

# Activities for workcamp participants

## What is competence? 1

**Length:** 45 minutes

**Main objective(s):** Understanding what competence means and what it consists of

**Materials needed:** post-its, markers, flipchart board

### Outline (step by step methodology):

The word competence can be defined as "the ability to do something well. It is a set of knowledge, skills and attitudes, that allow people to do something".

There are three components of the competence:

Knowledge is the theoretical understanding of a subject = understanding of information.

Skills are the ability to perform practical tasks.

Attitudes and values are a personal perspective towards a subject based on motivation, personal goals, preferences, self-concept = internal drivers of behaviour

Let's try to understand it better:

### PRACTICAL EXERCISE 1:

Give the participants post-its (3 colours) and pens or markers. Their task will be to write knowledge on one colour of post-its, skills on second colour and attitudes on third one. (ideally one per a post it)

The question for them is: "Imagine you are going for a bike trip. Which knowledge, skills and attitudes you must have to do that? Make a list of at least 5 of each and write them to the post its."

Give them about 5 minutes of time to come up with knowledge/skills/attitudes.

Then ask the participant to put all their ideas on one flipchart, group knowledge, skills and attitudes together.

Go through the post-its with the group, put together those that are the same.

Discuss with the group, possible questions:

- Why did you put this (e.g. communication) in skills? Can it be knowledge? Why?
- Can you explain what does this mean? (in case there's something not clear to everyone)
- The answers showed in all parts are usually competences - hard or soft (for more, see the theoretical part)

Make some examples of hard and soft competences:

"Hard competences" - something you can learn from books or by heart and practice by hands, such as math, accounting, programming or IT in general, graphic design, writing articles, statistics, etc.

"Soft competences" (sometimes referred to as "soft skills" or "people skills and self-management skills") - are the activities that you do to manage yourself and manage or work with other people, such as communication, flexibility, independence, teamwork, or leadership.

At the end of this activity, make sure they all understand what is knowledge, skill, attitude and competence - you can ask them to show you on a scale from zero (thumb down) to 100% (thumb up) how they are understanding this now. If it's mostly above 50%, it's fine, if not, let them ask questions or explain once more.

