

## Abstracts

Martin Achtnich

### ***BBT. Vocational Picture Test (VPT). A Projective Method for the Clarification of Vocational Preferences. Its Application in Vocational and Career Counseling***

The Vocational Pictures Test (BBT) has been designed by the author as a projective method for use in vocational and career guidance. His purpose is to identify and clarify inclinations and interests. It consists of a series of 100 photographs of women and 96 photographs of men actively engaged in an occupation. Three response are possible: positive choice, negative choice and neutral attitude. The interpretation follows the theoretical concepts of Leopold SZONDI. The fundamental needs of man are linked with the occupational requirements. The test construction is explained and the interpretation technique is illustrated by the use of the test in several cases of vocational guidance.

**Keywords:** Vocational Pictures Test, projective method, vocational inclinations and interests, vocational and career guidance.

Małgorzata Anna Basińska

### ***The AVEM Questionnaire on the Work-related Behaviour and Experience Patterns – a Method for Researching Burnout, Coping with Stress or Overall Functioning at Work?***

U. Schaarschmidt and A. Fischer (1996) created a model of work-related behaviour and experience patterns, and an instrument to measure them, i.e., the AVEM Questionnaire (*Arbeitsbezogenes Verhaltens und Erlebensmuster*). This method is not very popular in Poland, and when it is applied, then these analyses tend to be very limited. The aim of this paper is an attempt at answering the question on the status of this method as well as determining its diagnostic potential. A question asked in this way concerns most of all the accuracy of the method, namely, the area of its application.

On the grounds of presented in this article analysis we might say that indirectly the AVEM questionnaire shows tendencies to apply only some strategies of coping with stress and the employee's resources; it also allows to unambiguously specify whether the occupational burnout syndrome occurs, and to describe its structure. It also allows, to a much wider degree, to describe the functioning of the individual at work.

**Key words:** AVEM Questionnaire, area of application.

Agnieszka Lipińska-Grobelny, Beata Ścierwicka

### ***Personal Determinants of Attitudes Toward Psychological Tests***

The subject of the studies presented in this article comprises psychological analysis of participants' attitudes toward tests and defining variables that may determine these attitudes. 120 students (63 women and 57 men), including 60 psychology students and 60 management students, agreed to participate in the project. Personal determinants were searched for with use of psychometrically verified tools, such as: Formal Characteristics of Behaviour – Temperament Questionnaire (FCZ-KT), Emotional Intelligence Questionnaire (INTE), Anxiety State and Anxiety Trait Inventory (STAI), and Delta Questionnaire for measuring locus of control, while attitudes toward tests were assessed using a technique constructed for the research needs. The obtained results have showed that positive attitude to tests is determined among 120 participants: among 60 psychology students by high level of perseverance and emotional intelligence, and among 60 management students by resilience and internal locus of control. Personal determinants of attitudes toward tests in the group of 63 women are emotional intelligence and activity, and in the group of 57 men – perseverance, briskness, low reactivity, and anxiety state. The obtained results may be practically applied in the procedure of conducting researches by means of giving an examinee a set of information which exert a positive influence on his or her attitude toward a test and eliminate negative emotions.

**Key words:** psychological test, attitude toward tests, personal determinants, regulation theory of temperament, anxiety state and trait, emotional intelligence, locus of control.

Henryk Jarosiewicz

### ***Qualitative Methods in Psychological Diagnosis***

The aim of this article is to present a psychological model of man and with its use explain professional activity in the subjective aspect (internal experience) and objective aspect (external experience). It is a model of a person being an active and sensitive subject. The person is a dynamic subject who – able to reflect and imagine – creates his/her own life, including professional one.

On this basis the author presents his understanding of qualitative methods in the diagnosis and makes a preliminary attempt at their systematization. He proves that the term 'projection techniques' is too narrow to cover the broad spectrum of psychological diagnosis qualitative methods. The author transfers the main focus of the analysis from projection to identification, planning and choice. As an example of qualitative methods he provides multiple-choice tests, among others M. Achtnich's Vocational Picture Test.

**Key words:** qualitative methods, introspection, model of subject, dynamism, disposition, choice.

Jolanta Kowal

### ***Perspectives and Directions for Professional Development in the Lower Silesian Voivodeship Compared to Poland and the European Union***

The present article aims to demonstrate the situation on the labour market in the Lower Silesian voivodeship compared to the situation in Poland and in the world, to outline the most marketable and appreciated jobs in Poland, to present a perspective for both skilled craft jobs and for the market of new jobs of the future, to identify the most important competencies for employees, in particular for graduates, with respect to gender, profession and professional fields, to define key competencies for trades and expectations of entrepreneurs towards employees; to establish a profile or a marketable worker in a professional field and relationship between competencies wanted by employers and a type of a professional field and vocational education in the area covered by the project. The analyses have been conducted on the basis of a questionnaire survey of the Lower Silesian Regional Development Agency (DARR), own research, qualitative content analysis of the relevant literature and web portals.

**Key words:** labour market, marketable and appreciated jobs, competencies.

Jagoda Stompór-Świdarska

### ***Possibilities of the Lüscher Test Application in Job Consultancy and Personnel Recruitment***

The concept of the test (Luscher Colour Test) is based on the author's concept of the psychology of functions. In his concept, Luscher looks into double meaning of colour: objective and subjective. Luscher refers to the effects of colour and shape and their making a sensory impression on our senses. Preference or rejection of a colour in the test is more spontaneous and honest in comparison to verbal reaction. The reference literature indicates divers and universal applications of the test. It is

used for psychoanalysis, clinical research, employee performance appraisal, candidate selection. Colour test is applied as well for research of workers' attitude during migrations and pre-marriage diagnostics of teenage couples. The test is also used by criminologists, army and police e.g. intelligence units, when an extensive probing of a personality must be performed. In recent years, the Colour Test has caught the attention of recruiters, experts, coaches and counsellors, who are looking for a more effective psychometric test to help them in their work.

**Key words:** Lüscher Colour Test, Max Lüscher, psychology of colour, job consultancy.

Henryk Skłodowski

### ***Need to Formulate Polish Tools Examining Vocational Dispositions of Students***

In this article the need to formulate a Polish tool to examine vocational predispositions of students is presented. According to the author in changing psych-economic Polish conditions it becomes urgent to create a tool which will be rooted in the native culture and specifically aiming to examine vocational predispositions. The article covers the analysis of current practice of forecasting professional adaptation of a candidate in his prospective job. Existing diagnostic tools of usefulness for a job are considered (e.g. Questionnaire of Professional Functioning for Managers by Skłodowski).

**Key words:** vocational disposition, vocational counseling, forecasting professional adaptation, personality inventory.

Bożena Wojtasik

### ***Qualitative Methods in Career Counselling: A Few Suggestions***

The rapidly changing social situation and the complexity, volatility, and liquidity of the contemporary world characterized by transience and uprootedness affect education and vocational careers. Living in the risk society, we are forced to constantly make choices and difficult decisions. Therefore, we witness an increase in demand for counsellors who support clients in constructing their own careers and in coping with the contemporary unstable labour market.

In my article I discuss the model of a liberal counsellor's activity whose chief working method is advisory conversation, eschewing "hard" research tools, such as tests, inventories, or questionnaires. Such a counsellor can resort to qualitative methods that are used in biographical research.

I enquire also whether *biographical methods*, well-known and widely used in

social sciences, can be transplanted onto the counselling practice and applied in professional career counselling. I discuss the manner in which a professional career counsellor can carry out such research and interpret the results thereof. I also outline how the tasks of a professional career counsellor and a counselee have changed in the new counselling situation.

**Key words:** qualitative methods, biographical research, career counselling, counsellor.