally 3) Volunteer mentoring: a) To consolidate registered businesses; and b) To consolidate employment opportunities. Before the three activities can start, partners will undertake a phase of outreach and engagement followed by a needs assessment and talent identification stage to understand vulnerabilities and assets of the target group. For the three activities to be conducted the project will provide inputs in the form of financial and human capital which are quantifiable by collecting data on the project budget, the number of staff and the qualifications and experience of staff. As a result, services will be delivered at different locations in Greece, Italy, Poland and Spain. Outputs include the number of NEETs engaged, the number of NEETs completing the program, the number of support hours delivered for each activity and, for the third type of intervention, also the number of loans disbursed and the amount of enterprises created. The level of inputs and outputs will help us determine the project's cost-efficiency. Additionally, internal quality indicators, and specifically, a quality score index will be used to determine the quality of services provided and assess if variations in the results obtained can be attributed to changes in the quality of services available to the program's participants.

## Assumptions and justifications

Knowing that too often employment programs are based on wrong assumptions and rely on thin evidence, we decided to dig deeper into the issue by consulting the Abdul Latif Jameel Poverty Action Lab (J-PAL) evaluations database because of its high standards in terms of rigorous research. We extracted all the randomized impact evaluations conducted in the field of employment and selected the ones that are concluded (with results which are available) and whose interventions fall in one of three pathways to success (skills trainings, mentoring and finance). Because we believe that policy lessons do not come just from programs that showed a positive impact but especially from those who did not, we have analyzed the policy recommendations provided by the authors and decided to integrate them into our ToC.

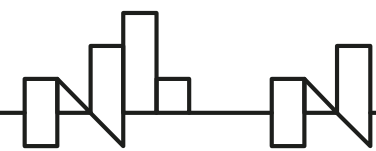
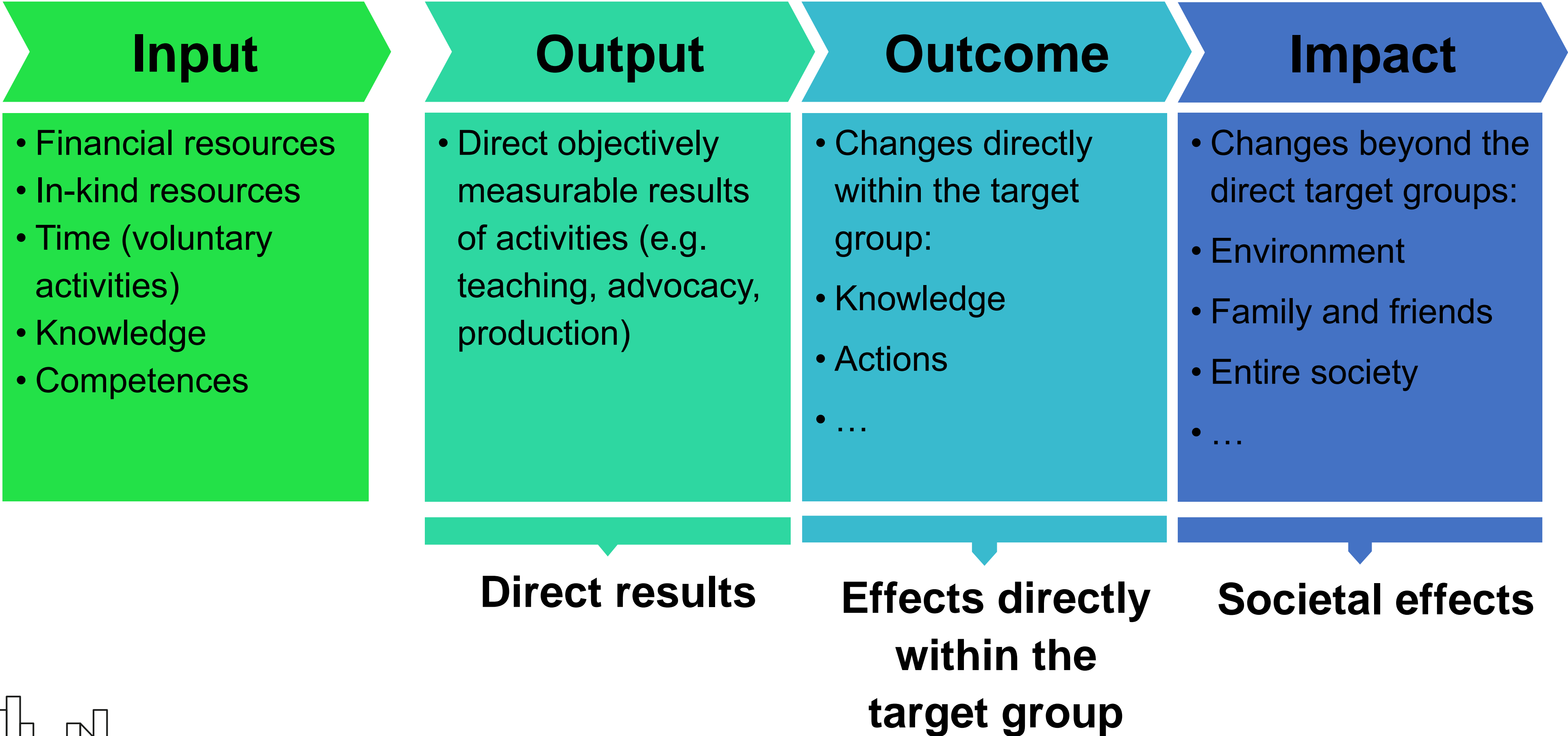
- Higher quality trainings have been found to have greater positive impact both in the short and long-term. Therefore, internal quality indicators should be set to measure the quality of services provided. An example of quality score index can be built by measuring the program's completion rate, whether the program started and remained on its original schedule, whether material was delivered to participants, and the human resources available and qualified;
- When training and mentoring are provided collectively, they have greater impact if people with similar job prospects are grouped together;
- Soft skills are as important as hard ones since low soft skills such as weak self-esteem can potentially act as barriers for the implementation of the hard skills learned, especially in self-employment trainings;
- A deep analysis of the context should be conducted and solid targeting criteria established when recruitment is based on self-selection, for instance, programs may fail to attract the people most in need in a context of very unfavorable job market conditions.

# Impact assessment framework



# Terminology

Outcomes/impacts are changes as a consequence of outputs



# THEORY of CHANGE

## KEY ASSUMPTIONS

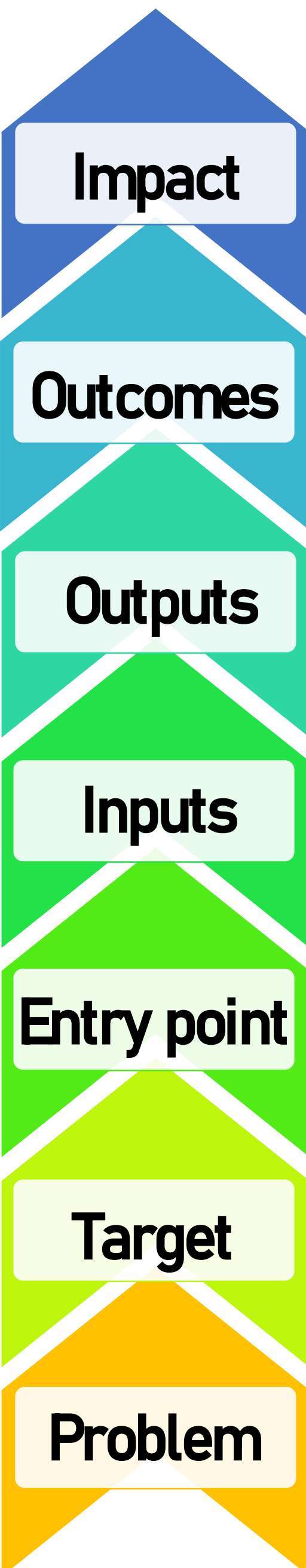
Development of a comprehensive impact assessment framework through the selection of quantifiable and practicable indicators, and establishment of baselines and target values together with stakeholders (including participants to the program)

Partners engage NEETs in the program. Services produce the desired change

Partners collaborate and share best practices

Underserved communities and vulnerable NEETs are identifiable and recruitable

Problem exists and it is relevant. Its causes are at least in part identifiable



3. Building social capital

4. Economic benefits to society

Impact indicators

1. Improved emotional capabilities

2. Improved individual achievements or behaviours

Outcome indicators

Activities are carried out and services delivered in 3 waves of interventions at different locations in Greece, Italy, Poland and Spain

Output indicators

1. Outreach & engagement    2. Needs assessment & talent identification    3. Skills trainings & coaching    4. Mentoring    5. Finance

Input indicators & Internal quality indicators

4 local organizations and their network: ANKA Microfinanza YBP Autoocupació  
Supported by: Agricultural University of Athens KIZ Munich Business School YBI

NEETs between 25 and 30 years old

Underserved communities

Vulnerable NEETs

Unemployment can have permanent effects on both the personal and professional development of young individuals, as well as putting a substantial economic burden on society

Underserved communities have low or no access to unemployment services

Vulnerable NEETs are at risk of social exclusion

## Measurable effects?



# THEORY of CHANGE

## KEY ASSUMPTIONS

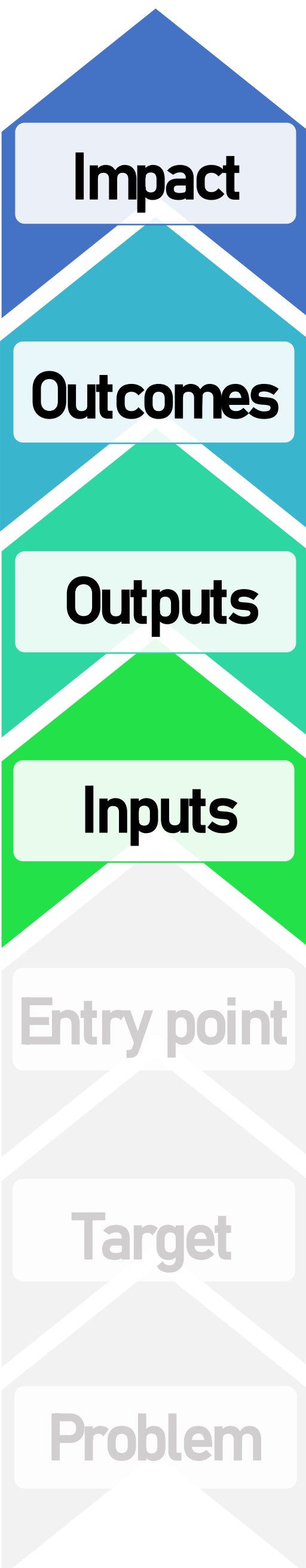
Development of a comprehensive impact assessment framework through the selection of quantifiable and practicable indicators, and establishment of baselines and target values together with stakeholders (including participants to the program)

Partners engage NEETs in the program. Services produce the desired change

Partners collaborate and share best practices

Underserved communities and vulnerable NEETs are identifiable and recruitable

Problem exists and it is relevant. Its causes are at least in part identifiable



**Impact**  
3. Building social capital

4. Economic benefits to society

**Measurable effects?**  
Impact indicators

**Outcomes**  
1. Improved emotional capabilities

2. Improved individual achievements or behaviours

Outcome indicators

**Outputs**  
Activities are carried out and services delivered in 3 waves of interventions at different locations in Greece, Italy, Poland and Spain

Output indicators

**Inputs**  
1. Outreach & engagement    2. Needs assessment & talent identification    3. Skills trainings & coaching    4. Mentoring    5. Finance

Input indicators & Internal quality indicators

**Entry point**  
4 local organizations and their network: ANKA    Microfinanza    YBP    Autoocupació  
Supported by: Agricultural University of Athens    KIZ    Munich Business School    YBI

**Target**  
 NEETs between 25 and 30 years old

Underserved communities

Vulnerable NEETs

**Problem**  
Unemployment can have permanent effects on both the personal and professional development of young individuals, as well as putting a substantial economic burden on society

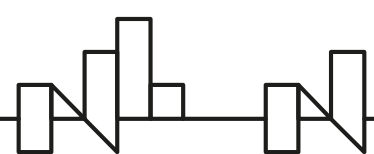
Underserved communities have low or no access to unemployment services

Vulnerable NEETs are at risk of social exclusion

# From a long to a short list

## Outcomes:

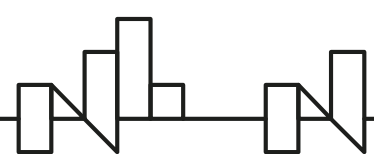
Transition from NEET to non-NEET status, employment, business creation, earnings, welfare receipt, economic cost, credit standing, health insurance provision, housing, quality of life, increased wages; enrollment in education or training, increased educational attainment or qualifications, reduction in exclusions and truancy; health improvements, psychological well-being, mental illness (depression, anxiety), physical well-being, improved self-esteem and confidence, improved self-awareness; improved attitudes, increased optimism, reduced anxiety/stress, positivity in relation to work and/or learning increased motivation, development of personal and social skills, improved communication skills, increased awareness of opportunities, ability to action plan, job application skills, employability skills, enhanced decision-making skills, sustaining of search strategies beyond initial period, exploration of channels of information and progression routes, applying for jobs/training/learning, coping with, and planning beyond, initial disappointments, social inclusion, community engagement; other behaviours such as drug abuse, antisocial behavior, criminal activity, pregnancies..



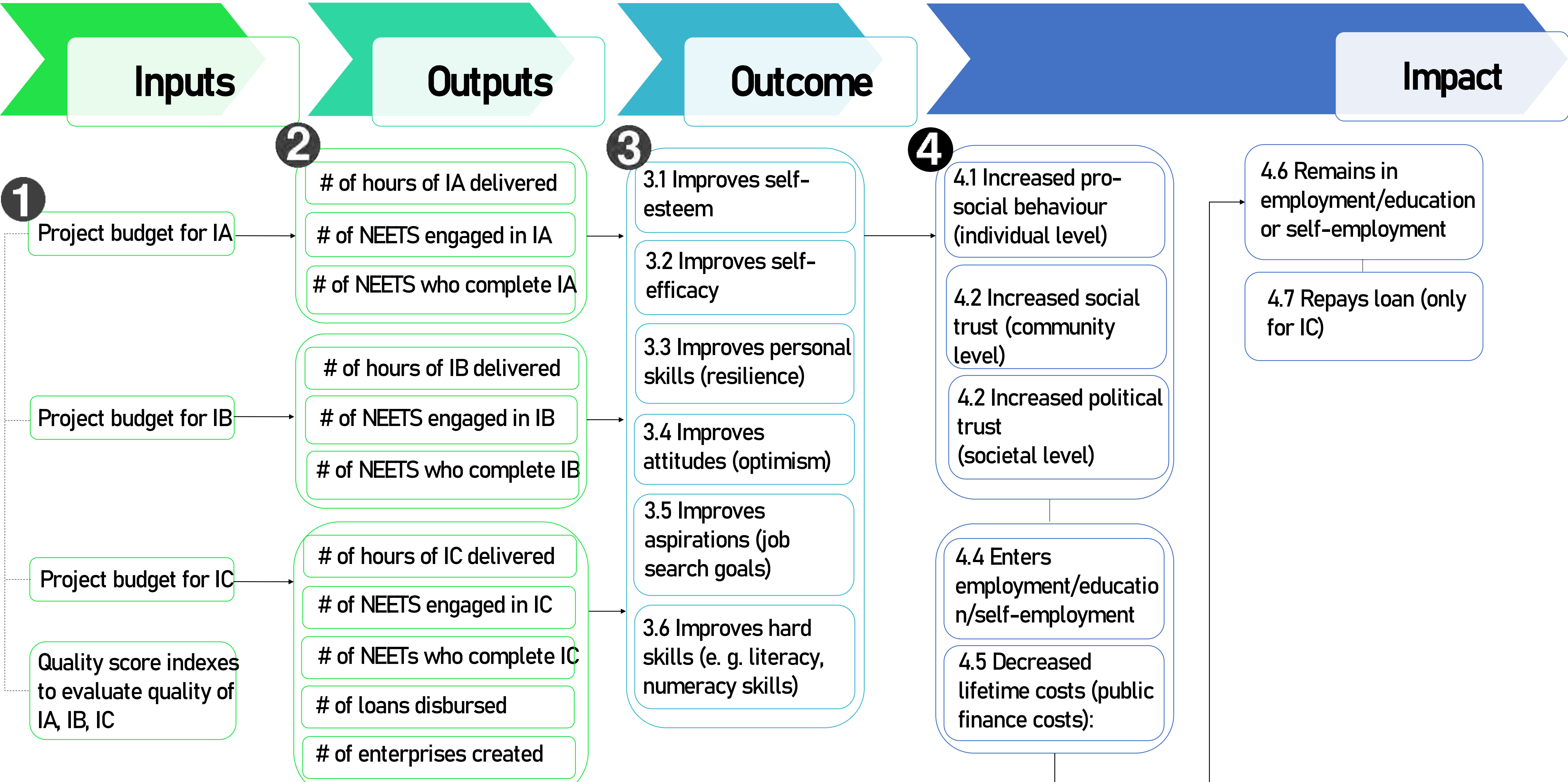
# From a long to a short list

## Impact:

Social cohesion, social relations, trust in people, acceptance of diversity, identification, trust in institutions, perception of fairness, neighbourliness, solidarity and helpfulness, respect for social rules, civic participation, socio-cultural participation, formal relations, volunteering, isolation, use of services, attendance at community events, community engagement, electoral participation, charitable giving, perception of safety, crime rates, equality gap, social capital; increased productivity; increased flexibility, discrimination, multiculturalism, enhanced education enrolments, retention and achievement, GDP growth, long-term business ownership, increased life earnings, reduction of skills gaps and shortages, lower unemployment and exchequer savings, reduced lifetime costs..



# Suggested indicators overview



IA= Intervention A (skills trainings); IB= Intervention B (mentoring); IC= Intervention C (coaching/advisory/finance)

## INDICATORS TOOLKIT

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## 1 INPUT INDICATORS

Input indicators will provide info about the resources flowing into the project, specifically:

- Budget for interventions A, B and C
- # of staff for interventions A, B and C
- Experience and qualifications of staff for interventions A, B and C

## 2 OUTPUT INDICATORS

Output indicators will be the first thing we can monitor. In the table below, you can find a list of measures we will need from you regarding the activities conducted:

INTERVENTION A (IA): SKILLS TRAININGS	INTERVENTION B (IB): MENTORING	INTERVENTION C (IC): FINANCE
<ul style="list-style-type: none"> <li>• Budget for intervention A in Euros</li> <li>• Number of staff for intervention A</li> <li>• Average experience of staff in years</li> <li>• Typical qualifications of staff for intervention A</li> <li>• Number of hours of intervention A delivered</li> <li>• Number of NEETs engaged in intervention A</li> </ul>	<ul style="list-style-type: none"> <li>• Budget for intervention B in Euros</li> <li>• Number of staff for intervention B</li> <li>• Average experience of staff in years</li> <li>• Typical qualifications of staff for intervention B</li> <li>• Number of hours of intervention B delivered</li> <li>• Number of NEETs engaged in intervention B</li> <li>• Number of mentoring relationships established</li> <li>• Number of mentoring meetings</li> <li>• Average duration of mentoring relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Budget for intervention C in Euros</li> <li>• Number of staff for intervention C</li> <li>• Average experience of staff in years</li> <li>• Typical qualifications of staff for intervention C</li> <li>• Number of hours of intervention C delivered</li> <li>• Number of NEETs engaged in intervention C</li> <li>• Number of projects funded</li> </ul>

## 3 OUTCOME INDICATORS

The outcome indicators proposed are divided into 2 groups.

Group A → Indicators 3.1 to 3.5 aim at measuring improvements in “Emotional capabilities” (soft-skills)

Group B → Indicators 3.6 aim at measuring “Individual achievements and behaviors” (hard-skills)

### GROUP A: EMOTIONAL CAPABILITIES

Emotional capabilities include evaluations of self-worth and self-belief, personal skills, attitudes and aspirations.

#### 3.1 Evaluations of self-belief: Self-efficacy

**Definition:** Self-efficacy is a person’s belief about his or her ability to achieve goals, and specifically it refers to judgements about "how well one can execute courses of action required to deal with prospective situations" (Bandura, 1982).

**Measure:** General Self-efficacy Scale (GSE) (Schwarzer & Jerusalem, 1995) is a ten item scale, where participants read a list of statements and indicate how much you agree with each statement using a scale from 1 (strongly disagree) to 5 (strongly agree). There is a short form of the scale available, that only comprises six items (see Romppel et al. 2016).

	Strongly disagree				Strongly agree
1 If someone opposes me, I can find the means and ways to get what I want.					
2 It is easy for me to stick to my aims and accomplish my goals.					
3 Thanks to my resourcefulness, I know how to handle unforeseen situations.					
4 I can solve most problems if I invest the necessary effort.					
5 I can remain calm when facing difficulties because I can rely on my coping abilities.					
6 I can usually handle whatever comes my way.					

#### 3.2 Personal skills: Resilience

**Definition:** the concept of resilience can be defined as the personal qualities that enable one to thrive in the face of adversity (Connor & Davidson, 2003).

**Suggested Measure:** Connor-Davidson scale where participants read a list of statements and indicate how much they agree with them on a 5 point scale. Below I propose a short version.

	Strongly disagree	2	3	4	Strongly agree
1 I am able to adapt when changes occur					
2 I tend to bounce back after illness, injury, illness or other hardships					

### 3.3 Attitudes: Proactivity

**Definition:** According to Bateman & Crant (1993), “people who are highly proactive identify opportunities and act on them, show initiative, and persevere until they bring about meaningful change”.

**Measure:** scale by Seibert et al. (1999).

	Strongly disagree	2	3	4	Strongly agree
1 I am constantly on the lookout for new ways to improve my life.					
2 Wherever I have been, I have been a powerful force for constructive change.					
3 Nothing is more exciting than seeing my ideas turn into reality.					
4 If I see something I don't like, I fix it.					
5 No matter what the odds, if I believe in something I will make it happen.					
6 I love being a champion for my ideas, even against others' opposition					
7 I excel at identifying opportunities.					
8 I am always looking for better ways to do things.					
9 If I believe in an idea, no obstacle will prevent me from making it happen.					
10 I can spot a good opportunity long before others can.					

### 3.4 Aspirations: Search goals

**Definition:** search goals refer to the level of aspiration that people set for securing employment that is rewarding and satisfying rather than merely settling for whatever employment might be available (Rich & Delgado, 2010)



**Suggested Measure:** 3-item Work Aspiration subscale by Rich & Delgado (2010) where participants read a list of statements and indicate how much they agree with them on a scale from 1 (strongly disagree) to 5 (completely agree).

	Strongly disagree	2	3	4	Strongly agree
1 I will work hard to improve my situation					
2 I am willing to put in effort to have a job I enjoy					
3 Having a good job is important to my sense of well-being					

## GROUP B: INDIVIDUAL ACHIEVEMENTS AND BEHAVIOURS

### 3.6 Hard skills

The assessment of hard skills is left to the discretion of each partner depending on its capabilities, target groups and types of activities provided. However, Annex A and B at the end of this document could help implementation partners assess hard skills in employment and entrepreneurship trainings.

## 4 IMPACT INDICATORS

The impact indicators proposed are divided into 2 groups.

Group A → Indicators 4.1 to 4.3 aim at measuring improvements in building “Prosociality” and “Social capital”

Group B → Indicators 4.4 to 4.7 aim at measuring “Economic benefits to society”

### GROUP A: PROSOCIALITY AND SOCIAL CAPITAL

#### 4.1 Prosociality: Social responsibility

**Definition:** altruistic prosocial behaviors are associated with social responsibility (an obligation or duty to act in a manner that benefits society) (Carlo & Randall, 2002)

**Suggested Measure:** Berkowitz & Lutterman (1968) 8-item scale where respondents indicate their level of agreement with each item from 1 (strongly disagree) to 5 (completely agree).

	Strongly disagree	2	3	4	Strongly agree
1 It is no use worrying about current events or public affairs, I can't do anything about them anyways.					
2 Every person should give some of his time for the good of his town or country.					
3 Our country would be a lot better off if we didn't have so many elections and people didn't have to vote so often					
4 Letting your friends down is not so bad because you can't do good all the time for everybody.					
5 It the duty of each person to do his job the very best he can.					
6 People would be very better off if they could live far away from other people and never have to do anything for them.					
7 When I was at school, I usually volunteered for special projects.					
8 I feel bad when I have failed to finish a job I promised I would do.					

#### 4.2 Social capital: Social trust

**Definition:** Trust is the main component of social capital (Newton, 2001) and it is defined as “a belief in the honesty, integrity and reliability of others - a faith in people.” (Pew Research Center, 2007).

**Suggested Measure:** 5-item questionnaire (Yamagishi, 1986) where respondents indicate their level of agreement with each item from 1 (strongly disagree) to 5 (strongly agree).

	Strongly disagree	2	3	4	Strongly agree
1 Most people tell a lie when they can benefit by doing so.					
2 Those devoted to unselfish causes are often exploited by others.					
3 Some people do not cooperate because they pursue only their own short-term selfinterest. Thus, things that can be done well if people cooperate often fail because of these people.					
4 Most people are basically honest					
5 There will be more people who will not work if the social security system is developed further.					

### 4.3 Social capital: Institutional trust

**Definition:** “evaluative, performance-based orientation toward political actors and institutions” (Hakhverdian & Mayne, 2012, p. 2).

**Suggested Measure:** Sub-scale developed by Grimmelikhuijsen and Meijer (2014) from 1 (I do not agree at all) to 5 (I totally agree), please indicate to what extent you agree with the following statements.

	Strongly disagree	2	3	4	Strongly agree
1 Generally, public administration operates effectively.					
2 Public administration in general is capable in carrying out its policies.					
3 Public administration in general cares about citizens' well-being.					
4 In general, public administration honors its commitments.					

### GROUP B: ECONOMIC BENEFITS TO SOCIETY

This last group of indicators aims at measuring the economic benefits of our program on society. With your help (data collection), research will use the following indicators:

#### 4.4 Enters employment/education/self-employment

This can be evaluated by checking if the beneficiary has entered employment/education/self-employment.

#### 4.5 Decreases lifetime cost (Public finance cost)

We hope that the evaluation of this program can demonstrate a decrease in the lifetime cost of NEETs.

Lifetime cost (public finance costs) = intervention + welfare costs (national average) + lost contribution (national average)

#### 4.6 Remains in employment/education or self-employment

This can be evaluated by checking if the beneficiary remains in employment/education/self-employment and the economic benefit can be calculated by measuring the increased lifetime earnings.

#### 4.7 Increases consumption

Income is often used as a proxy for consumption expenditure. An increase in income will boost consumption, which raises the GDP.

## Partners' Questionnaire

The following questionnaire will be used to gather data on inputs and keep track of outputs as indicated in the project's proposal. It is recommended to fill out the relevant fields of Part A when each intervention is completed while Part B should be filled out at least 2 times till the end of the project – (ie July 2020 and July 2021).

*Partners are also encouraged to use their own tools (e.g. questionnaires for participants and trainers/advisers/mentors) to assess interventions.*

### Part A

#### Intervention A – Trainings

Number of trainers in training session:

Typical qualifications (please indicate in the box the number of staff holding each type of qualification):  Education and teaching  Computer and information science  Arts  Humanities  Social and behavioral sciences  Business and administration  Physical, chemical and biological sciences  Health  Food and hospitality  Other

Average experience in training:

Average experience with NEETs:

Number of training hours delivered:

Number of training sessions:

Number of training sessions that started/finished on time:

Number of NEETs in training:

Number of NEETs who dropped-out ( or attended <75% of hours):

Pls describe briefly actions taken for drop-outs:

#### Intervention B - Mentoring

New mentor (ie has not worked in the past with the partner): Yes/no

One-to-one mentoring: Yes/No:

Years of overall experience as mentor:

Years of experience with NEETs:

Number of mentoring sessions planned:

Number of mentoring sessions delivered:

Duration of mentoring relationship:

Objectives of mentee met: Fully – partially - loosely

Pls describe briefly actions taken when/if sessions cancelled/postponed:

**Intervention C – Advisory services and/or access to finance**

New advisor (ie has not worked in the past with the partner): Yes/no

Years of overall experience as advisor:

Years of experience with NEETs:

Number of advisory/A2F sessions planned:

Number of advisory/A2F sessions delivered:

Average duration of advisory/A2Fsessions:

Was the project funded: Yes/No / Not Applicable

Type of funding (grant/loan/public programme/other)

Amount (in euros and as % of overall funding needs)

Pls describe briefly actions taken when/if sessions cancelled/postponed:



## Part B (due 31<sup>st</sup> July 2020 and 31<sup>st</sup> July 2021)

### **Intervention A - Trainings**

Number of NEETs trained:

Number of trainers throughout the project:

Of which were additional/new trainers (ie have not worked in the past with the partner):

Number of trainings:

Number of trainings that started/finished on time:

Forecasted Budget in euros:

Actual Budget in euros:

### **Intervention B - Mentoring**

Number of NEETs mentees throughout the project:

Number of mentors mobilized throughout the mentoring programme:

Of which were new mentors (ie have not worked in the past with the partner):

Average duration of mentoring relationships:

Number of mentoring relationships re-matched:

Number of NEETs who stopped the mentoring relationship:

Number of Mentors who stopped the mentoring relationship:

Forecasted Budget in euros:

Actual Budget in euros:

### **Intervention C – Advisory services and/or access to finance**

Number of NEETs in advisory and or A2F support services throughout the project:

Number of NEETs who stopped the Advisory/A2F support:

Average duration of advisory/A2F sessions:

Number of projects funded:

Total amounts raised:

Number of advisors mobilized throughout the project:

Of which were new advisors (ie have not worked in the past with the partner):

Forecasted Budget for all advisory/A2F services in euros:

Actual Cost of all advisory/A2F services in euros:

**Overall numbers:**

Number of NEETS who found employment:

Number of NEETS who continued training/returned to education:

Number of NEETs who started a business:

Of which still active after six months/at the end of the project:

Additional employees in NEETs Business:

Of which NEETs:





# EMPLOYMENT PATH GRADING SHEET

NAME AND SURNAME

EVALUATION PREPARED BY

1= fully insufficient/fail 2= insufficient/fail 3= very unsatisfactory/fail 4= unsatisfactory/fail 5= almost satisfactory/fail 6= satisfactory 7= very satisfactory 8= good 9= very good 10= excellent

MODULES	GRADE										Comments
	1	2	3	4	5	6	7	8	9	10	
<b>1 BUILDING CONNECTIONS &amp; SELF-ASSESSING YOUR EMPLOYABILITY</b>	<b>Mean score: ___</b>										
He/she is able to identify key people that could support him/her in the pursuit of his/her goal.											
He/she is able to network and build good social relations in the field of interest.											
He/she is able to be self-critical.											
He/she is able to identify which skills he/she needs to develop.											
<b>2 DEVELOPING YOUR PROFESSIONAL GOALS AND STRATEGY</b>	<b>Mean score: ___</b>										
He/she has a clear idea about his/her professional goals.											
He/she is able to act in stages by creating a step-by-step strategy and prioritizing goals.											
<b>2 IDENTIFYING JOB OPPORTUNITIES AND CHANNELS</b>	<b>Mean score: ___</b>										
He/she is able to identify all channels that could lead to a job opportunity.											
He/she is able to prioritize among channels and knows how to use them.											
He/she is able to identify job opportunities of interest and avoid job scams.											
<b>4 DEVELOPING YOUR PERSONAL BRAND AND JOB SEARCH PLAN</b>	<b>Mean score: ___</b>										
He/she is able to define him/her-self in terms of vision, values and purpose.											
He/she is able clearly explain how his/her competencies contribute to his/her identity.											
He/she is able to create a structured job search plan.											
He/she is able to plan measurable goals and ways to evaluate the progress.											
He/she is able to meet dealines and manage time.											
<b>5 BUILDING YOUR CV</b>	<b>Mean score: ___</b>										
He/she is able to structure his/her CV in an organized manner with a good visual design.											
He/she is able to be concise and make relevant information stand out.											
He/she is able to tailor the CV according to the different positions on offer.											
He/she is able to prepare a complete application (including cover letter).											
<b>6 PREPARING YOUR JOB INTERVIEW</b>	<b>Mean score: ___</b>										
He/she is able to perform research on the company and role.											
He/she is able to align him/her-self with the job description.											
He/she is able to manage stress.											
He/she is able to answer clearly to common interview questions.											
He/she is able to follow up on the interview.											
<b>7 PREPARING YOUR FIRST DAY AT WORK</b>	<b>Mean score: ___</b>										
He/she is able to introduce him/her-self briefly and clearly.											
He/she is able to gather information about the new employer and look prepared.											
He/she is able to be proactive by preparing questions or advance suggestions.											
He/she is able to befriend new colleagues.											
<b>8 PITCHING YOURSELF AND CLOSURE</b>	<b>Mean score: ___</b>										
All relevant information (experience, education etc.) is clearly covered in the presentation.											
He/she is able to present him/her-self in a captivating and persuasive way.											
Thanks to the presentation he/she appears as an asset to any company that would hire him/her.											

Further comments:

# ENTREPRENEURSHIP PATH GRADING SHEET

NAME AND SURNAME

EVALUATION PREPARED BY

1= fully insufficient/fail 2= insufficient/fail 3= very unsatisfactory/fail 4= unsatisfactory/fail 5= almost satisfactory/fail 6= satisfactory 7= very satisfactory 8= good 9= very good 10= excellent

MODULES	GRADE										Comments
	1	2	3	4	5	6	7	8	9	10	
<b>1 BUILDING CONNECTIONS &amp; SELF-ASSESSING YOUR ENTREPRENEURIAL PROFILE</b>	<b>Mean score: ___</b>										
He/she is able to identify key people that could support him/her in the pursuit of his/her goal.											
He/she is able to network and build good business relationships.											
He/she is able to be self-critical.											
He/she is able to identify which skills he/she needs to develop.											
<b>2 DEVELOPING YOUR BUSINESS IDEA</b>	<b>Mean score: ___</b>										
He is able to spot business opportunities.											
He can take advantage of unusual opportunities to make progress.											
He/she is able to critically evaluate his/her idea.											
<b>2 DEVELOPING YOUR BUSINESS MODEL</b>	<b>Mean score: ___</b>										
He/she is able to act in stages by creating a step-by-step strategy and prioritizing goals.											
He/she is able to meet deadlines and properly manage time.											
He/she is able to explain how to create value by offering a product or service.											
He/she is able to identify target customers and how to reach them.											
He/she is able to identify competitors and their strategies.											
He/she is able to plan a sustainable relationship between efficiency and quality.											
<b>4 TESTING YOUR MARKET</b>	<b>Mean score: ___</b>										
He/she avoids uninformed guesses and relies on evidence-based decision making.											
He/she is able to conduct surveys and gather evidence in the market.											
He is able to adapt his/her plans to changes according to market variables.											
<b>5 PLANNING YOUR BUSINESS</b>	<b>Mean score: ___</b>										
He/she has a clear long-term vision.											
He/she is able to plan measurable goals and ways to evaluate the progress.											
He/she accepts moderate challenges with good chances of success.											
He/she is able to reduce chances of error by considering alternative decisions.											
He/she is able to identify potential obstacles and plans ways to overcome them.											
<b>6 SELLING YOUR PRODUCT</b>	<b>Mean score: ___</b>										
He/she is able to create clear strategies to reach target customers.											
He/she values relationship with customers and plans how to cultivate them.											
He/she searches for ways to improve his/her product or service to increase customers' satisfaction.											
<b>7 FUNDING YOUR BUSINESS</b>	<b>Mean score: ___</b>										
He/she is aware of potential funding opportunities.											
He/she is able to identify the best funding opportunities for his/her business.											
He/she is able to create strategies to obtain funding.											
<b>8 PITCHING YOUR BUSINESS AND CLOSURE</b>	<b>Mean score: ___</b>										
All business plan areas are clearly covered.											
He/she is able to present in a captivating and persuasive way.											
Thanks to the presentation the company and the product/service appear ready to launch.											

Further comments:

Each participant should fill the questionnaire before and after each intervention + once during (midway through the intervention) if it lasts more than 8 weeks. Here is the link to the online version of the questionnaires you can share with the end beneficiaries: <https://www.surveymonkey.co.uk/r/HW5B8KJ>

## Qüestionari

Dins del context d'aquest projecte, estem realitzant un estudi sobre l'ocupació i l'emprenedoria. Omplir l'enquesta et portarà 10 minuts. Moltes gràcies per formar part de l'estudi. Apreciem el teu punt de vista!

Valora de l'1 al 5 les següents afirmacions.

\* 1. Si us plau, indica el número del teu DNI:

2. Si alguna persona s'oposa trobo els recursos i la manera d'aconseguir el que vull.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

3. Per mi, és senzill seguir els meus propòsits i aconseguir els meus objectius.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

4. Gràcies al meu ingeni, sé com tractar situacions imprevistes.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

5. Puc solucionar la majoria de problemes si hi poso l'esforç necessari.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

6. Mantinc la calma en situacions difícils perquè crec en les meves capacitats.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

7. Puc tractar qualsevol tipus d'imprevist.

molt en desacord      en desacord      neutral      d'acord      molt d'acord

8. M'adapto fàcilment quan hi ha un canvi.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



9. Em recupero fàcilment després d'haver patit una ferida, malaltia o qualsevol adversitat.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



10. Estic constantment cercant maneres de millorar la meua vida.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



11. Allà on he estat, he generat canvi constructiu.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



12. No hi ha res més excitant que veure les meves idees fetes realitat.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



13. Si veig alguna cosa que no m'agrada, la canvio.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



14. Independentment de les circumstàncies, si crec en alguna cosa, faig tot el possible perquè passi.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



15. M'encanta exposar i defensar les meves idees, encara que els altres no hi estiguin d'acord.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



16. Soc brillant identificant oportunitats.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



17. Sempre estic buscant noves maneres de fer les coses millor.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



18. Si crec en una idea, cap obstacle em farà retrocedir.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



19. Puc detectar una oportunitat molt abans que la resta de persones.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



20. Treballaré fort per millorar la meva situació professional.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



21. Em comprometo a esforçar-me per tenir una feina que m'agradi.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



22. Tenir una bona feina és important pel meu benestar personal.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



23. No em preocupen les notícies ni els afers públics ja que no hi puc fer res.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



24. Cadascú hauria de donar una mica del seu temps pel bé del seu propi país.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



25. Hi hauria un país millor si no hi haguessin tantes eleccions i la gent no hagués de votar tants cops.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



26. No hi ha per tant pel fet de no fer costat els teus amics , no pots fer el bé per a tothom.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



27. És la responsabilitat de cadascú fer la seva feina tant bé com es pot.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



28. La gent estaria molt millor si pogués viure lluny dels altres i no haguessin de fer res conjuntament.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



29. A l'escola/ institut participava com a voluntari en alguns projectes.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



30. Em sento malament quan no acabo la feina que m'havia compromès a fer.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



31. La majoria de la gent diu una mentida quan en poden treure algun benefici.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



32. Aquelles persones dedicades a causes desinteressades molt sovint son explotades per altres.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



33. Hi ha gent que no coopera perquè busquen el seu propi interès a curt termini. Per tant, coses que podrien funcionar bé si la gent cooperés fallen per aquesta gent.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



34. La majoria de la gent és honesta.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



35. Hi haurà més gent que no treballarà si es desenvolupa plenament el sistema de la seguretat social.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



36. Generalment, l'administració pública opera de forma eficaç.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



37. En general, l'administració pública és capaç d'executar les seves funcions.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



38. L'administració pública cuida el benestar dels seus ciutadans.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



39. En general, la nostra administració pública compleix els seus compromisos.

molt en desacord

en desacord

neutral

d'acord

molt d'acord



40. Any de naixement:

41. Gènere:

Dona

Home

Altre

42. Quin és el nivell màxim educatiu que has assolit?

- |  |                                    |
|--|------------------------------------|
| <input type="radio"/> Educació primària            | <input type="radio"/> Grau         |
| <input type="radio"/> Educació secundària inferior | <input type="radio"/> universitari |
| <input type="radio"/> Educació secundària superior | Doctor                             |

43. Quina és la teva situació laboral actual?

- |  |  |
|--|--|
| <input type="radio"/> Treballant aliè                        | <input type="radio"/> Desocupat però no buscant activament una feina |
| <input type="radio"/> Treballant per compte propi            | <input type="radio"/> Estudiant                                      |
| <input type="radio"/> Desocupat buscant activament una feina |  |

44. Estàs rebent algun tipus de prestació social (ajuda, prestació atur,... )?

Sí

No

45. Quins ingressos nets vas tenir el més passat?

- |                                      |                                     |
|--------------------------------------|-------------------------------------|
| <input type="radio"/> Menys de 600 € | <input type="radio"/> 2000-2700 €   |
| <input type="radio"/> 600-1300 €     | <input type="radio"/> Més de 2700 € |
| <input type="radio"/> 1300-2000 €    |                                     |

46. Quin codi postal tens?



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## Ερωτηματολόγιο

Στο πλαίσιο του παρόντος έργου, πραγματοποιούμε έρευνα για την απασχόληση και την επιχειρηματικότητα. Η έρευνα θα διαρκέσει μόλις 10 λεπτά. Ευχαριστούμε που συμφωνείτε να λάβετε μέρος σε αυτήν. Εκτιμούμε ειλικρινά τη συνεισφορά σας!





Χρησιμοποιώντας μία κλίμακα από το 1 έως το 5, παρακαλώ να υποδείξετε σε ποιο βαθμό συμφωνείτε με τις ακόλουθες διαπιστώσεις.

\* 1. Παρακαλώ, αναγράψτε τον Αριθμό Δελτίου Ταυτότητας σας εδώ:





2. Αν κάποιος μου εναντιώνεται, μπορώ να βρω τα μέσα και τους τρόπους για να πετύχω αυτό που θέλω.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				





3. Είναι εύκολο για εμένα να παραμένω προσηλωμένος στους σκοπούς μου και να εκπληρώνω τους στόχους μου.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				





4. Χάρη στην ευρηματικότητα μου, γνωρίζω πως να χειρίζομαι απρόβλεπτες καταστάσεις.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






5. Μπορώ να λύσω τα περισσότερα προβλήματα, εφόσον καταβάλλω την απαραίτητη προσπάθεια.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






6. Μπορώ να παραμείνω ψύχραιμος όταν αντιμετωπίζω δυσκολίες, επειδή μπορώ να στηριχθώ στις ικανότητές μου.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






7. Μπορώ συνήθως να χειριστώ οποιοδήποτε ζήτημα προκύπτει.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






8. Είμαι ικανός να προσαρμόζομαι όταν προκύπτουν αλλαγές.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






9. Έχω την τάση να ανακάμπτω μετά από ασθένειες, τραυματισμούς ή άλλες δυσκολίες.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






10. Είμαι σε διαρκή αναζήτηση νέων τρόπων βελτίωσης της ζωής μου.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






11. Οπουδήποτε και αν έχω βρεθεί, έχω υπάρξει μία ισχυρή δύναμη εποικοδομητικής αλλαγής.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






12. Τίποτα δεν είναι πιο συναρπαστικό από το να βλέπω τις ιδέες μου να γίνονται πραγματικότητα.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






13. Αν δω κάτι που δεν μου αρέσει, το φτιάχνω.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






14. Ανεξάρτητα από τις πιθανότητες, εφόσον πιστεύω σε κάτι θα το κάνω πραγματικότητα.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






15. Μου αρέσει να υποστηρίζω τις ιδέες μου, ακόμη και όταν οι άλλοι εναντιώνονται σε αυτές.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






16. Τα πάω περίφημα στην αναγνώριση ευκαιριών.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






17. Πάντα αναζητώ καλύτερους τρόπους για να κάνω πράγματα.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






18. Αν πιστεύω σε μία ιδέα, κανένα εμπόδιο δεν μπορεί να με αποτρέψει από το να την πραγματοποιήσω.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






19. Μπορώ να εντοπίσω μία καλή ευκαιρία, πολύ πριν το κάνουν οι άλλοι.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






20. Θα δουλέψω σκληρά για να βελτιώσω την εργασιακή μου κατάσταση.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






21. Προτίθεμαι να καταβάλλω προσπάθεια για να βρω μια δουλειά που θα απολαμβάνω.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






22. Το να έχω καλή δουλειά είναι σημαντικό για την προσωπική μου ευημερία.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






23. Δεν υπάρχει λόγος να ανησυχώ για τρέχοντα ζητήματα δημοσίου ενδιαφέροντος, δεν μπορώ ούτε ως ή άλλως να κάνω τίποτα για αυτά.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






24. Ο κάθε άνθρωπος θα πρέπει να διαθέτει λίγο από τον χρόνο του, για το κάλο της πόλης ή της χώρας του.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






25. Η χώρα μας θα ήταν σε πολύ καλύτερη κατάσταση, αν δεν είχαμε τόσες εκλογές και οι άνθρωποι δεν ψήφιζαν τόσο συχνά.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






26. Το να απογοητεύεις τους φίλους σου δεν είναι τόσο κακό διότι δεν μπορείς να είσαι συνέχεια καλός με όλους.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






27. Είναι καθήκον του κάθε ατόμου να κάνει τη δουλειά του όσο καλύτερα μπορεί.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






28. Οι άνθρωποι θα ήταν σε πολύ καλύτερη κατάσταση αν μπορούσαν να ζήσουν μακριά από άλλους ανθρώπους και δεν χρειαζόταν να προσφέρουν τίποτα σε αυτούς.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






29. Όταν ήμουν μαθητής, συνήθως συμμετείχα εθελοντικά σε ειδικές δράσεις.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






30. Νιώθω άσχημα όταν δεν καταφέρνω να ολοκληρώσω μία εργασία που έχω υποσχεθεί να κάνω.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






31. Οι περισσότεροι άνθρωποι λένε ένα ψέμα όταν μπορούν να επωφεληθούν από αυτό.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






32. Αυτοί που είναι αφοσιωμένοι σε ανιδιοτελείς σκοπούς γίνονται συχνά αντικείμενο εκμετάλλευσης από τους άλλους.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






33. Μερικοί άνθρωποι δεν συνεργάζονται επειδή κοιτούν μόνο το βραχυπρόθεσμο προσωπικό τους συμφέρον. Έτσι, πράγματα τα οποία μπορούν να επιτύχουν μέσω συνεργασίας, συχνά αποτυγχάνουν εξαιτίας των ανθρώπων αυτών.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






34. Οι περισσότεροι άνθρωποι είναι τίμιοι.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






35. Θα υπάρξουν περισσότεροι άνθρωποι που δεν θα δουλεύουν εάν το σύστημα κοινωνικών και προνοιακών παροχών (επιδόματα, voucher κτλ) ενδυναμωθεί.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






36. Σε γενικές γραμμές, η δημόσια διοίκηση στη χώρα λειτουργεί αποτελεσματικά.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				






37. Σε γενικές γραμμές, η δημόσια διοίκηση στη χώρα είναι ικανή να υλοποιεί τις πολιτικές της.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				

38. Σε γενικές γραμμές, η δημόσια διοίκηση στη χώρα ενδιαφέρεται για την ευημερία των πολιτών.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				

39. Σε γενικές γραμμές, η δημόσια διοίκηση στη χώρα τηρεί τις δεσμεύσεις της.

διαφωνώ απόλυτα	διαφωνώ	ούτε διαφωνώ ούτε συμφωνώ	συμφωνώ	συμφωνώ απόλυτα
				

40. Ποιο το έτος γέννησης σας?

41. Ποιο το φύλο σας?

- Γυναίκα
- Άνδρας
- Άλλο

42. Ποιο είναι το ανώτερο εκπαιδευτικό επίπεδο, το οποίο έχετε ολοκληρώσει?

- Πρωτοβάθμια εκπαίδευση (δημοτικό)  Τριτοβάθμια εκπαίδευση (πανεπιστήμιο)
- Κατώτερη δευτεροβάθμια εκπαίδευση (γυμνάσιο)  Μεταπτυχιακό ή διδακτορικό δίπλωμα
- Ανώτερη δευτεροβάθμια εκπαίδευση (λύκειο)

43. Ποιο είναι το τρέχον καθεστώς απασχόλησης σας?

- εργαζόμενος  άνεργος που δεν αναζητά εργασία την παρούσα περίοδο
- αυτό-απασχολούμενος  εγγεγραμμένος σε αναγνωρισμένο εκπαιδευτικό ίδρυμα
- άνεργος που αναζητά εργασία την παρούσα περίοδο

44. Κατά την παρούσα περίοδο, λαμβάνετε επιδόματα ανεργίας ή άλλα κοινωνικά επιδόματα?

- Ναι
- Όχι

45. Ποιο ήταν το καθαρο εισόδημα σας κατά τον τελευταίο μήνα?

- Κάτω των 600 €  2000-2700 €
- 600-1300 €  Πάνω από 2700 €
- 1300-2000 €

46. Ποιος ο ταχυδρομικός κωδικός του τόπου διαμονής σας?

Each participant should fill the questionnaire *before* and *after* each intervention + once *during* (midway through the intervention) if it lasts more than 8 weeks. Here is the link to the online version of the questionnaires you can share with the end beneficiaries: <https://www.surveymonkey.de/r/WXLNDVZ>





## Sondaggio

**Nell'ambito di questo progetto, stiamo conducendo una ricerca su occupazione e imprenditorialità. Il sondaggio dovrebbe durare 10 minuti. Ti ringraziamo per prenderne parte, apprezziamo molto il tuo contributo!**





**Da una scala da 1 a 5, indica in che misura sei d'accordo con le seguenti affermazioni.**

\* 1. Per favore indica qui il numero della tua carta d'identità:





\* 2. Se qualcuno si oppone a me, so trovare i mezzi e le modalità per raggiungere quello che voglio.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				





\* 3. Per me è facile rimanere fedele ai miei obiettivi e raggiungerli.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				





\* 4. Grazie alla mia intraprendenza, sono capace di far fronte a situazioni impreviste.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				

\* 5. So risolvere la maggior parte dei problemi con lo sforzo necessario.






fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				

\* 6. So rimanere calmo/a quando devo far fronte a delle difficoltà perché posso affidarmi alle mie capacità.






fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				








\* 7. Di solito sono in grado di affrontare quello che mi succede.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 8. Sono capace di adattarmi ai cambiamenti.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 9. Tendenzialmente mi riprendo facilmente dopo una malattia, un infortunio o altre difficoltà.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 10. Sono costantemente alla ricerca di modi per migliorare la mia vita.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 11. Ovunque sono stato/a, sono stato/a una forza potente per un cambiamento costruttivo.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 12. Niente è più emozionante che vedere le mie idee realizzarsi.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 13. Se vedo qualcosa che non mi piace, la cambio.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 14. Se credo in qualcosa farò in modo di realizzarlo indipendentemente dalle circostanze.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 15. Amo sostenere le mie idee, anche contro l'opinione degli altri.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 16. Sono molto bravo/a nell'individuare opportunità.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 17. Sono sempre alla ricerca del modo migliore per fare le cose.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 18. Se credo in un'idea, nessun ostacolo mi fermerà dal realizzarla.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 19. Sono in grado di individuare una buona opportunità prima degli altri.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 20. Lavorerò duramente per migliorare la mia situazione lavorativa.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 21. Ho intenzione di impegnarmi per avere un lavoro che mi piaccia.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 22. Avere un buon lavoro è importante per il mio senso di benessere.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 23. Non c'è bisogno di preoccuparsi dell'accadere degli eventi pubblici visto che non posso fare nulla per cambiarli in qualsiasi caso.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 24. Ogni persona dovrebbe dedicare una parte del proprio tempo per il bene della città/comunità/paese.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 25. Il nostro Paese sarebbe migliore se non avessimo così tante elezioni e le persone non dovessero votare così spesso.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 26. Deludere gli amici non è così terribile perché non si può sempre fare tutto bene per tutti.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 27. E' dovere di ogni persona fare il proprio lavoro nel miglior modo possibile.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 28. Le persone starebbero meglio se potessero vivere lontane da altre persone e non fossero obbligate a fare qualcosa per loro.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 29. Quando ero a scuola, di solito mi offrivo come volontario/a per progetti speciali.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 30. Mi sento in colpa quando non riesco a finire un lavoro che avevo promesso di fare.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 31. La maggior parte delle persone dice una bugia quando può trarre beneficio dal farlo.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 32. Spesso coloro che si dedicano a cause altruiste vengono sfruttati dalla gente.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 33. Alcune persone non cooperano perchè perseguono solamente il loro interesse a breve termine. Quindi, le cose che potrebbero essere fatte bene grazie a una collaborazione falliscono proprio a causa loro.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 34. La maggior parte della gente è onesta.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 35. Ci saranno più persone che non lavoreranno se il sistema di previdenza sociale sarà ulteriormente sviluppato.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 36. Di solito, la nostra amministrazione pubblica opera in maniera efficace.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				






\* 37. In generale, la nostra amministrazione pubblica è capace di implementare le sue politiche.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				

\* 38. In generale, la nostra amministrazione pubblica si preoccupa del benessere dei cittadini.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				

\* 39. In generale, la nostra amministrazione pubblica onora gli impegni presi.

fortemente in disaccordo	in disaccordo	né d'accordo né in disaccordo	d'accordo	fortemente d'accordo
				

\* 40. In che anno sei nato/a?

\* 41. Di che genere sei?

- Donna
- Uomo
- Altro

\* 42. Qual è il livello di istruzione più alto che hai ottenuto?

- |   |                                  |
|---|----------------------------------|
| <input type="radio"/> Scuola primaria (elementari)            | <input type="radio"/> Università |
| <input type="radio"/> Scuola secondaria inferiore (medie)     | <input type="radio"/> Dottorato  |
| <input type="radio"/> Scuola secondaria superiore (superiori) |                                  |

\* 43. Qual è il tuo stato occupazionale attuale?

- |   |   |
|---|---|
| <input type="radio"/> Occupato/a  | <input type="radio"/> Disoccupato/a e attualmente non alla ricerca di un lavoro |
| <input type="radio"/> Attività in proprio/imprenditore/imprenditrice        | <input type="radio"/> Iscritto/a ad un'istituzione formativa formale            |
| <input type="radio"/> Disoccupato/a e attualmente alla ricerca di un lavoro |   |

\* 44. Ricevi dei sussidi per la disoccupazione o altre tipologie di sussidi sociali?

- Sì
- No

\* 45. Quale è stato il tuo reddito netto lo scorso mese?

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| <input type="radio"/> Meno di 600 € | <input type="radio"/> 2000-2700 €   |
| <input type="radio"/> 600-1300 €    | <input type="radio"/> Più di 2700 € |
| <input type="radio"/> 1300-2000 €   |                                     |

\* 46. Qual è il codice postale del luogo in cui abiti?

Each participant should fill the questionnaire before and after each intervention + once during (midway through the intervention) if it lasts more than 8 weeks. Here is the link to the online version of the questionnaires you can share with the end beneficiaries: <https://www.surveymonkey.de/r/Y6X9Q6G>

## Ankieta

**W ramach tego projektu prowadzimy badania nad zatrudnieniem i przedsiębiorczością. Badanie powinno zająć tylko 10 minut. Dziękujemy za wyrażenie zgody na wzięcie w nim udziału. Doceniamy Twoje zaangażowanie!**

**Używając skali od 1 do 5, proszę wskazać, w jakim stopniu zgadzasz się z następującymi stwierdzeniami.**

- \* 1. Proszę podaj pierwsze 3 litery swojego imienia i nazwiska w celu umożliwienia przeprowadzenia ewaluacji początkowej i końcowej w trakcie trwania projektu. Dla przykładu identyfikatorem dla "Michała Kowalskiego" będzie skrót "MICKOW". Dziękujemy.

2. Jeśli ktoś się ze mną nie zgadza to potrafię znaleźć sposób i metodę, aby osiągnąć to co zamierzyłem.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



3. Potrafię z łatwością trzymać się wyznaczonych celów i je osiągnąć.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



4. Dzięki mojej zaradności wiem, jak radzić sobie z nieprzewidzianymi sytuacjami.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



5. Potrafię rozwiązać większość problemów, jeśli się odpowiednio zaangażuję oraz włożę w to wymagany wysiłek.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



6. W obliczu napotkanych trudności potrafię zachować spokój, ponieważ wiem, że mogę polegać na swoich umiejętnościach.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



7. Zazwyczaj potrafię sobie poradzić z nieprzewidywanymi przeciwnościami, jakie pojawią się na mojej drodze.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



8. Potrafię się zaadaptować do pojawiających się zmian.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



9. Szybko powracam do zdrowia po chorobie, urazie lub innym zdarzeniu losowym.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



10. Nieustannie poszukuję nowych sposobów na poprawę swojego życia.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



11. W środowisku, w którym przebywam mam tendencję do tworzenia konstruktywnych zmian.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



12. Jest to dla mnie bardzo ekscytujące, kiedy widzę jak moje pomysły przeistaczają się w rzeczywistość.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam





13. Jeśli widzę coś, co mi się nie podoba, staram się to naprawić.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



14. Jeśli w coś wierzę, sprawię, że to stanie się pomimo zaistniałych przeciwności.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



15. Wierze w realizację swoich pomysłów, pomimo krytyki innych.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



16. Doskonale radzę sobie z identyfikacją nowych możliwości.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



17. Zawsze szukam lepszych sposobów do działania.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



18. Jeśli wierzę w jakiś pomysł, to żadna przeszkoda nie stanie mi na drodze w jego realizacji.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



19. Potrafię dostrzec dobrą okazję na długo przed innymi.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



20. Będę ciężko pracować, aby poprawić swoją sytuację zawodową.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



21. Jestem gotów podjąć wysiłek, by mieć pracę, którą lubię.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



22. Posiadanie dobrej pracy jest ważne dla mnie oraz wprowadza mnie w stan dobrego samopoczucia.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



23. Uważam, że nie ma sensu martwić się o bieżące wydarzenia w życiu publicznym, ponieważ i tak nie mam wpływu na nie.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



24. Każdy człowiek powinien poświęcić trochę swojego czasu dla dobra swojego miasta lub kraju.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



25. Nasz kraj byłby o wiele lepszy, gdybyśmy nie musieli chodzić na wybory, a ludzie nie musieliby tak często podejmować decyzji.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



26. Bycie osobą, na której nie można polegać nie jest takie złe, ponieważ nie można być cały czas dobrą osobą.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



27. Obowiązkiem każdej osoby, jest wykonywanie swojej pracy najlepiej jak potrafi.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



28. Ludziom byłoby lepiej, gdyby mogli żyć z dala od innych i nigdy nie musieliby nic robić dla innych.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



29. Kiedy byłem w szkole, często zgłaszałem/łam się na ochotnika do odpowiedzi czy projektów szkolnych.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



30. Czuję się źle, gdy nie udało mi się skończyć zaplanowanej pracy, którą obiecałem, że zrobię.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



31. Większość ludzi kłamie, kiedy wie, że może na tym skorzystać.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



32. Osoby, które poświęcają się bezinteresownym sprawom, są często wykorzystywani przez innych.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



33. Niektóre osoby nie współpracują, ponieważ dążą jedynie do własnych, krótkoterminowych interesów. Dlatego rzeczy, które można wykonać dobrze, często się nie udają z powodu osób, które nie chcą współpracować.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



34. Większość ludzi jest w zasadzie uczciwa.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



35. Będzie więcej osób, które nie będą chciały pracować, jeśli system ubezpieczeń społecznych będzie dalej rozwijany.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



36. Ogólnie rzecz biorąc, nasza administracja publiczna działa skutecznie.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



37. Ogólnie rzecz biorąc, nasza administracja publiczna jest w stanie realizować swoją politykę wyznaczonych zadań.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



38. Ogólnie nasza administracja publiczna dba o dobro obywateli.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



39. Ogólnie nasza administracja publiczna wywiązuje się ze swoich zobowiązań.

zdecydowanie się nie  
zgadzam

nie zgadzam się

ani się nie zgadzam, ani  
zgadzam

zgadzam się

zdecydowanie się  
zgadzam



40. Proszę podać swój rok urodzenia?

41. Proszę podać płeć?

Kobieta

Mężczyzna

Inne

42. Proszę określić swój aktualny poziom wykształcenia?

Wykształcenie podstawowe

Szkolnictwo wyższe (dyplom uniwersytecki)

Szkolnictwo średnie I stopnia

Doktorat

Wykształcenie średnie II stopnia (matura)

43. Proszę określić swój aktualny status zawodowy?

zatrudniony/zatrudniona

bezrobotny/a obecnie nie poszukujący/a pracy

samozatrudniony / samozatrudniona

zapisany/a do formalnej instytucji edukacyjnej

bezrobotny/a obecnie poszukujący/a pracy

44. Czy obecnie otrzymujesz zasiłek dla bezrobotnych lub inny rodzaj świadczeń socjalnych?

tak

nie

45. Jaka była twoja pensja netto / dochód netto w zeszłym miesiącu?

Mniej niż 2600 PLN

8600-11600 PLN

2600-5600 PLN

Powyżej 11600 PLN

5600-8600 PLN

46. Proszę, podaj kod pocztowy miejscowości, w której mieszkasz?

## Mentors Questionnaire

From 1 (I do not agree at all) to 5 (I totally agree), please indicate to what extent you agree with the following statements.

	Strongly disagree				Strongly agree
<b>Mentor satisfaction (MCQ short)</b>					
1 I feel like the match is getting stronger.					
2 I feel unsure that my protégé is getting enough out of our match.					
3 I feel frustrated or disappointed about how the match is going.					
<b>Mentor satisfaction (MCQ short)</b>					
4 My protégé is willing to learn from me.					
5 I feel like I am making a difference in my protégé's life.					
<b>Program support (MCQ short)</b>					
6 The program that made my match has provided training that helps me be a better mentor.					
7 I get regular guidance and supervision from staff at the program that made my match.					
<b>Value of training</b>					
8 I used the mentoring techniques taught in training.					
9 The training helped me to become a better mentor.					
10 The training manual was helpful.					
11 I would recommend the training manual to other mentors.					
<b>Plans to continue mentoring</b>					
12 I plan to continue mentoring next semester.					

Questionnaire Based on:

Mcquillin, S. D., Straight, G. G., & Saeki, E. (2015). Program Support and Value of Training in Mentors' Satisfaction and Anticipated Continuation of School-Based Mentoring Relationships. *Mentoring & Tutoring: Partnership in Learning*, 23(2), 133-148. doi: 10.1080/13611267.2015.1047630

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