

## “What would you like to do?” game

A career counsellor is used to adopting exploring thinking with people in search of job. The main obstacle met with refugees is due to the need they primarily express, i.e. to find whatever a job, since for them the main goal is to get enough money to send it back to their family at home.

So the question “What would you like to do?” generally results in an answer like this “I would like to do any job” which does not allow to explore the real skills, expectations and values of the interviewee. A specialist in work inclusion of migrants from Tenda Project suggests to play to following game to get out of the impasse.

The counsellor-interviewer answers referring to a high-skilled job “I see, you want whatever a job. Then you might work as a doctor”; generally the migrant’s reply sounds like this “No, not that”; then the interviewer says “So you might work as a nurse” or “So I make you work as accountant” and the interviewer goes on with the game proposing a list of generic working fields, registering the migrant’s answers and asking reasons why that specific job is not fitting. After listing a certain number of professions, the interviewer asks “So after this, what would you really like to do”. Communication becomes explorative allowing the interviewee express his knowledge, skills, expectations and values. As in a game, the person opens up and gets to know a little more.

The interviewer may use job cards with pictures and simple texts in multi-languages when communicating with low-skilled migrants and refugees who have no good language skills.

While doing this game-interview it is extremely important to maintain an active listening and strive to look at the world with the migrant’s eyes, without judging. Some jobs may represent a problem due to religious values, e.g. this may be the case for a Muslim waiter or dishwasher in a restaurant where pork meat is served. Even if the person shall not eat pork, the money earned might be considered as “dirty” as not “halal”, which may generate a guilty conscience.

This methods is successful if based on the following principles:

- Active listening of the other’s storytelling
- Recognition of the entirety of the person and valorization of the person (experiences, skills, needs, expectations, cultural values)
- Learning by experience
- Use the technique of asking questions