



Competence Mapping Exercise

Get feedback

It can be difficult to know what we are good at, so for this exercise you need to gather 2-5 people who can help tell you. You should all have a pen and Post-its.

One person interviews you; the other people observe and take notes.

When you are interviewed, think of a success story: some smaller or larger project that you felt was a success (at work, your studies, as an entrepreneur, etc.). Tell the others very concretely what happened and what you did.

The person interviewing helps by asking follow-up questions during the story:

- What concretely did you do?
- How did you solve that problem?

Participants who are observing note down all the competencies and personal qualifications they hear in your story: 1 Post-it for each qualification. These can be personal as well as professional competencies: e.g., sketching, decisiveness, empathy, etc.

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After the interview, you do a shared reflection. Each person gives you his/her Post-its one at a time and explains what he/she has written down and why. Since you are all gathered, you can return the favour and take turns interviewing each other.

After the session, do your own individual reflection. Think about whether some of the competencies surprised you. How might you use those in a project? Choose 3 competencies, and describe how you can put them to use in a project you are working on, in a way that is different from what you are doing now.

