



# MODULE 2 DESIGNING BLENDED GUIDANCE FORMATS



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# INTRODUCTION

Participants will engage in role-playing activities to practice delivering blended guidance sessions. This activity helps in understanding the practical application of theoretical knowledge.



## OBJECTIVES

- Enhance communication and counseling skills.
- Practice delivering blended guidance sessions.
- Receive feedback on performance to improve skills.

## TYPE



GROUP  
DISCUSSION



ROLE PLAY

## DURATION

60-90 minutes  
depending on the  
size of the group

# MATERIALS NEEDED FOR THE IMPLEMENTATION

- Role-play scenarios.
- Feedback forms.
- Whiteboard or flipchart.
- Markers.



# METHODOLOGY

## STEP 1

The Trainer Introduces the Concept of Role-Playing in Blended Guidance

Introduction: Role-playing is an effective training technique where participants act out specific roles in a simulated scenario. This method helps in developing practical skills, improving communication, and gaining insights into different perspectives. In the context of blended guidance, role-playing can be used to practice integrating various guidance formats and handling real-life situations that clients might face.

Key Points to Cover:

- Definition and Purpose:
  - Explain what role-playing is and why it is used in training.
  - Discuss how role-playing can enhance understanding and application of blended guidance formats.
- Benefits of Role-Playing:
  - Enhances problem-solving and decision-making skills.
  - Provides a safe environment to practice and make mistakes.
  - Encourages empathy and understanding of different client perspectives.



# METHODOLOGY

## STEP 1

- How Role-Playing Works:
  - Describe the process: setting up scenarios, assigning roles, acting out situations, and debriefing.
  - Highlight the importance of feedback and reflection.
- Expectations for Participants:
  - Be open-minded and willing to engage in the activity.
  - Take on roles seriously and try to stay in character.
  - Provide constructive feedback to peers.

Example Script for Trainer: "Today, we will be using role-playing to practice delivering blended guidance. Role-playing involves acting out specific roles in a simulated scenario, which allows us to develop practical skills and improve our understanding of different guidance formats. Through this activity, you'll get the opportunity to practice integrating various guidance methods, handle real-life client situations, and receive valuable feedback from your peers. Remember to stay in character and take the scenarios seriously, as this will enhance the learning experience for everyone."



# METHODOLOGY

## STEP 2

Each Group is Given a Role-Play Scenario

Role-Play Scenarios: Below are some role-play scenarios tailored for practicing blended guidance formats. Each scenario includes a brief description and specific roles to be assigned to participants.

Scenario 1: Transitioning Careers

Description: A client is seeking guidance on transitioning from a teaching career to a corporate training role. The session includes online assessments and individual counseling.

Roles:

- Client (Teacher): Seeking a career change, uncertain about the corporate environment.
- Career Counselor: Provides individual counseling, interprets online assessment results, and offers guidance on the transition.

Scenario 2: Job Search Strategies

Description: A group workshop focuses on job search strategies for recent graduates, incorporating virtual reality simulations of job interviews and networking events.

Roles:

- Workshop Facilitator: Leads the group workshop and conducts VR simulations.
- Participant 1 (Graduate): Recently graduated, anxious about job interviews.

Participant 2 (Graduate): Recently graduated, looking to build a professional network.



# METHODOLOGY

## STEP 2

### Scenario 3: Enhancing Leadership Skills

Description: A mid-level manager seeks guidance to improve leadership skills. The session combines e-learning modules with follow-up coaching.

Roles:

- Client (Manager): Wants to enhance leadership skills to advance in their career.
- Career Coach: Provides follow-up coaching after the client completes e-learning modules.

### Scenario 4: Work-Life Balance

Description: A working parent is struggling with work-life balance and seeks guidance. The session involves social media engagement and career counseling.

Roles:

- Client (Working Parent): Facing challenges in balancing work and family life.
- Career Counselor: Engages with the client through social media and provides counseling sessions.

### Scenario 5: Skill Development for Career Advancement

Description: An employee wants to develop new skills to advance in their current job. The session includes group workshops and online learning.

Roles:

- Client (Employee): Motivated to learn new skills for career advancement.
- Workshop Leader: Conducts group workshops and guides the client through online learning resources.



# METHODOLOGY

## STEP 3

- The trainer introduces the concept of role-playing in blended guidance.
- Participants are divided into pairs or small groups.
- Each group is given a role-play scenario.
- Groups perform their role-plays, simulating blended guidance sessions.
- Other participants and the trainer provide feedback on the role-plays.
- The trainer facilitates a discussion on the key takeaways and areas for improvement.



## FURTHER RESOURCES

- Video: Career Counseling Role Play Video
  - <https://www.youtube.com/watch?v=peqWQ0nkjC0>
- Article: [Improving Counseling Skills through Role-Playing.](https://bmcmededuc.biomedcentral.com/articles/10.1186/1472-6920-10-7)
  - <https://bmcmededuc.biomedcentral.com/articles/10.1186/1472-6920-10-7>

## REFERENCES

- Brown, L. (2020). Practical Counseling Skills.
- International Association for Educational and Vocational Guidance. (n.d.)

