

With this KoersKaart you will discuss **sustainable employability**.

Want to know more? Various examples and tools are available at: DUURZAMEINZETBAARHEID.NL

About 2 hours

4 - 8 per map

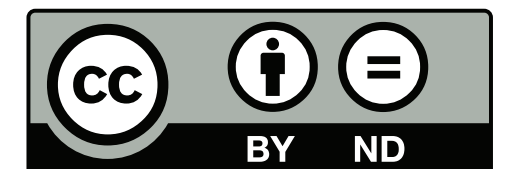
Assemble your own team, ideally without hierarchical relations.

Want to prepare the session? Multiple groups at once? **Tips for follow-up?** Check: KOERSKAART.NL/check2

Print this map on A0 and >150dpi. No A0 printer? **Order the original:** KOERSKAART.NL/winkel

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Version 1.0 Okt 2014



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This **KoersKaart** is a co-creation of:

duurzame inzetbaarheid

Ministerie van Sociale Zaken en Werkgelegenheid

Europees Agentschap voor veiligheid en gezondheid op het werk

Nederlands Focal Point

PHILIPS factorvrij

UNIVERSITEIT VAN AMSTERDAM

De Koers

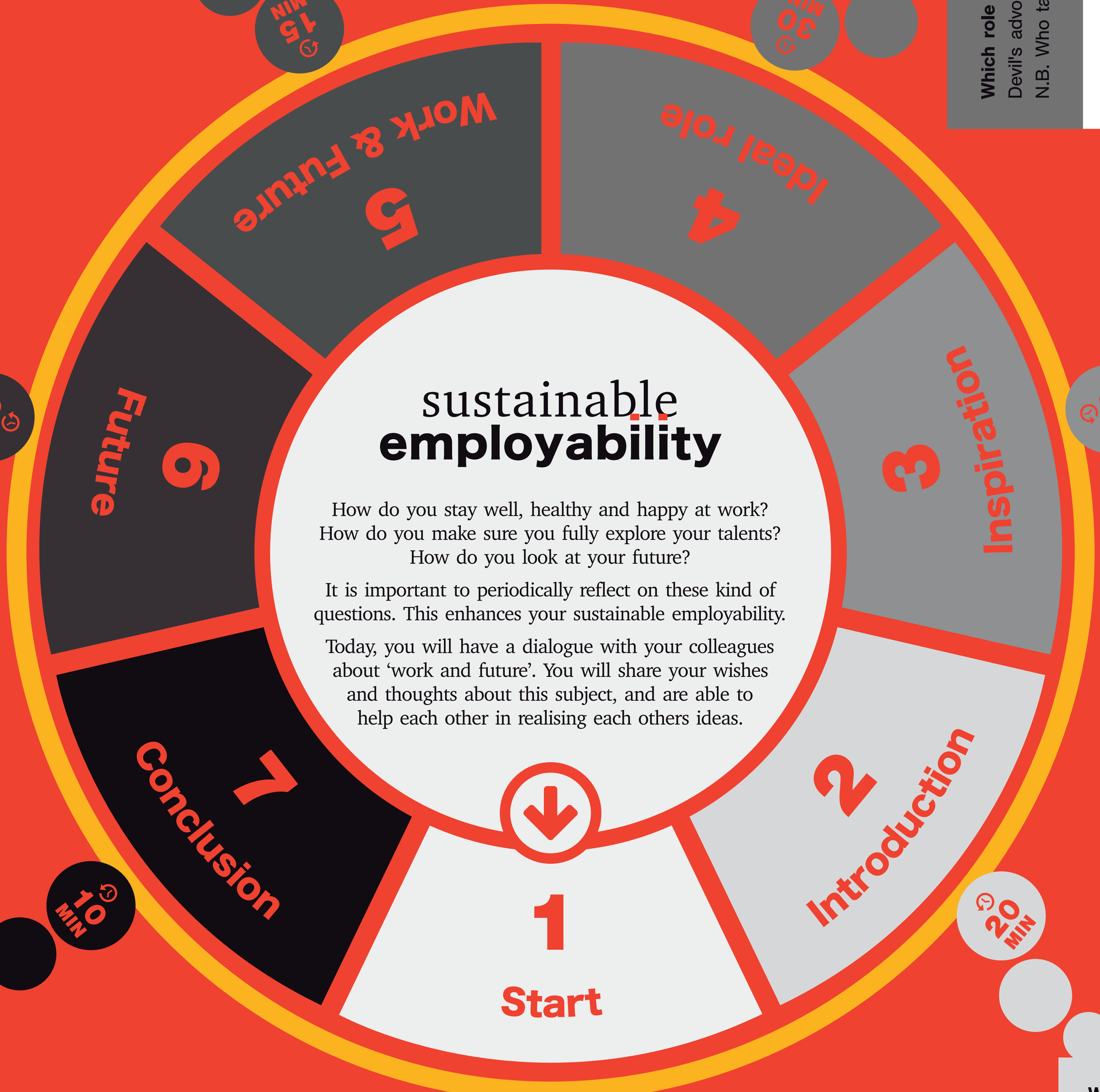
MY IDEAL ROLE	I CAN DO THIS	I WANT TO DO THIS
MY IDEAL ROLE	I CAN DO THIS	I WANT TO DO THIS
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Which role must they ask you for, if it presents itself?
 Devil's advocate: take notes for everyone and give back what you have written.
 N.B. Who takes over the Devil's advocate's pen when it is his or her turn?

Supporting questions

- With whom?
- In what way?
- What do you do?
- What are your demands?
- Where? Inside and/or outside your current field of work?

Scan the code and watch the film clip together. **What message do you get from it?**

sustainable employability

How do you stay well, healthy and happy at work?
 How do you make sure you fully explore your talents?
 How do you look at your future?

It is important to periodically reflect on these kind of questions. This enhances your sustainable employability.

Today, you will have a dialogue with your colleagues about 'work and future'. You will share your wishes and thoughts about this subject, and are able to help each other in realising each others ideas.

Work and organizations are constantly changing. A number of developments contribute to this, check the circles on the right. All these changes make it increasingly important to also look at your own development. Therefore, you should ensure that you keep on working in a competent, healthy and motivated way.

A. With what changes do you have to deal in your organization?
 Put your initials in the relevant circle and discuss together what stands out.

B. How do you respond to these changes?
 Share examples with each other.

WHAT STANDS OUT...
 I RESPOND TO THESE CHANGES...

Take a break if time permits!

What do you want to develop to work happily in the future? What agreement do you want to make, to ensure this? And with whom?

I WANT TO DEVELOP...	I WANT TO DEVELOP...
I WANT TO MAKE THIS AGREEMENT ... WITH...	I WANT TO MAKE THIS AGREEMENT ... WITH...
I WANT TO DEVELOP...	I WANT TO DEVELOP...
I WANT TO MAKE THIS AGREEMENT ... WITH...	I WANT TO MAKE THIS AGREEMENT ... WITH...
I WANT TO DEVELOP...	I WANT TO DEVELOP...
I WANT TO MAKE THIS AGREEMENT ... WITH...	I WANT TO MAKE THIS AGREEMENT ... WITH...
I WANT TO DEVELOP...	I WANT TO DEVELOP...
I WANT TO MAKE THIS AGREEMENT ... WITH...	I WANT TO MAKE THIS AGREEMENT ... WITH...

What will be your first step and with whom will you discuss this further? When will be the next time that you speak to this person?

MY FIRST STEP...	MY FIRST STEP...
WILL I DISCUSS WITH... AT THIS MOMENT...	WILL I DISCUSS WITH... AT THIS MOMENT...
MY FIRST STEP...	MY FIRST STEP...
WILL I DISCUSS WITH... AT THIS MOMENT...	WILL I DISCUSS WITH... AT THIS MOMENT...
MY FIRST STEP...	MY FIRST STEP...
WILL I DISCUSS WITH... AT THIS MOMENT...	WILL I DISCUSS WITH... AT THIS MOMENT...
MY FIRST STEP...	MY FIRST STEP...
WILL I DISCUSS WITH... AT THIS MOMENT...	WILL I DISCUSS WITH... AT THIS MOMENT...

- Play rule 1: Read each question aloud
- Play rule 2: Take notes using a ballpoint pen

Before you start, agree on the following practical issues:

THE PLAYING TIME IS AT LEAST 2 HOURS. HOW MUCH TIME DO YOU HAVE TO SPEND?

TIME FLIES, SO WHO IS BEST AT KEEPING AN EYE ON THE TIME SPENT ON EACH QUESTION?

WHO WILL PLAY "DEVIL'S ADVOCATE" AND ASK MORE PROBING QUESTIONS THAN ANYONE ELSE?

WHAT IS YOUR AMBITION FOR THIS "KOERSKAART" SESSION?

What did you want to become when you were little? What do you do now? And what do you want to become when you are grown up? Everyone explains his/her answer and someone else writes down what he/she has remembered.

LITTLE	NOW	GROWN UP	LITTLE	NOW	GROWN UP
LITTLE	NOW	GROWN UP	LITTLE	NOW	GROWN UP
LITTLE	NOW	GROWN UP	LITTLE	NOW	GROWN UP
LITTLE	NOW	GROWN UP	LITTLE	NOW	GROWN UP

- Technology develops rapidly. As a result, organizations perform better and work changes constantly.
 - We live longer, so we keep working up to higher ages.
 - Work is increasingly flexible: there are less permanent contracts, more temporary contracts, freelancers and self-employed.
- ANYTHING MISSING?

- Suggestions**
- Participant at this table
 - Colleague
 - Manager
 - Career consultant/HR
 - Works Council
 - Your network
 - Your partner/home
 - 'The mirror'

What was it like to discuss sustainable employability in this manner?