

WBL-PRO Professional Peer Network: The team talks with the professionals – Cveta Stoyanova, Varna, Bulgaria

Today we are happy to invite you to come to Varna at the Bulgarian seaside and meet **Cveta Stoyanova** who is supporting personal development chief expert at Education Youth Activities Directorate at Varna Municipality and freelancer, children and labour psychologist, certified Global Career Development Facilitator.



Please find below what she has shared with the WBL-PRO team:

1. Please share with us what the main advantages with respect to work-based learning are:

- improvement and development of practical skills
- acquisition of effective working models
- social intelligence: skills for communication with different individualities, team work, problem solving, decisions making in real work situations in accordance with the responsibility level, negotiations
- new learning skills in professional and/or digital environment
- project work on different positions
- establishing professional and work networks
- development of personal qualities such as discipline, responsibility, meeting deadlines, analytical skills and critical thinking
- proposing innovative approaches is the environment expects and requires them

2. Please share with us what the main challenges with respect to work-based learning are:

- moral dilemmas, non-compliance between requirements and expectations as well as between organizational climate and personal attitudes
- acquisition of unregulated but implemented practices
- personal or groups resistance against managerial or administrative work style

- difficulties in adaptation to different individualities and communication styles, learning and work
- lack of or low motivation of the mentor
- organizational culture underestimating the personal input, but including criticism, gossip and intrigues
- informal structure leading the professional work
- others - for example, boredom, irresponsibility culture and egocentrism...

3. Please describe any solutions with respect to challenges and/or weaknesses related to work-based learning:

- clear regulation of borders, ethical norms and standards for professional/work expertise and evaluation, work behavior and relations
- high remuneration for high expertise and additional qualifications, opportunities for career development after the training
- personal plan and possibilities for continuous training in accordance with the will of the work specialist/expert/manager
- adequate to the work financial and material standard and work conditions, delegation of individual responsibility, inspiring personal input and development
- system of awards, encouragement and possibilities for career development
- programs for physical and emotional recovery

4. Please share what the most important knowledge, skills and competences for the work-based learning professional are according to you. What kind of trainings are necessary to acquire them?

Inspiring and motivating personalities in the work process and interpersonal relations. Professional knowledge and skills, experience in human relations, self-awareness and understanding for personal mission. Funded additional qualification in accordance with the personal choice of the expert.

Please feel most welcome to like our facebook page and join the linkedin group to get acquainted with many best practices and other useful materials, tools and resources supporting the high quality performance of work-based professionals around Europe and beyond its borders!

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