



**Women's Initiative
for New Growth and Skills**
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718



**Co-funded by
the European Union**

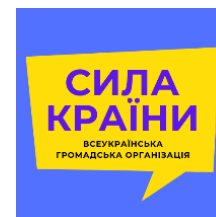
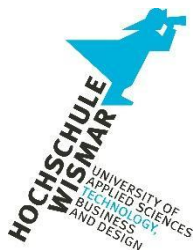
Comprehensive Integration Learning Program "Leap Forward: Women's Career Transformation" for Adult Women - Forced Migrants

Lesson 1:

Get to know yourself again

WINGS: Women's Initiative for New Growth and Skills - Empowering Migrant Careers

01/09/2024 - 31/08/2026





DISCLAIMER



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Authors

© November 2025 – Hochschule Wismar University of Applied Sciences Technology, Business and Design, Fundacja Marki Polskiej im. prof. Witolda Kieżuna, NGO Syla Krainy, Czech-Ukrainian Scientific Society, Akademi Kultur ve Egitim Dernegi

This publication was carried out with the financial support of the European Commission under Erasmus + Project "WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers", Project Number 2024-1-DE02-KA220-ADU-000247718.

Attribution, share in the same condition



(CC BY-SA) : You are free to Share- copy and redistribute the material in any medium or format and Adapt – remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms under the following terms:

Attribution – you must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggest the licensor endorses you or your use

ShareAlike- If you remix, transform or build upon the material, you must distribute your contribution under the same license as the original

No additional restrictions – you may not apply legal terms.



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Lesson 1: Get to Know Yourself Again

Assessment of your talents, areas for development and opportunities

Discovering your strengths, values, and hidden potential



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Learning Objectives

- Identify personal strengths, values, and transferable skills
- Recognize barriers to self-confidence after displacement
- Use basic self-assessment tools
- Begin to outline a Personal Development Plan (PDP)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718



GLOSSARY

Self-discovery – learning about yourself again

Self-awareness – knowing your feelings and motivations

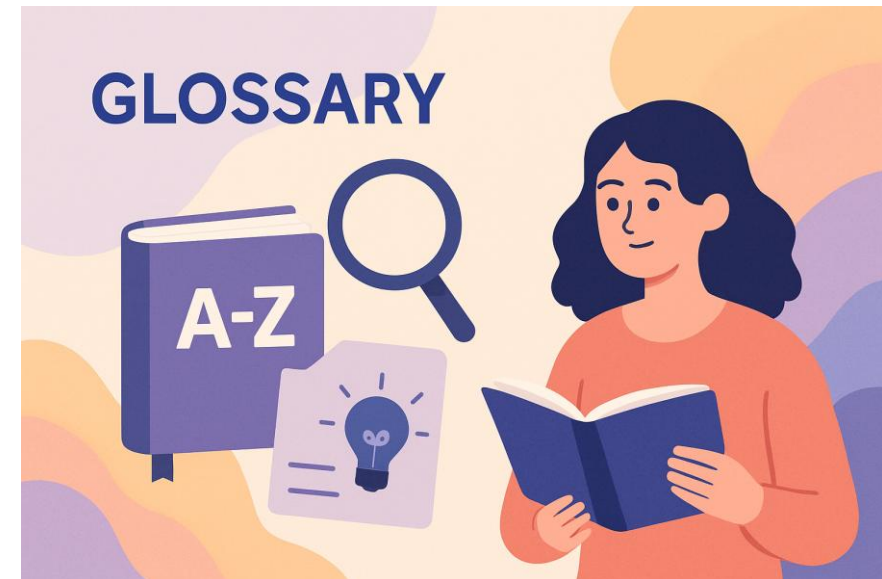
Transferable skills – skills useful in any job

Growth mindset – belief that skills grow through practice

Resilience – ability to recover after difficulties

Values – what guides your decisions

Identity – the way you see yourself





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

PART 1 — Understanding Yourself

1. **Why 'Know Yourself Again'? (for participants)**
2. **Facilitator Notes – Why 'Know Yourself Again'?**
3. **The Meaning of Self-Discovery (for participants)**
4. **Facilitator notes - The Meaning of Self-Discovery**
5. **Exercise: My Story in 5 Minutes**





Why 'Know Yourself Again'? (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

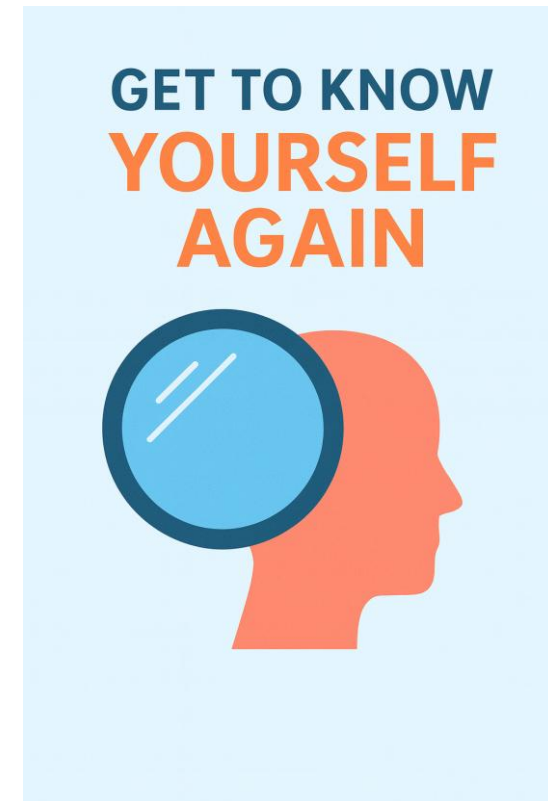
Project 2024-1-DE02-KA220-ADU-000247718

Migration changes both your personal and professional identity.

When you move to a new country, you may lose familiar roles, routines, and networks.

Rediscovering yourself helps you understand who you are today, what matters to you, and what direction you want to take.

- In **Poland**, a meaningful number of migrant women enter new sectors such as logistics, healthcare and social services, and some research indicates that through such transitions they tap into entrepreneurial talents and personal agency which they may not have exercised before and discover new strengths.
- In **Germany**, many migrant women hold qualifications from their home country but face obstacles because of the formal recognition procedures. This can result in feelings of professional and personal loss of identity. At the same time, some women use this as a stimulus for further qualification or skills development.
- In **Czechia**, migrant women frequently work in hospitality, retail and service-sector roles, and increasing efforts are supporting them in digital skills and service-oriented digital roles.
- In **Türkiye**, local NGOs support women in developing new skills and roles.





Facilitator Notes – Why 'Know Yourself Again'?



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Objective: Help participants understand that migration affects personal and professional identity but also opens space for growth.

TALKING POINTS

Migration changes personal and professional identity

- Migration doesn't only move us geographically – it changes how we see ourselves.

Loss of networks, status, and routine

- Many lose recognition of their qualifications or networks; this is a common experience.
- We may feel that our professional identity has disappeared — but our strengths and talents remain.

Rediscovering yourself is the first step to rebuilding your career

- Rediscovering yourself means reconnecting with your inner resources – strengths, values, and dreams.
- Self-knowledge is the first step to rebuilding confidence and planning your future career.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes – Why 'Know Yourself Again'?

Discussion Prompts:

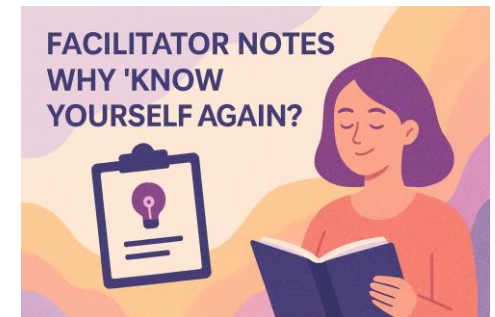
1. What personal or professional parts of you changed most after migration?
2. Which qualities helped you cope with change?
3. Describe yourself in three words before migration, and three words today.
4. How does rediscovering yourself help plan your career and education path?

Theoretical Context:

Adult learning theory emphasizes reflection on experience (Knowles, Mezirow). Forced migration can cause identity discontinuity but also growth and empowerment (Albert Bandura).

Quote for reflection:

'You can't build a new life on old doubts.'
Self-discovery is not about becoming someone new — it's about remembering who you are.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

The Meaning of Self-Discovery (for participants)

Self-discovery means learning to see yourself clearly again.

It is the process of understanding your skills, emotions, and motivations – what you can do, what drives you, and what truly matters to you.

When you know yourself, you make better decisions, gain confidence, and plan your career with purpose.

Self-knowledge is the bridge between who you were and who you are becoming.

“You can't build a new life on old doubts.”





Facilitator notes - The Meaning of Self-Discovery



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Objective

To help participants understand that self-knowledge is a practical tool for rebuilding confidence and direction in life and work after migration.

TALKING POINTS

- **Self-discovery = self-awareness.**
It's not a one-time event but a continuous journey of reconnecting with your thoughts, feelings, and capabilities.
- **Why it matters after migration:**
Many women focus on surviving and adapting; reflection helps them regain control and define personal goals.
- **Knowing yourself gives power to choose.**
When you understand your motivations, you can make career and life decisions aligned with your values, not by accident or fear.
- **Self-discovery increases resilience.**
Understanding your emotions helps you handle uncertainty and change with confidence.



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator notes - The Meaning of Self-Discovery

Discussion Prompts

1. What makes you feel most “yourself” in your daily life now?
2. Which emotions or strengths help you make good decisions?
3. What kind of work or activity gives you a sense of meaning and motivation?
4. How do you recognize when a choice feels right for you?

(Encourage open conversation but remind participants they can skip any question that feels personal.)

Reflective Exercise “Mirror Questions” – optional

Each participant writes answers to three short prompts. After writing, volunteers may share one statement aloud.

1. “I feel strongest when I...”
2. “I learn best when...”
3. “I feel proud of myself when...”

Theoretical Context

Self-Awareness Theory (Duval & Wicklund): Recognizing your inner state helps regulate behaviour and increases self-efficacy.

Transformative Learning (Mezirow): Reflection on personal experience leads to new understanding and personal growth.

Humanistic Psychology (Rogers): Knowing and accepting oneself is the foundation of authentic change.





Exercise: My Story in 5 Minutes



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Goal: To reconnect with your story and recognize your personal strengths.

Participants introduce themselves

Introduce yourself briefly:

- Name
- Country of origin
- Previous job or occupation
- Dream job or goal for the future

Purpose:

Sharing your story helps you remember who you are beyond migration and highlights your strengths that can support your new career path.

Facilitator's Observation:

While listening, note recurring themes such as:

- *Resilience* – overcoming challenges
- *Creativity* – finding solutions in new environments
- *Adaptability* – adjusting to change and starting anew

Reflection question (optional):

What strength do you hear most often in the group's stories?





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Exercise: My Story in 5 Minutes

Key References

1. **Stress Resilience: Narrative Identity May Buffer** —NLM(2018)

This article shows that people who integrate difficult life experiences coherently into their life narrative tend to have better psychological resilience. [PMC](#)

→ Using a storytelling exercise allows participants to begin forming or reforming their personal narrative, which supports resilience.

2. **Narratives of Resilience / Narrative Inquiry** — Xue (2021)

Explores how individuals reconstruct identity through narrative after facing challenges. [Frontiers+1](#)

→ “My Story” helps externalize that reconstructing process: participants frame who they are, challenges, and strengths in their own words.

3. **Storytelling in Adult Education: A Path to Engaged Learning** (Institute blog)

Argues that storytelling connects life experience to learning, increases engagement, and supports meaning-making. [Teachers Institute](#)

→ The “My Story” exercise grounds the session in participants’ lived experiences, making learning more relevant and participative.



PART 2 — Strengths, Skills & Values



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

1. **Our Strengths and Competencies (for participants)**
2. **Facilitator Notes: Our Strengths and Competencies**
3. **Self-Assessment Tool 1: Strengths Wheel**
4. **Self-Assessment Tool 2: Skills Inventory**
5. **Hidden and Transferable Skills (for participants)**
6. **Facilitator Notes: Hidden and Transferable Skills**





Our Strengths and Competencies (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Your strengths are what you do best and enjoy doing.

They show up in your work, daily life, and relationships.
Knowing your strengths helps you make better career and life choices.

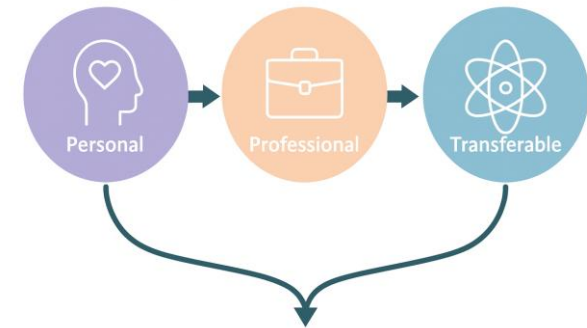
Categories of Strengths

- **Personal strengths:** character traits and attitudes that help you face challenges
Examples: optimism, empathy, patience, honesty
- **Professional strengths:** abilities developed through work or study
Examples: organization, problem-solving, leadership, time management
- **Transferable strengths:** useful in any country or job context
Examples: teamwork, adaptability, communication, creativity

Reflection Question

Which of your strengths has helped you most since arriving in your new country?

Our Strengths





Facilitator Notes: Our Strengths and Competencies



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Objective

To help participants identify, name, and value their skills and strengths — especially those that may be invisible or undervalued after migration.

Talking Points

- Strengths are not only technical skills, but also personal qualities that shape success.
- Encourage participants to see strengths as *energy sources*, not just achievements.
- Emphasize that transferable skills (like adaptability or teamwork) are valuable in all job markets.
- Link this to the next exercise (Strengths Wheel / Skills Inventory).

Optional Group Activity (5–10 min)

1. Ask participants to write down three things they do well and enjoy doing.
2. In pairs, share examples and identify at least one transferable strength in each other's stories.
3. Collect a few examples on a flipchart (e.g., “helping others,” “organizing events,” “learning quickly”).

Theory Note

Based on Positive Psychology (Seligman, 2002): recognizing and applying personal strengths increases motivation, confidence, and wellbeing — key for reintegration and career rebuilding.



Self-Assessment Tool 1 – Strengths Wheel



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Goal: Discover balance between different areas of your life and identify where your strengths shine.

Instructions:

1. Draw a circle divided into 8 parts (like a wheel).

Label each section:

Work – Family – Learning – Health – Creativity – Finances – Community – Wellbeing

2. Rate your satisfaction or confidence in each area from 1 (low) to 10 (high).

3. Connect the dots to form your personal “strengths wheel.”

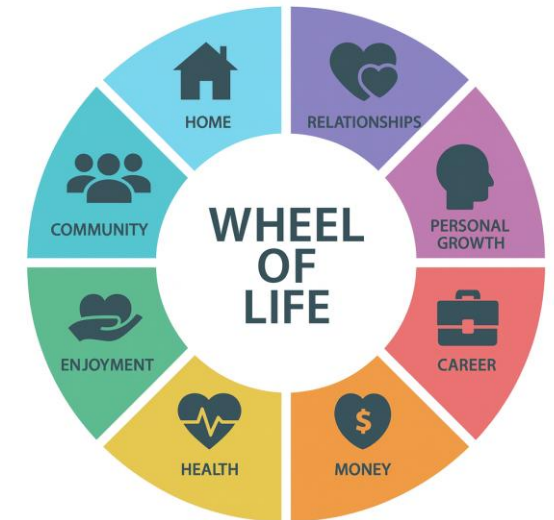
4. Reflect:

- Which areas give you most energy?
- Which need more attention or support?

Purpose:

Visualising your balance helps you see your strongest areas and the ones to develop—a first step toward your Personal Development Plan (PDP).

“Awareness is the first step to growth.”





Self-Assessment Tool 2: Skills Inventory

Goal: Recognize your experiences and discover your hidden skills.

Instructions:

1. Complete the table below:

What I can do	How I learned it	Where I used it
Organizing events	Volunteering at local NGO	Community project in Ukraine
Teaching children	As a parent / educator	Primary school / home tutoring
Translating documents	Helping others with forms	Local municipality office



2. Think beyond formal jobs — include **family, volunteering, hobbies, or survival skills**.

3. Identify which of these skills could be **useful in your new country**.

Purpose:

Recognizing your abilities builds **confidence** and helps you plan future **learning or career goals**.

“Every experience counts – your story is your skillset.”



Hidden and Transferable Skills (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Hidden skills are talents and abilities you use every day without realizing their value.

Transferable skills are abilities that can be applied in many different jobs, sectors, or countries.

Examples from everyday life

Everyday situation	Hidden skill	Transferable value
Organizing your family's move	Planning & time management	Project coordination
Helping others with paperwork	Communication & accuracy	Administration
Supporting children or elders	Patience & empathy	Social care / education
Managing a household budget	Responsibility & numeracy	Financial literacy
Learning a new language	Perseverance & curiosity	Adaptability

Everyday experience = professional potential

Reflection question:

Which of your everyday skills could be useful in a new job or study path?





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes: Hidden and Transferable Skills

Objective: To help participants recognize that life experiences and informal learning also develop valuable professional skills.

Talking Points

- Many women undervalue what they already know. Skills gained through family, volunteering, or survival tasks are real competencies.
- Employers often look for soft skills (teamwork, flexibility, problem-solving) more than technical expertise.
- Encourage participants to reframe “ordinary experiences” as evidence of capability.
- Link to next module: using these skills in **CV writing** and **career planning**.

Optional Activity (5–10 minutes)

Ask each participant to name one daily activity and, with help from the group, translate it into a professional skill.

Example: “I cook for my family every day → organization, attention to detail, quality control.”

Theory Link

Kolb’s Experiential Learning (1984): learning happens through reflection on experience.

Bandura’s Self-Efficacy Theory: recognizing one’s own competence strengthens confidence and motivation.



PART 3 — Overcoming Barriers & Building Confidence



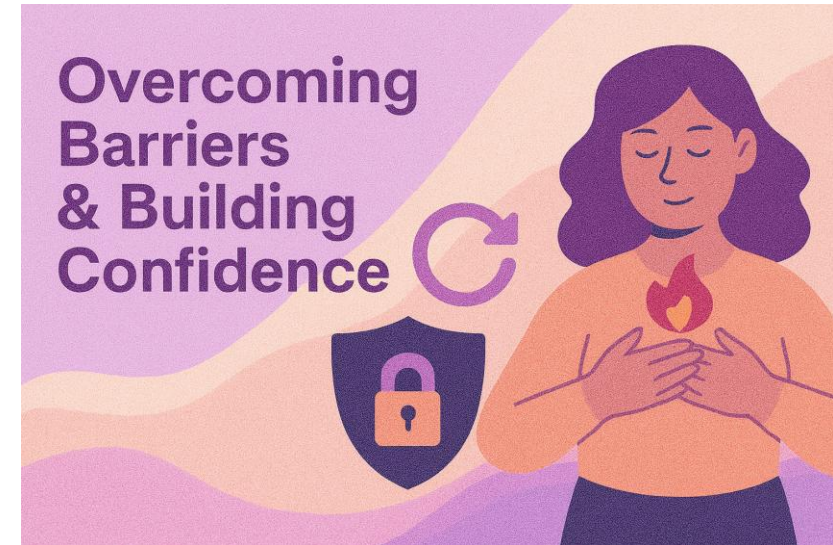
Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

1. **Values: What Matters Most to You (for participants)**
2. **Facilitator Notes - Values: What Matters Most to You**
3. **From Strengths to Opportunities (for participants)**
4. **Facilitator Notes: From Strengths to Opportunities**
5. **Exercise: My Achievements Map**
6. **Overcoming Self-Doubt (for participants)**
7. **Facilitator Notes: Overcoming Self-Doubt**
8. **Building Self-Confidence (for participants)**
9. **Facilitator Notes: Building Self-Confidence**
10. **Exercise: Positive Self-Talk**





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Values: What Matters Most to You (for participants)

Values are the inner compass that guides your decisions and gives meaning to your life. They influence the type of work, people, and environment that make you feel fulfilled.

Examples of personal and professional values

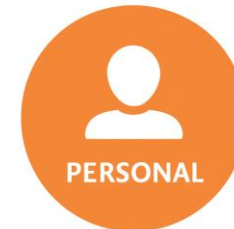
Category	Examples
Personal	Family, health, honesty, kindness, faith, stability
Professional	Responsibility, teamwork, learning, independence
Social	Equality, helping others, justice, community

Reflection Exercise:

1. Look at the list of values and **choose five** that matter most to you.
2. Ask yourself:
 - Which of these values are strongest in my current life?
 - Which ones do I want to strengthen in my new environment?
 - How do these values influence your career and life decisions?

When your work aligns with your values, you feel purpose and balance.

“Values are not what we wish for — they are what we live by.”





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes - Values: What Matters Most to You

Objective: To help participants identify and prioritise values that shape their decisions, behaviour, and career choices.

Talking Points

- Values act as a foundation for motivation and resilience, especially after major life changes.
- Clarifying one's values helps to make authentic career and life choices rather than acting out of necessity or pressure.
- Encourage open discussion but remind participants there are no "right" or "wrong" values.

Group Activity (10 minutes) - optional

1. Give participants a printed list of 20–30 common values.
2. Ask them to circle five that feel most important today.
3. In pairs, discuss how these values influence their everyday decisions.
4. Facilitate short sharing: "Which value guides you most in work or study?"

Theoretical Context

- Schwartz's Theory of Basic Human Values (1992): people everywhere share similar value types (e.g. security, self-direction, benevolence).
- Adult Learning Perspective: connecting learning goals with values strengthens engagement and sense of purpose.



From Strengths to Opportunities (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Goal: Use your strengths and values to identify real career and learning opportunities.

Your strengths and personal qualities can open doors in many areas — even ones you may not have considered before.

Examples of alignment between strengths and opportunities

Strength or Value	Possible Field or Role
Caring + Patience	Social work, childcare, healthcare
Organization + Responsibility	Administration, logistics, project management
Creativity + Curiosity	Education, design, entrepreneurship
Communication + Empathy	Customer service, community work, mentoring
Adaptability + Learning	Language teaching, translation, integration services

Remember:

Every experience counts – it can become the seed of a new professional path.

“Opportunities appear when you start seeing your experience as value.”





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes: From Strengths to Opportunities

Objective: To help participants connect their identified strengths and values with realistic options in the host country's labour market.

Talking Points

- Emphasize that self-knowledge leads to empowerment — when participants see their skills as market-relevant, they regain agency.
- Encourage them to look at fields with social need (education, care, digital services, green economy).
- Use local examples from Poland, Germany, Czechia, Türkiye, or Ukraine to illustrate growing sectors.
- Discuss how *soft skills* (communication, teamwork, flexibility) are valued equally with formal qualifications.

Activity (10 minutes) - Optional

- Ask participants to pick three personal strengths from previous exercises.
- In pairs, brainstorm at least one job or activity in which each strength could be applied.
- Share a few examples aloud — note common directions on the board.

Theoretical Context

Career Construction Theory (Savickas, 2013): individuals build careers by giving meaning to their experiences.

Empowerment and Adult Learning (Mezirow): reflection transforms self-understanding into purposeful action.



Exercise: My Achievements Map



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Goal: Recognize your past achievements and the skills behind them — every success tells your story.

Instructions:

1. List three personal or professional achievements you are proud of.
(*Examples: completing studies, raising a family, volunteering, learning a new language, organizing an event*)
2. For each achievement, identify:
 - The skills you used (e.g., communication, organization, perseverance)
 - The values you expressed (e.g., responsibility, creativity, empathy)
3. Discuss:
How could these strengths and experiences be useful in your host country?

Purpose:

Understanding your achievements helps rebuild confidence and shows how your experience is valuable in any context.

“Every achievement, big or small, is proof of your strength.”





Overcoming Self-Doubt (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Everyone experiences moments of fear or uncertainty — especially during big life changes.

Self-doubt is not a weakness; it's a signal that we care about doing well.

Common Internal Barriers

- Fear of failure or rejection
- Guilt about past choices
- Feeling “not good enough”
- Comparing yourself to others

New Mindset: The Power of “Yet”

Instead of saying “I can't,” try:

“I'm learning to.”

“I'm improving every day.”

“I haven't mastered it... yet.”

“You don't have to be perfect to start — you just have to start to grow.”





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes: Overcoming Self-Doubt

Objective: To help participants recognize and manage internal barriers that limit confidence, and to introduce the **growth mindset** as a practical tool for motivation.

Talking Points

- Doubt often appears after migration, when people must start again in unfamiliar systems.
- Acknowledge emotions without judgment; they are part of adaptation.
- The **growth mindset** (Carol Dweck) teaches that skills and intelligence can be developed through effort and learning.
- Encourage participants to reframe negative thoughts into positive, action-oriented ones.

Exercise (5–10 minutes) - Optional

Ask participants to write down one sentence that begins with *“I can’t...”* and then rewrite it as *“I’m learning to...”*
Share a few examples aloud to normalize learning and vulnerability.

Theoretical Context

Carol Dweck (2006) – Growth Mindset theory: belief in the ability to develop skills increases resilience and success.

Bandura (1997) – Self-efficacy: confidence grows through small successes.



Building Self-Confidence (for participants)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Confidence doesn't appear overnight — it grows step by step.

Each positive action, success, or kind word builds your inner strength.

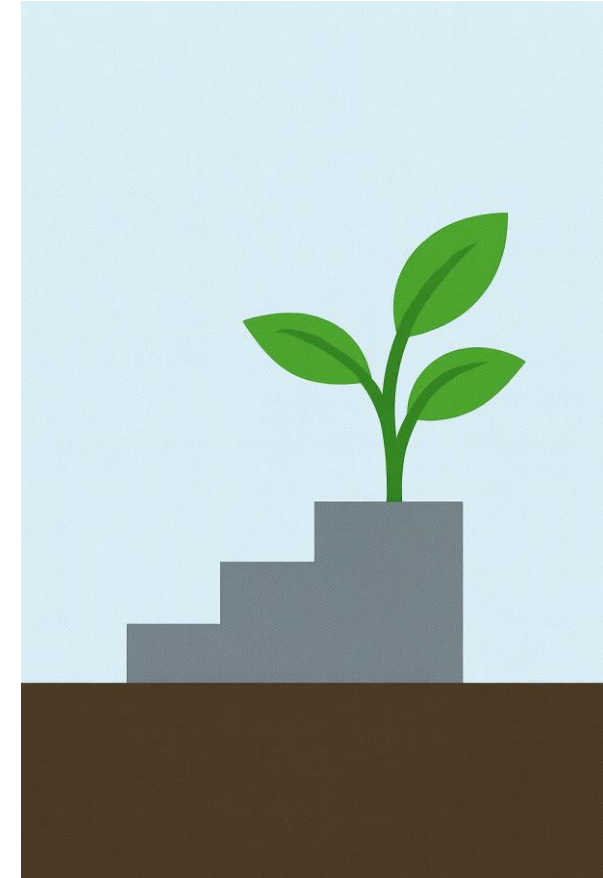
How confidence grows

- Through **small achievements** — every completed task matters
- Through **supportive people** — mentors, friends, colleagues who believe in you
- Through **practice and persistence** — trying again, learning from mistakes

Examples

- Learning the local language → shows adaptability and courage
- Volunteering → strengthens teamwork and communication
- Helping others → reinforces empathy and self-worth

“Confidence grows when you focus on progress, not perfection.”





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Facilitator Notes: Building Self-Confidence

Objective: To help participants recognize that confidence develops gradually through experience and positive social connections.

Talking Points

- Many women lose confidence after migration because they start from a new position, even if they were successful before.
- Confidence can be rebuilt — not by comparison, but by acknowledging small victories.
- Encourage participants to share real-life success stories, such as learning new skills, finding support, or helping others.
- Emphasize that sharing stories helps the group build mutual trust and belonging.

Group Activity (10 minutes) - optional

1. Ask participants to recall one situation where they succeeded despite difficulty.
2. Invite them to share it in small groups or pairs.
3. Write key qualities that appeared in these stories on a flipchart (e.g., persistence, courage, patience).

Theoretical Context

Bandura's Self-Efficacy Theory: confidence is built through successful experiences and social reinforcement.
Positive Psychology (Seligman): focusing on strengths and gratitude increases self-esteem and resilience.



Exercise: Positive Self-Talk

Goal: Strengthen your confidence and self-kindness through positive language.

Instructions:

1. Write **three positive sentences** about yourself.
(Examples: “I am learning new things every day.” “I am strong and adaptable.” “I bring value to others.”)
2. If you feel comfortable, **exchange your sentences** with a partner and read them aloud.
(Optional – only if you wish.)
3. Reflect:
*How does it feel to hear kind words about yourself?
Which sentence feels most true or powerful to you?*

Purpose:

Positive self-talk helps to replace self-doubt with encouragement.
Words create energy — what you say to yourself shapes how you act and grow.

“Speak to yourself as you would to someone you love.”



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

PART 4 — Personal Development Plan

1. **Creating Your Personal Development Plan (PDP)**
2. **My Support Network**



Creating Your Personal Development Plan (PDP)



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Use this plan to outline your current situation, goals, and next steps for your career and personal growth.

My Current Strengths and Skills	
My Development Goals (what to improve or learn)	
My Next Steps (actions, resources, courses)	
Who Can Support Me (mentors, organizations, friends)	



My Support Network

Goal: Identify people, places, and organizations that can support your personal and professional growth.

Who can be in your support network?

- Mentors: people who guide and inspire you
- Organizations: NGOs, social centres, cultural associations
- Employment offices & training providers: local job centres, language or vocational courses
- Friends & community members: emotional support, information sharing, encouragement

Activity:

Draw your own Support Map — place yourself in the centre and add circles for people or groups who can help you move forward.

Message:

You are not alone in your integration journey.
Support is everywhere — it starts with reaching out and staying connected.

“We rise by lifting each other.”



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Summary & Key Takeaways (for participants)

What we learned today

- You already have valuable experiences and skills — every part of your journey matters.
- Self-awareness helps you recognize your strengths, values, and dreams — it's the foundation for your new career path.
- Reflecting on your story builds confidence and prepares you for personal and professional growth.

Key Message

Believe in your potential — growth starts from within.
You are already rebuilding your future step by step.

“You are stronger than the challenges that brought you here.”



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Closing Reflection

“The journey to rediscover yourself is the first step toward your new life.”

Take a moment to reflect:

- What new thing did you learn about yourself today?
- Which strength or value do you want to use more in your daily life?
- How will this self-awareness help you in your next steps?

Write your thoughts in one or two sentences — you can keep them private or share one idea with the group.

Purpose:

Reflection helps to anchor what you've learned today and strengthens your self-confidence for the journey ahead.





SESSION SPLIT



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Session A (60–75 min)

- Why self-discovery matters
- My Story in 5 Minutes
- Strengths overview
- Strengths Wheel

Session B (60–75 min)

- Skills Inventory
- Values
- Hidden Skills
- Overcoming Self-Doubt
- Positive Self-Talk
- Personal Development Plan



References



Theoretical and Educational Sources

- Bandura, A. (1997). *Self-Efficacy: The Exercise of Control*. W.H. Freeman & Company.
- Dweck, C. (2006). *Mindset: The New Psychology of Success*. Random House.
- Kolb, D. (1984). *Experiential Learning: Experience as the Source of Learning and Development*. Prentice Hall.
- Knowles, M. (1984). *Andragogy in Action: Applying Modern Principles of Adult Learning*. Jossey-Bass.
- Rogers, C. (1961). *On Becoming a Person: A Therapist's View of Psychotherapy*. Houghton Mifflin.
- Seligman, M. (2002). *Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment*. Free Press.
- Schwartz, S. H. (1992). *Universals in the Content and Structure of Values: Theoretical Advances and Empirical Tests*. *Advances in Experimental Social Psychology*.
- Schön, D. (1983). *The Reflective Practitioner: How Professionals Think in Action*. Basic Books.
- Savickas, M. (2013). *Career Construction Theory and Practice*. In *Career Development and Counseling*.

Research and Policy Frameworks

- Antonovsky, A. (1987). *Unraveling the Mystery of Health: How People Manage Stress and Stay Well*. Jossey-Bass.
- Berry, J. (1997). *Immigration, Acculturation, and Adaptation*. *Applied Psychology: An International Review*, 46(1).
- UNHCR (2022). *Guidance on Integration and Self-Reliance of Displaced Women*.

Narrative and Resilience Approaches

- Mason, S. et al. (2018). *Stress Resilience: Narrative Identity May Buffer*. *Frontiers in Psychology*.
- Xue, Y., et al. (2021). *Narratives of Resilience: A Narrative Inquiry Approach*. *Frontiers in Psychology*.