



Beyond Retirement – A Migrant Integration Resource

[BRAMIR]

O2: Psychographic Profiling tool

Prepared by E-Seniors

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Introduction

The aim of this document is to provide a tool allowing a tailored matching between seniors volunteers and migrants. The methodology developed in the following section is taking into accounts various aspects: cultural diversity, educational backgrounds, personal interests etc. The goal is to manage to create successful binomas willing to work and collaborate in an effective way.

What is the Psychographic Profiling tool?

In terms of BRAMIR project, the psychographic criteria is a tool that helps to match in a best way the profiles of migrants with profiles of senior volunteers.

The main objective is to set out the scope and range of the profiling tools in the contexts of matching senior volunteers and migrants to create sustainable learning partnerships

Methodology

1) Recruitment.

Each organization should use its traditional channel and networks to find seniors and migrants interested in the participation in the project BRAMIR. For instance, an article in the organization's own regular newsletter and on its website and its social network accounts. The distribution of this information in the organization's mailing list will allow us also to have an access within the wide network in order to have more interested persons.

2) Organization of the meeting with potential participants.

Once, the interested persons are recruited, each partner should organize the first meeting separately with each target group (seniors and migrants). All necessary materials should be prepared before the meeting such as camera/video tools and computers with an Internet connexion available. The organization's staff members should prepare some beverages and snacks in other to make persons feel comfortable and welcomed. Each session should occur as follow:

- Presentation of the main BRAMIR's objectives and activities and their possible role in the project.
- The signature of the image cession authorization in 2 copies (the participants' agreement on taking pictures/videos and its distribution in the framework of the BRAMIR project). One for partner organization and another one, for the participant.
- Presentation of the Myer-Briggs questionnaire that will be then filled in by each target group (seniors and migrants respectively). It takes approximately 12 mn.
- Once the Myer Briggs questionnaire is completed, the additional profiling questionnaire should also be presented and filled out by participants.
- Gathering final questions and feedback if occur.
- Closing the session.

3) Data analysis by each organization's staff.

Once the questionnaires are completed, each partner should analyse the data, following the methodology described in the conclusion) and do the first matchmaking.

4) Organization of the first encounters between matched pairs (seniors and migrants).

According to the results of the both questionnaires, the partner organizations should organize first meetings between pairs. Each meeting should be prepared carefully in order to make sure to have the best match and the warm atmosphere.

5) Constant follow-up.

Each partner should follow constantly the matched pairs in order to support them individually and on-line. Regular meetings should be organized.

Myer-Briggs questionnaire

The Myer-Briggs questionnaire can be find online: <https://www.16personalities.com/>

It is available in all the partners' languages: English, German, French, Greek, Romanian and Finnish.

The Myer-Briggs will classify each person in one of the four following category:

- Analysts
- Diplomats
- Sentinels
- Explorers

In each profile, there are 4 sub profiles.

Additional questionnaire

This questionnaire is an addition to the Myer-Briggs. It will allow going deeper in the matching process. It should be submitted after the completion of the Myer-Briggs questionnaire. It was elaborated by E-Seniors with involvement of other partners:

- What is your first name?
- What is your personality type according to the Myer-Briggs questionnaire?
- How old are you?
 - 18-25 25-35 35-45 45-55
 - 55-65 65-75 75+
- What is your gender?
- What is your marital status?
- What is your native country?
- What language(s) do you speak?

- Please tick your interest points

<i>Topic</i>	<i>Precision</i>
Exact Sciences (maths, physics, natural sciences etc.)	
New technologies	
Arts and Handcrafts	
Folklore/Story-telling	
Traditional Music and Dance	
Cinema	
Music	
Literature	
Sport	
Cooking	
Nature	
Gardening/Growing Vegetables	
Video games	
Social Sciences and humanities	
Other, please specify:	

- What was/is your profession/previous professional experience?
- What is your highest diploma/educational background?

Conclusion

The mentioned-above methodology will allow us to assess the migrants' learning needs where the development of key social and civic competences is concerned

The questionnaires should be seen as a basis to match the different profiles. There is no exact matching tips, however, some advices can be provided:

- Respect gender matching: males with males and females with females.
- Make sure that each binoma has a common interest. This topic will then be used as a discussion topic for ice-breakers.
- The age doesn't matter; an age difference will foster intergenerational communication
- It is better that the binomas have the same general profile established by the Myer-Briggs questionnaire.

There's no right or wrong type, and there are no combinations of types that are better or worse in business or in relationships. Each type and each individual bring special gifts. Moreover, it's important to remember that even if you had 100 people with the same personality type, each would be different – due to genetics, experiences, interests, and other factors. According to personality theory, however, they would have a significant amount in common. The purpose of learning about the personality type is to help to understand yourself better. When a person knows what motivates and energizes herself/himself, it helps to seek opportunities that most suit the way the person is.

This insight also helps improve relationships with others. The more a person recognizes her/his own tendencies, the better she/he will be able to monitor and control their behavior around others. When we know the personality types of those around us, we can use that information to improve the way we work and communicate with each other.

For example in Myer-Briggs questionnaire, *Thinking people* and *Feeling people* often have a hard time getting along. *The Thinkers* can't understand the need to agree, because they see debate as a healthy way to discover the truth. *Feeling people*, on the other hand, can't understand why someone would want to argue, because they're focused on getting along. As each becomes aware of the other's preference, they can build tolerance and understanding – and they may even be able to use their different personalities to find a balance, especially if they're working together on a team.

The Myer-Briggs questionnaire only suggests a person's probable type, based on the choices she or he made when they answered the questions. Of course, this type doesn't explain everything: human personalities are much more complex.

The results of these both questionnaires don't measure skills, or ability but they may help us to understand a person better – or even match a job with a worker, an activity with a person or just two different persons.

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