

Anidra Traineeship

Mentor for professional activities: Lorenzo della Cella, Paola Dora

Erasmus Trainee: Burak Dikik

Host Institute: Università Popolare Anidra

Period: 07 August-07 October

Number of Hours: 308

Training Plan

TARGET

This training plan has as target the acquisition of technical and professional competences in the field of Guidance and Psychologic Counseling. The path within the Anidra People's University envisages also the development of job-related/transversal skills through the inclusion of the trainee in the daily life of Centroanidra, Anidra Campus and Anidagri. The transversal nature of key competences makes them essential for future employment, social cohesion of young people, permanent source of learning in terms of adaptation and integration capabilities.

THE ANIDRA METHOD FOR THE EVALUATION OF COMPETENCES, NON-FORMAL AND INFORMAL LEARNING

According to the EUROPEAN GUIDELINES for validating non-formal and informal learning of CEDEFOP¹, validating non-formal and informal learning is increasingly seen as a way to improve lifelong and life wide learning. The informal learning results from daily activities related to work, relationship with staff members of Centroanidra, leisure activities, and participation to residential seminars of Università Popolare Anidra. The center of the validation process is the individual, and the impact of the traineeship on the individual. Sharing experiences and the full functioning of a community is a part of the development programme for trainees. The interaction between trainee's mentors and the teachers of Anidra, the immersion in a natural environment, and the immersion in a multicultural, multi-vocational environment, led to an alternative way of validation.

We herewith state that guidance, counseling and information about these systems and approaches have been provided; external observers participated to the training activities as external auditor and observers.

The vocational activities are both practical and theoretical. Theoretical activities involve the writing of daily reports: the trainee with the student's tutor of Anidra wrote this final essay about procedures, data and analysis.

¹ European Centre for the Development of Vocational Training

The evaluation of competences considers the use of the following factors:

1. Direct observation by the Anidra and Anidagri mentor of the relationships and learning activities in order to obtain an evaluation of behaviors and their variability depending on the work context
2. Observational context, i.e. definition of the aspects that have been explored, preparation and organization in the most effective way to pursue the objectives of the researcher
3. The observer has assumed the role of guide and identified the subject to observe: aspects of character and skills acquired during the training

Tools of validation:

1. Observational table: set of behavioral descriptions related to specific reports, used to notice the phase of development skills
2. Q-Sort method: technique that uses a set of predefined item to evaluate specific aspects of conduct
3. Sociometric techniques: the indicator of social competence is the position occupied by the individual within the working group
4. Evidence, simulation, tests, final essay

Final Essay

Professional Activities (Referee Prof. Paolo Bendinelli):

1. Pilot project:

There now follows an analysis of what I have learnt throughout my Erasmus+ internship.

My Erasmus+ journey in Anidra began on 7th August 2019. I approached the internship with a good attitude, a lot of positivity, and a willingness to learn. These attributes were essential to have in order to be successful throughout my entire internship journey. When I arrived in Anidra, I was welcomed by several Anidra staff.

My first impression of everything was very positive (the people, the facilities, the atmosphere, the location, the accommodation etc). I felt that I made a really good decision to accept the internship. One key characteristic which I acquired in the internship was resilience. This characteristic was needed throughout this experience. Resilience was required for tasks such as: working outdoors - lifting heavy bags, collecting hay, feeding farm animals (all of which were performed under the immense heat of the sun.) I often became overwhelmed by the heat and by the tasks but through resilience I overcame challenges such as this. Working in the kitchen also required resilience. Especially late at night when I had performed several other tasks throughout that same day. The challenge was to remain focused on the job no matter how long and busy the day had been. Similarly, resilience (and focus) was needed for relentless tasks such Rose Picking

Transversal Activities (Referee Giovanni Simonelli):

2. Outdoor activities:

- Gathering and collecting grass & hay and Carrying it to the farm animals in order to then feed them.
- Walking with the dogs
- Collecting fruits
- Feeding horse and donkey
- Planting seeds
- Cleaning the weed around rose
- Cutting weeds in a field (in order to feed farm animals)
- These tasks demonstrated my determination, my focus and also my resilience

3. Acquisition of key competences of European citizenship:

Key attributes which I have learnt throughout this internship experience.

- Linguistic Ability
- Research Skills
- Transversal Skills
- Cultural Expression
- Time Management

- Responsibility
- Organization
- Discipline
- Conflict Management / Diplomacy

- Transferable Skills
- Learning to learn
- Soft Skills
- Problem Solving ability

I have earned these features by doing daily tasks every day. All those competences are needed to reach career goals. Even if I improved my features, I still have a lack of competence like "Time Management" and I keep working on it.

4. **Learning and practice of the Italian language:**

Thanks to our Italian friends who had an internship here, I was able to develop my knowledge of the Italian language.

- Simply by being in Italy, surrounded by native Italian people, I was immersed in the Italian language from the start of the mobility. For example, the conversations I had with the Anidra staff and associates were very helpful in regards to learning Italian.
- Face to face learning of the language was also very important for me. This informal way of learning the language increased my understanding and speaking of it.
- Tandem language lessons (in Italian / English) were regularly held, which enabled all of the interns to make sense of Italian vocabulary and phrases / sentence structure. This conversational style of learning the language simplified the whole learning process in this regard

5. **Individual research:**

I have read some psychological articles and summarized them throughout my entire internship. To give a couple of examples, what were these all about, seven mirrors, Anidra method, the law of attraction, the law of Murphy, importance of empathy, expression of friendship. In addition, there were Innertech lessons which included all psychological topics held by Prof. Paolo Bendinelli every week. I wrote a report to sum up all Innertech lessons. Plus, I got a chance to have psychological lessons held by Dott. Lorenzo della Cella and Dott. Ssa Paola Dora who are psychologists in Italy. It was a literally big step for me to have a psychological conversation with these people.

6. **Inclusion in the daily tasks of the circuit Centroanidra residents (rotation&jobs, emergency management) in order to acquire soft skills:**

This internship was all about transferable skills. From feeding farm animals (horses, donkey, pig), to working in the kitchen, to doing agriculture work, or cleaning / organizing the dining area. Each week, I developed precious transferable skills by performing what Anidra refers to as Soft Skills.

7. **Contact with professionals in the field of interest who provided to the trainees their knowledge:**

When I was in need, there was always at least one Centro Anidra staff member who's ready to help. Even if I don't know how to do or what to do, they show me the way how to do it properly. When I have arrived

Centro Anidra, although I was not able to communicate to the people in Italian in early days, we could communicate with the staff somehow by using gestures.

8. Performance of tasks and assignments that can be inserted in the CV:

- Feeding farm animals (horses, donkey, pig), to working in the kitchen, to doing agriculture work, or cleaning / organising the dining area, to washing dishes, to watching the psychologic movies, to studying and summerising psychological articles leads us to earn valuable skills. To giving some example of valuable skills that I earned are linguistic ability, research skills, transversal skills, cultural expression, time management, conflict management / diplomacy, transferable skills, learning to learn, soft skills, digital competency, problem solving ability.

KEY COMPETENCES

The trainee has acquired the eight key competences of the European Union framework:

1. Communication in mother tongue:

I had lots of chances to speak in my mother language luckily. There were 2 Turkish interns since my arrival therefore I was able to speak in my native language. However being able to speak in native language may turn out disadvantage in some cases. That's why I speak Turkish as little as I can in Italy.

2. Communication in foreign languages:

I am keen on learning something new. I am so curious about the all languages across the world, therefore I am willing to learn new languages. I always wanted to learn Italian language. Before I arrive Italy, I didn't even know one sentence. All I knew were just a few basic words. Furthermore, I keep on working Italian language since arrival and I am getting better by the time goes by, .There was a time some people used to say to me "Even if you learn Italian language so well, what are you gonna do with Italian?" These speeches even didn't reduce my motivation to learn. I knew if I quit working, I will never be able speak Italian.

3. Learning to learn:

This is a competence which I was always aware of throughout the internship. I have always asked myself:

- Am I really willing to learn this?
- Which way is the best for me to learn?
- Could be any easier way to learn this?
- What are the other ways to learn?
- Did I do something wrong during learning?

As I mentioned before in my essay, I am always looking for something new to learn. The process of the learning depends on what are you working on it. To giving an example, the process of the

learning Italian was easier to me than the learning English. Because, I was surrounded by Italian people, It was a piece of cake to improve my Italian language skills. I could find someone who's ready to speak when I need somebody to practice Italian.

Furthermore, this competence is quite important for Psychological area. Human beings are meant to develop themselves. In other words, even if I feel that I know everything about something, then I realize that I am mistaken and I admit that there is still so much to learn. This awareness gives me motivation to learning to learn.

Everybody learns differently, and they also have different perceptions. Therefore, different learning methods and techniques need to be considered when a group of individuals are learning together. For example, in the Tandem Language lessons which were held in Anidra regularly, all of the interns had conversations with native Italian speakers in order to increase their learning of Italian. This setup was very informal, and I felt that it was useful in case of my learning and knowledge. However, other people suggested to me that different teaching methods should be included in the lesson. For example, the use of flashcards might have been helpful. Even a game in which people would guess what words and phrases mean, and then revision of those words and phrases could be done at the end of the lesson. However, I feel that my own learning in this regard was very sufficient. I always made my own flashcards after the lesson and revised all of the words and phrases and sentence structures used within the lesson. To sum up this learning technique really suited me and I gathered benefits from this.

4. Interpersonal, intercultural and social competences, civic competence:

I feel that I really improved my communication skills since arrival. Although I had lots of racing questions in my mind before arrival, after for a while, I literally got used to it and I got over adaptation process perfectly. Especially, interns were nice and friendly than I expected. I built up good relationships with most of the people I encountered and got to know throughout my internship experience. Additionally, I was always very kind and pleasant towards everyone, regardless of whether I knew them or not, for example. I feel that my communication skills were demonstrated very well throughout the internship. This means that I communicated very well with everyone who I encountered. I always tried to help if someone was in need. I believe that I behaved everyone well, I didn't use any offensive words to bother someone else by accident. These social / communication skills are also transferable skills which I can apply in other future contexts such as in my own leisure time, in a work environment; in any environment which includes interacting with people; whether it's just one individual or a team of people, I now have extra self-confidence. Lastly, I have become multilingual person thanks to people around me.

5. Cultural expression:

Given the culturally diverse the countries of the world, it's never been more important to build, maintain and cultivate effective cross-cultural communication skills. In addition to maintaining an awareness of verbal and nonverbal cues when communicating with people from all cultures, it's important to practice patience, tolerance, and active listening to ensure successful cultural relations.

Having these skills, fosters a positive work environment builds relationships and contributes to the overall business success and job satisfaction. Observing different cultures, making an effort to understand differences between people, sharing unlike thoughts were essentials for a psychological counseling and guidance. That is to say, I had lots of chance to contact with the people who are from different countries across the world. To be more specific, through the internship I made sure to express myself in a very appropriate manner, whether in the Italian or English language. My cultural awareness influenced the way I expressed myself. Throughout my internship there were interns from France, India, Poland, Ireland and Italy. Each intern had their

own cultural expressions, their own beliefs, whether those beliefs were political or religious, or indeed, just general beliefs. With such a diverse group of interns, the key element for me, was to cautiously handle any conversations with sensitivity. This all feeds into interpersonal, intercultural and social competences. We have experienced some group exercises which is included tandem language with all interns and it was the most important aspect to know each other throughout this experience. My ability to empathise and understand people's sensitivities meant that I knew how to sensitively deal with misunderstanding. To conclude up, as a psychological counsellor, those observations give me a chance to analyze and absorb all the expressions which is occurred from cultural differences.

Borzonasca, li _____


UNIVERSITÀ POPOLARE ANIDRA
THE PRESIDENT
Prof. Vincenzo Paolo Bendinelli
THE MENTOR
Prof. Lorenzo della Cella

THE MENTOR
Prof. Paola Dora



THE TRAINEE
Burak Dikik



Attachments:

1. Portfolio
2. Certificates of the visits of the companies
3. Anidra evaluation
4. Letter of reference

PORTFOLIO OF WORKSHOPS AND LABS

Spada Giapponese



Practising guitar exercises with Federico



Doing corvee with staff



Striking a pose like Capo :)



Working in the garden



Serving with Valentina at dinner



Planting Seeds

