

SELF-EVALUATION OF CANDIDATE ENTREPRENEUR

To identify entrepreneurial knowledge and skills

Addressed to refugees and migrants willing to start a small Business

Instructions for completing the questionnaire:

Please before answering the questions of the Questionnaire provide us with the following information, by answering the 3 initial questions:

Initial Questions

1. Please give your country of origin: |_____|
2. Have you had or have previous business experience? YES/NO
3. Have you ever received any kind of entrepreneurship training? YES/NO

After reading each question, chose the alternative answer that best expresses yourself. Check the box before each alternative choice A, B, C, D or E (or)

Please have in mind that in order to have an objective picture of your profile, you should chose, with as much sincerity and accuracy as possible the answer that expresses your own feelings, attitude and behavior, as they are really are, and not as you would like them to be.

After completing the questionnaire we will come back to you with explanatory remarks concerning your business profile as well as your strengths and weaknesses in terms of your entrepreneurial ability.

Thank you very much for your collaboration!

The Mastering 9 Conversations ERASMUS+ Project Team

Questionnaire

To identify entrepreneurial knowledge and skills Addressed to refugees and migrants willing to start a small business

Q1. Interest for the Business

- A. I do not really like being an entrepreneur, but if I will be able to get funding to invest, I will try to love and learn the job.
- B. I hate entrepreneurship and its risks bring me stress. But it is a solution if I have nothing else to do.
- C. I somehow like the idea of starting a business, but I find it a very difficult task for which I think I do not have the guts.
- D. I am excited by the idea of having my own business, I seek the joy of creation and I like to communicate with other people in my new host country.
- E. Don't Know/No answer.

Q2. Identifying business opportunities

- A. I do not know how to take advantage of the opportunity I have identified.
- B. I can quickly identify and exploit an opportunity, as long as I have the necessary resources to implement it.
- C. I know neither how to identify nor how to take advantage of an opportunity
- D. I can quickly identify and get advantage of an opportunity
- E. Don't Know/No answer.

Q3. Taking the Initiative

- A. I do not take initiatives easily, unless I feel confident about the task I am about to do.
- B. If someone helps me get started with a task, I can then cope on my own
- C. I take matters into my own hands. I do not need guidance from anyone.
- D. I start with careful steps. I do not get involved until I have to.
- E. Don't Know/No answer.

Q4. (Investment) Capital

- A. I have some deposits in the Bank and some bonds. If they are not enough, I will try to get a loan if there funds available for refugees/migrants.
- B. I will cope the same way as others. I will try to get credit from suppliers, I will use my deposits, I will borrow some money . . .!
- C. I have a few deposits. But I think good friends will definitely help me implement my business idea.
- D. I have enough available funds for the required investment and I have made a provision for working capital for the initial period.
- E. Don't Know/No answer.

Q5. Knowledge and Skills

- A.** I have knowledge that I acquired during my education, but also skills from previous jobs in my home country and I feel comfortable to start my own business.
- B.** I have limited business knowledge and some professional experience. Although it seems to me quite a difficult task, I am willing to try and let and let's see what happens.
- C.** I have no business knowledge at all, but it is not a big thing to run a business.
- D.** I have some knowledge, some previous working experience and I know the very basics. But with time I learn them in practice.
- E.** Don't Know/No answer.

Q6. Communication

- A.** Communicating with others, I usually try to speak as much as I listen.
- B.** Communicating with others, means expressing your ideas to them.
- C.** Communicating with others, I usually talk more than I hear.
- D.** Communicating with others, I also take into account facial and body signals that are given in addition to simple speech.
- E.** Don't Know/No answer.

Q7. Taking Responsibility

- A.** I will take responsibility if necessary but I prefer someone else to have it.
- B.** There will always be someone smart who wants to show off. Let me do him a favor.
- C.** I like to take matters into my own hands and complete them to the end.
- D.** I will take part of the responsibility if necessary but I prefer someone else to have it completely.
- E.** Don't Know/No answer.

Q8. Hard work

- A.** Working a lot destroys one's personal life.
- B.** I work hard up to a point. But when I get tired, I say enough is enough.
- C.** I don't like to work very hard, I will do it with difficulty.
- D.** I continue as needed. I do not mind hard work.
- E.** Don't Know/No answer.

Q9. Business Planning

- A.** Business planning and business preparation is a necessary evil and headache. I prefer to outsource all this to others.
- B.** Business planning and business preparation is a necessary but difficult job. If possible I prefer to outsource to others, but I have no objection in participating.
- C.** Planning, preparation and business planning is a waste of time. I consider them unnecessary for a small business.
- D.** Although I avoid overdoing it with bureaucratic processes, I plan every important detail if I am to invest money for starting a business.
- E.** Don't Know/No answer.

Q10. Decision Making

- A.** I make decisions if I have enough time. If I have to decide quickly, I usually regret it.
- B.** I make quick decisions when I need to, and my decisions are usually right.
- C.** I always like to decide quickly and move on, taking the risk of making the wrong decision.
- D.** I do not like to be the one who makes the decisions. I'm afraid I'll mesh up things.
- E.** Don't Know/No answer.

Q11. Leadership Ability

- A.** In a company, all of its executives should be responsible for achieving its goals.
- B.** I achieve the consent and cooperation of others without difficulty.
- C.** People do what I want if I push them.
- D.** Usually, I let someone else take the initiative.
- E.** Don't Know/No answer.

Q12. Organization and Management

- A.** I have a business plan and I can explain several of its elements and how they relate to each other.
- B.** I have a rough business plan and I can explain some of its elements and how they relate to each other.
- C.** I do not have a business plan. This is a waste of money, effort and time.
- D.** I have a clear business plan and I can explain all its elements and how they relate to each other.
- E.** Don't Know/No answer.

Q13. Interest and Performance in Marketing and Sales

- A.** I prefer to keep the account books of the business and control money. I do not feel comfortable with public relations, advertising and such.
- B.** Marketing, the pursuit of profit, the game of the market, the daily contact with the customer and his satisfaction, give me pleasure and I do very well.
- C.** Although I know marketing is important for the success of the business, I consider this to be a chore.
- D.** I am not the best marketer and seller, but I recognize their importance for the success of the business and I make efforts to improve.
- E.** Don't Know/No answer.

Q14. Accounting

- A.** You do not need accounting for a small business. I know what needs to be done without bureaucracy.
- B.** I can keep records. But it is more important to get the job done than shuffling the numbers.
- C.** Since it is useful, I keep and monitor accounts and data, even if I do not find it pleasant.
- D.** I keep and monitor accounts and data, they are absolutely necessary for the planning and the smooth course of the business.
- E.** Don't Know/No answer.

Q15. Finances

- A.** I have a limited knowledge regarding finances. But with the free help of a friend of mine I will definitely make it. After all, times are difficult.
- B.** I have sufficient knowledge and experience in the analysis of financial data (balance sheet, profit or loss, cash flow, costing, etc.) and I can use them properly.
- C.** I do not understand a word from finances. I would need an accountant to do the job for me.
- D.** I understand a few things about finances. But with the help of an accountant, I hope I can do it.
- E.** Don't Know/No answer.

Q16. Outsourcing

- A.** I feel confident. Nobody knows everything. But I know my shortcomings and I know where I can go with confidence to fill the gap.
- B.** I feel insecure doing business, so if I need to leverage some external resources, I will do so on a case by case basis.
- C.** I do not have much experience with business and that is why I feel insecure. But I have some colleagues who I hope will help me a lot.
- D.** I do not have much experience with business, but I also do not know if I can trust consultants, lawyers, accountants in this country. Better alone and whatever comes out.
- E.** Don't Know/No answer.

Q17. Persistence and Emotional Endurance

- A.** If I decide to do something, nothing stops me.
- B.** Although the constant persistence in jobs I have limited knowledge make me tired, nevertheless I start them.
- C.** If a job does not go well, I quit. Why bang my head against the wall?
- D.** I usually finish what I start.
- E.** Don't Know/No answer.

Q18. Organizational Ability

- A.** I like to plan before I start something. Usually, I organize things myself.
- B.** I do very well until something goes wrong. Then I feel like giving it up.
- C.** I take things as they come to me.
- D.** I consider important for a business to manage people and resources in order to achieve a common goal. But in the end is it a waste of time?
- E.** Don't Know/No answer.

Q19. Assignment of Responsibilities

- A.** I hesitate to assign a job task, I can do myself, to staff members, because I do not know if I can really trust them.
- B.** Jobs that I do not know very well, I do not hesitate to assign them to a qualified person, but I monitor the results.
- C.** If I do not know something well, I entrust it to someone else so that he/she will have the responsibility.
- D.** I get annoyed when someone does not do the job assigned to him properly.
- E.** Don't Know/No answer.

Q20. Self-knowledge

- A.** I do not believe that I can succeed in whatever objective I have decided to accomplish.
- B.** I prioritize goals and strive to achieve them flexibly, without the fear of failure.
- C.** I prioritize goals and strive to achieve them flexibly, but I always have the fear of failure.
- D.** I prioritize goals and strive to achieve them flexibly, but sometimes I have a fear of failure.
- E.** Don't Know/No answer.

Q21. Creativity

- A.** If I find that my favorite outfit is starting to have wear holes, then I intend to repair it and restore it to its original condition.
- B.** If I find that my favorite outfit is starting to have wear holes, then I go shopping and leave the old one in my closet.
- C.** If I find that my favorite outfit is starting to have wear holes, then I am sad about it, but I throw it away.
- D.** If I find that my favorite outfit is starting to have wear holes, then I intend to turn it into a new fashion accessory.
- E.** Don't Know/No answer.

Q22. Motivation and Persistence

- A.** When I face a new challenge at work, I try to delegate it to someone else, as I am afraid taking such a responsibility.
- B.** When I face a new challenge at work, I am convinced that I have the skills to do it well.
- C.** Whenever I doubt myself, I push myself to prove otherwise.
- D.** I avoid challenges, as I worry that I may fail.
- E.** Don't Know/No answer.

Q23. Risk Management

- A.** When I face uncertainty I feel irritated.
- B.** The existence of uncertainty worries me.
- C.** When I face uncertainty I feel motivated.
- D.** The existence of uncertainty makes me feel discouraged.
- E.** Don't Know/No answer.

Q24. Troubleshooting

- A.** When I have a problem, I would rather let other people make difficult decisions for me.
- B.** When I face a problem, I try to look at it from different angles and create many solutions.
- C.** Making decisions under pressure makes me feel uncomfortable.
- D.** When I face a problem, I try to define the problem carefully and find the best solution.
- E.** Don't Know/No answer.