

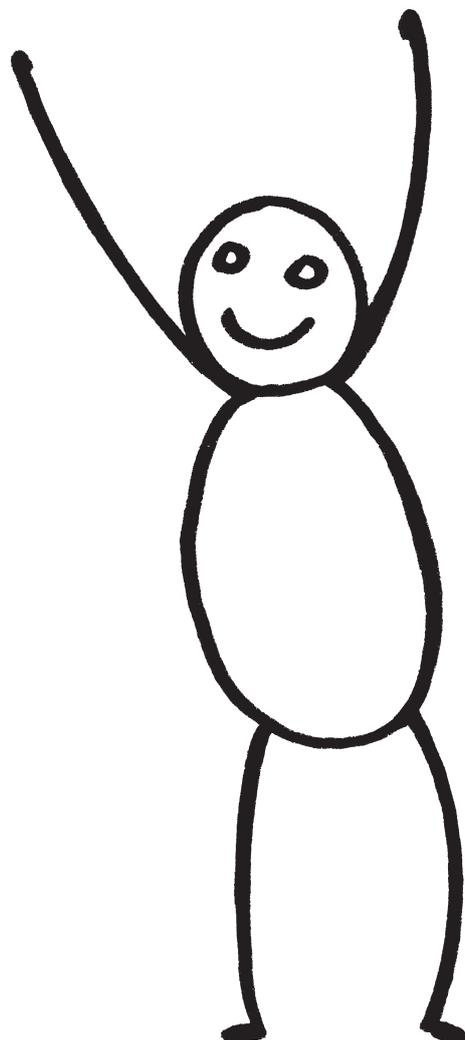
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learn to help to learn

WORKSHOP

# MOTIVATION

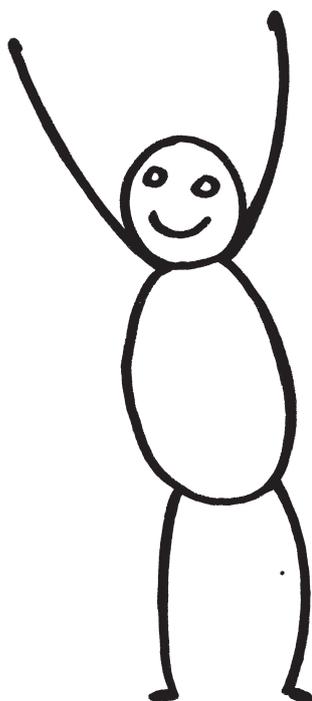
WHY CHOOSE TO WORK ABROAD?



# MOTIVATION

## WHY CHOOSE TO WORK ABROAD?

- Analyse one's own motives and skills
- Reflection on the possible requirements in the chosen work place



There are a myriad of different motives which people may have for working abroad in development cooperation. They include wanting to help others, getting to know another culture, seeking adventure or gathering work experience.

In order to avoid disappointment during your period of work abroad it may be useful to think in advance about whether your expectations are realistic and whether you have the right skills to make a meaningful contribution.

The seminar MOTIVATION should help you evaluate your own expectations and skills in relation to the possible requirements in the potential working place. This information should help you make a decision as to whether working abroad would be the right thing for you and then whether your focus should lie in helping or rather just in learning.

### FOR WHOM?

Persons who plan to work abroad in development cooperation

### DURATION

50 min.

### NUMBER OF PARTICIPANTS

2 - 20

### AGE OF PARTICIPANTS

from 17 years



# MOTIVATION FOR WORKING ABROAD

## CONTENT

This workshop aims at reflecting on one's own motives and wishes regarding the question of whether a work placement abroad is about helping or just about learning. This is approached by means of a personal questionnaire and a role-play activity.

### LIST OF MATERIALS

#### For all participants:

- WORKSHEETS I-II
- pens and paper for notes

#### Per group:

- WORKSHEETS III-V

#### For the instructor:

- INFORMATION SHEETS

#### To take away:

- INFORMATION SHEETS
- LINKS & INFORMATION

## EXERCISE 50 min.

### QUESTIONNAIRE 20 min.

1. The participants receive a questionnaire. They should answer the questions with regard to the future work placement abroad or – in case it has not yet been fixed – they should imagine a possible work placement. Attention: The questionnaire is confidential!
2. After having filled out the questionnaire, the following questions will be discussed with the group:
  - To what extent do you believe that you can really help during a work placement abroad and what qualifies you for this?*
  - Do you believe that a person with similar skills would be able to help in your own country? Why or why not?*
  - Would it be satisfying for you to have a learning experience rather than to be able to help?*



### GROUP WORK 20 min. Job Interview + 10 min. Discussion

1. The participants are split into groups of 2: interviewer and job applicant
2. The groups receive the corresponding worksheets and prepare for their roles.
3. The interviewer carries out a job interview with the applicant.
4. In a concluding plenary session each participant describes in 2 to 3 sentences if the interview has led to new insights for her or him.



### WORKSHEETS III-V

Inputs for instructor:  
**INFORMATION SHEET II**



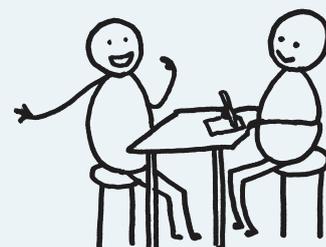
**WORKSHEETS I-II**  
Inputs for instructor:  
**INFORMATION SHEET I**

### TO TAKE AWAY

Workshop documents



**INFORMATION SHEETS**  
**LINKS & INFORMATION**



# QUESTIONNAIRE

Name: .....

Age: .....

Education: .....

Language knowledge: .....

Work experience: .....

.....



**Sending organisation:**  
Who is sending me? .....

**Organisation in destination country:**  
With whom will I work? .....

**Project:**  
Type of project .....

**Area of work:**  
Area in which I will work .....

**Duration:**  
Duration of my work experience .....

**Country:**  
Political and social situation of the country to which I will travel .....

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Why do I want to work abroad in development cooperation? What are my expectations? What would I like to learn during this work experience abroad?

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Do I have the relevant education and/or the relevant experience in the area in which I would be working?

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Would I trust myself to work in this area of work in my homeland? Why? Why not?

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Is it realistic that I can be of "help" within the framework of the work experience abroad with my current professional and language skills? Why or why not?

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Are there possibilities to develop my experience and skills before the work experience abroad (e.g. language course, internship in the area of work of the organisation at home, job interview via Skype with the organisation I would like to work for etc.)?

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## ROLE A: INTERVIEWER

Put yourself in the role of a person who works for a European NGO (non governmental organisation). You are responsible for the work placements abroad and today you are carrying out a job interview with a person who would like to do an internship in development cooperation.

In the following text you will find possible questions for the interview, information on the standpoints you will have to represent in your role and corresponding background information.



### PERIOD OF TIME

**Question:** FOR HOW LONG WOULD YOU LIKE TO WORK ABROAD? WHY?

**Standpoint of your NGO:** The minimum time for an internship is 6 months.

**Justification:** Short internships are not valuable for partner organisations as there is a lot of work involved in training new people.

### COUNTRY

**Question:** WHERE WOULD YOU LIKE TO WORK? WHY?

**Standpoint of your NGO:** At the moment in Latin America there is only the possibility to work in Bolivia. This project is an education centre for young people.

**Justification:** There are only a few partner organisations who offer internships for young Europeans who do not have work experience. It is important to make clear to those who are interested that there are limited choices.

### LANGUAGE

**Question:** DO YOU SPEAK SPANISH OR DO YOU PLAN TO LEARN THE LANGUAGE BEFORE THE WORK EXPERIENCE?

**Standpoint of your NGO:** It is crucial to be able to speak the language. If you don't know the language we recommend taking a language course for at least one month before you go.

**Justification:** A certain level of understanding of the language is pivotal to being able to work together on a project. A lack thereof can have the consequence that the internship becomes a burden or leads to unnecessary misunderstandings.

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## AREA OF WORK

- Question:** DO YOU HAVE EXPERIENCE OF WORKING WITH YOUNG PEOPLE?
- Standpoint of your NGO:** Job applications without the necessary education and work experience will only be accepted when the applicant has previously completed an internship of at least 2 weeks in their home country. They must organise this themselves and it has to be in a similar area of work (e.g. working with young people).
- Justification:** The goal of the internship is to get an insight into the area of work and to decide on this basis if this is something that would interest them.
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## MOTIVATION

- Question:** WHY WOULD YOU LIKE TO WORK ABROAD?
- Standpoint of your NGO:** First and foremost internships allow young people to experience a different reality and to be able to learn something new.
- Justification:** Young people often have a desire to help. However, as they sometimes lack language skills, education and work experience, it is unrealistic to think that they will be a big help. It is important to be aware of this in order to avoid disappointment.
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## COSTS

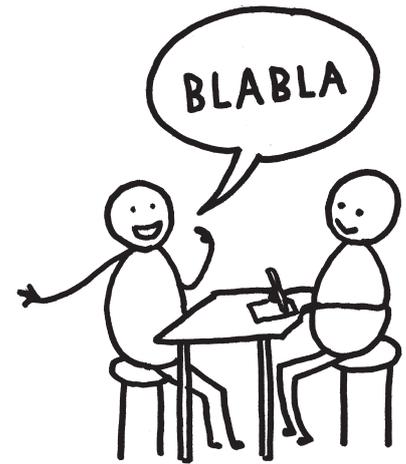
- Question:** HOW DO YOU PLAN TO FINANCE YOUR STAY?
- Standpoint of your NGO:** The organisation does not cover any costs.
- Justification:** Money that would have to be invested in the internship would reduce the project budget. The organisation could not account for this to the sponsors.
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## FURTHER STEPS

- Question:** ARE YOU STILL INTERESTED IN WORKING ABROAD?
- Standpoint of your NGO:** Now it is necessary to apply directly to the organisation which is responsible for the work abroad: in the language of that country and including your CV and a personal statement about your motivations.
- Justification:** The organisation in the destination country has the responsibility for the intern and therefore has to make the decision whether he or she could make a valuable contribution.

# ROLE B: APPLICANT

Put yourself in the role of an 18-year-old person who has just finished school and would like to go to university at a later stage. You would like to work abroad in development cooperation. It is important to you not only to travel, but also to get to know the reality of the place where you will work. Today is the job interview.



In the following text you will find information about your role and the possibility to note down questions for the interviewer.

- PERIOD OF TIME** A period of one month would be ideal so that you also have enough time to travel.
- COUNTRY** You would like to work in Peru as you have heard that you can make some great trips such as going to Machu Picchu.
- LANGUAGE** As yet you cannot speak Spanish but you would like to learn the language during the work experience. Unfortunately, you do not have any time beforehand.
- AREA OF WORK** You would prefer to work with children, but you have no work experience in this area.
- MOTIVATION** You would like to help other people who are less fortunate than you are.
- COSTS** In your opinion the costs for your journey, accommodation and day-to-day expenses should be provided, so that you don't have any major expenses.

## QUESTIONS FOR THE INTERVIEW

Write down questions that you could ask the interviewer and consider alternatives to your ideal scenario.

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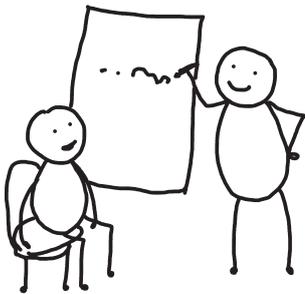
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# WORK PLACEMENT ABROAD: HELP OR LEARN?

What can I learn? Can I help in any way?



## WHAT CAN I LEARN?

The purpose of an internship is to acquire new knowledge and skills or expand the knowledge and skills you already have. Internships in development cooperation are no different in this regard. In fact they demand an even greater preparedness to learn, as not only is there a new work environment involved, but also there is often a new language and an unknown social and cultural environment.

Examples:

- Gaining insights into social, cultural and religious facets within another country.
- Having the chance to observe the day-to-day running of projects and learning from the experience of co-workers on the project.
- Improving foreign language proficiency

## CAN I HELP?

Whether people on an assignment abroad in development cooperation are able to make a contribution, depends largely on their knowledge of the language, their expertise, as well as their understanding of the local living situations, cultures, political systems and the concrete methods of operation of the organization. The longer the assignment lasts, the greater chance there is to be a support for the organisation. For assignments lasting less than 6 months, it must be expected that the "help" will be limited.



Examples:

- Look to be supportive in everyday life and help out where help is needed at the time, even if it is by peeling potatoes for lunch.
- Help out when needed with reporting to the sending European organization, eg. by translating.
- Express appreciation for the organization and thereby encourage co-workers to keep up their work.
- Projects in development cooperation work are mostly dependent on donations. Maybe you can support them?
- Tell friends and relatives about the project, about the country, about the successes and the problems, and therein have a hand in giving people from your home country the opportunity to obtain a more sophisticated news coverage.



# WORK PLACEMENT ABROAD: INFO AND TIPS

## General information on work placements abroad and preparation tips

### REQUIREMENTS

The following qualities, skills and qualifications are useful: good language knowledge; relevant professional experience; being ready to watch and learn; being ready to accept a subordinate role just like it would be during an internship in your homeland; being ready to take on responsibility and to be a role model; being ready to live in humble conditions (e.g. without electricity and running water; respecting and not judging unfamiliar ways of life, even if you do not understand them immediately.

### PERIOD OF TIME

Short work experiences often involve more work than support for organisations in developing countries, as the training of new people is time-consuming. A minimum duration of 6 months is therefore recommended.

### COUNTRY

The organisations decide in which countries to facilitate this work experience. It makes sense to choose a country whose language you can speak.

### AREA OF WORK

Eventually the partner organisation must decide which role a person should adopt. The organisation is best placed to judge this and carries the responsibility of making sure that it is a win-win situation for everybody involved.

### MOTIVATION

It is important that people go into the work experience abroad without the expectation that they can have a big impact. They can support the team in their project to the best of their abilities, however they should be aware much depends on their language knowledge, work experience, knowledge of the subject and knowledge of the local situation.

### COSTS

Very few organisations are able to provide money for internships. Funding is normally reserved for the projects.

### FURTHER STEPS

A preparation for the internship can involve for example:

- a language course
  - internship in the future area of work
  - making contact with the partner organisation in the country where the work experience will take place, taking the form of an interview and receiving clarification of the possible tasks
- > Note: It is important that a work placement is not only discussed with the European sending organisation but also with the partner organisation abroad. If the contact with the organisation abroad has not yet been made, it should be made via the European organisation.
- reading: local online newspapers, information about the country, development cooperation, development politics etc. (Wikipedia and others)
  - independent online preparation training on [www.kuska.online](http://www.kuska.online)



## LINKS & INFORMATION

### HELP OR LEARN?



#### **Who wants to be a volunteer?**

Parody of a Western volunteer's experience in Africa  
[www.youtube.com/watch?v=ymcflrj\\_rRc](http://www.youtube.com/watch?v=ymcflrj_rRc) (SAIH Norway)



#### **Abiturienten als Entwicklungshelfer**

Über «sinnlose Kurztrips ins Elend» (in German)  
[www.youtube.com/watch?v=uEMaIGql5ts](http://www.youtube.com/watch?v=uEMaIGql5ts) (ARD Panorama)

### LEARN LANGUAGES



#### **Duolingo**

English, Spanish, Italian (free)  
[www.duolingo.com](http://www.duolingo.com)



### CRITICAL STUDIES



#### **Mit kolonialen Grüßen...**

Berichte und Erzählungen von Auslandsaufenthalten rassistisch betrachtet. (glokal e.V.) (in German)  
[www.glokal.org/publikationen/mit-kolonialen-gruessen/](http://www.glokal.org/publikationen/mit-kolonialen-gruessen/)

