



Funded by the  
Erasmus+ Programme  
of the European Union

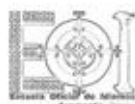


# SMART ADULT EDUCATION!

## SMARTY INTERPRETATIVE MATRIX

A tool for educators and teachers to  
learn more about the orientation  
potential of Smarty

[www.smartadulthoodeducation.eu](http://www.smartadulthoodeducation.eu)



## SAE – Smart Adult Education project (2019-2020)

### Erasmus+ - Strategic partnership in the field of adult education

#### Author Members of the Assessment Team:

- Giovanni Bursi (Aretés – Ita – ATeam coordinator)
- Paola Maciariello (Studio Erresse – Ita)
- Esther Cores Bilbao (Eoi Do Mundo Lume – Es)
- Rosa Sbrizzi (Cpia Napoli 1 – Ita)
- Emilie Chauvin (Foundation Cibervoluntarios – Es)
- Gabriel Dobrescu (Aesd – Ro)
- Vassiliki Tsekoura (Dafni Kek – Gr)
- Constantinos Koutsojannis (University of Patras - Gr)



This Report is released under a Creative Commons Attribution 4.0 International License.

You are free to:

Share: copy and redistribute the material in any medium or format.

Adapt: remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms.

Under the following terms:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

Share Alike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original.

<https://creativecommons.org/licenses/by/4.0/>

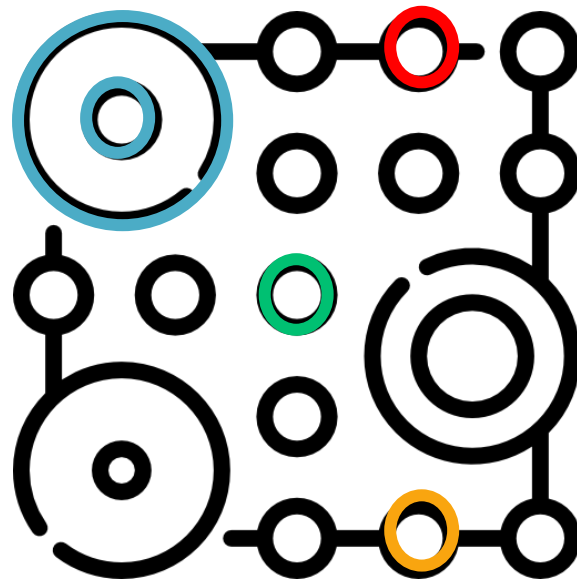


## Index

WHAT IS the SMARTY interpretative MATRIX? .....	4
The mission of the Matrix .....	5
The 12 competences model .....	6
The 4 functional areas .....	7
The 3 components of the competences .....	8
The 2 dimensions of representation .....	9
How the Matrix works .....	10
List of tables .....	11
What are the functional areas in which the person performs best? Which one(s) should be improved? .....	12
COMMUNICATION area assessment .....	13
LOGICAL THINKING area assessment .....	14
WORK area assessment .....	15
DEMOCRATIC CULTURE area assessment .....	16
Which component(s) of the competences (knowledge, skills and attitude) do users perform best? .....	18
Which one(s) does he/she need to strengthen? .....	18
KNOWLEDGE component assessment .....	19
SKILL component assessment .....	21
ATTITUDE component assessment .....	23
What dimension of representation does the person best convey? .....	25
Which one is to be enhanced? .....	25
COGNITIVE dimension assessment .....	26
AFFECTIVE dimension assessment .....	28



## WHAT IS the SMARTY interpretative MATRIX?



## The mission of the Matrix

We tend to assess the skills of low-qualified adults from a specialized, top-down perspective, according to our subjective worldview and experiences, and bearing in mind the specific objectives of the evaluation.

If we intend to place an adult student in a second language learning (SLL) class, it is highly recommended to carry out an in-depth assessment of his or her language competence level.

If finding the best training course for learners is the goal, then analysing their school level and cognitive needs is the appropriate course of action.

If the aim is to help people find jobs, the safest bet is to try and bring out their skills according to labour market demands.

**Smarty** proposes an assessment of competences complementary to the abovementioned approaches: a **multidimensional** and **horizontal** evaluation method that enables users to obtain their personal learning profile on the basis of a set of 12 competences. These competences are arranged according to 3 constituent levels (SAY WHICH ONES) and in relation to 2 dimensions of representation (SAY WHICH ONES).

The **Smarty Interpretative Matrix** (henceforth, the **Smarty Matrix**) provides personalised feedback on each user's performance, which allows them to interpret in depth the results of the assessment of skills carried out.

The **Smarty Matrix** provides answers to these questions:

1. Generally speaking, what skill(s) does each person excel at? Which are the ones he/she needs to upgrade?
2. Which components of the competences does each person perform best, and which does he/she need to strengthen?
3. What dimension of representation does the person best convey? Which one is to be enhanced?



## The 12 competences model

The **Smarty Matrix** allows to identify every user's core skills against a 12-competence framework, which is a combination of:

1. The 8 key competences for lifelong learning defined at the European level in the *Council Recommendation of 22 May 2018*<sup>1</sup>:
  - **Literacy competence**
  - **Multilingual competence**
  - **Mathematical competence and competence in science, technology and engineering**
  - **Digital competence**
  - **Personal, social, and learning to learn competence**
  - **Citizenship competence**
  - **Entrepreneurship competence**
  - **Cultural awareness and expression competence**
2. The 4 transversal competences which are considered essential for low-skilled adults, regarding the following domains:
  - **Communication and negotiation**
  - **Team working**
  - **Creativity**
  - **Critical thinking and problem solving**

---

<sup>1</sup> The Official Journal 2018 C/ 189/01:

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ%3AC%3A2018>



As a result, the Smarty Matrix maps out the scheme contained in table 1 below.

Table 1: Smarty framework of 12 competences

<b>1 – Literacy</b>
<b>2 – Multilingual</b>
<b>3 – Digital</b>
<b>4 – Stem</b>
<b>5 – Communication &amp; negotiation</b>
<b>6 – Critical Thinking &amp; problem solving</b>
<b>7 – Entrepreneurship</b>
<b>8 – Team Working</b>
<b>9 – Creativity</b>
<b>10 – Citizenship</b>
<b>11 – Personal, Social and Learning to Learn</b>
<b>12 – Cultural expression</b>

## The 4 functional areas

For ease of applicability, use and interpretation, the abovementioned 12-competence framework has been arranged into four functional areas, as presented in table 2.

Thus, the [Smarty Matrix](#) allows both individual users as well as instructors to evaluate, in a comparative way, those 4 fundamental functional areas for adults (communication, critical thinking, work, democratic culture) in which the 12 key and transversal competences are grouped.

Table 2: Competence areas contained in the Smarty Matrix

<b>A – Communication</b>	<b>B – Logical Thinking</b>
<b>1 – Literacy</b>	<b>4 – Stem</b>
<b>2 – Multilingual</b>	<b>5 – Communication &amp; negotiation</b>
<b>3 – Digital</b>	<b>6 – Critical Thinking &amp; problem solving</b>
<b>C – Work</b>	<b>D – Democratic Cultures</b>
<b>7 – Entrepreneurship</b>	<b>10 – Citizenship</b>
<b>8 – Team Working</b>	<b>11 – Personal, Social and Learning to Learn</b>
<b>9 – Creativity</b>	<b>12 – Cultural expression</b>



More detailed information on the topic can be obtained by reading the brochure on Key Competences for Lifelong Learning, made available by the EU Publications Office<sup>2</sup>.

### The 3 components of the competences

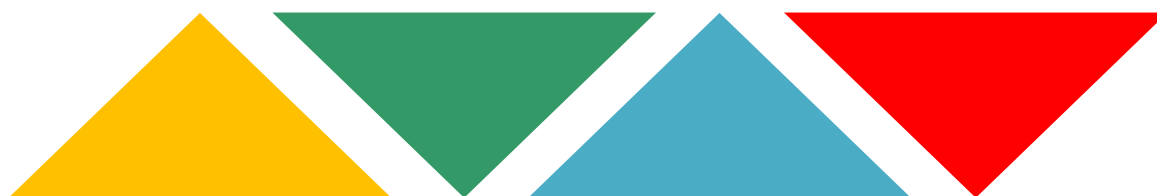
In addition to providing an overview of each individual's performance within the 4 functional areas, the **Smarty Matrix** supplies further insights into the different components that make up each competence.

European authorities define competence as "a combination of knowledge, skills and attitudes" (Council of Europe, 2018), identifying three specific components which are defined as follows:

- **knowledge** is made up of facts and figures, concepts, ideas and theories already established that support the understanding of a specific area or subject;
- **skills** are defined as the ability to execute processes and use existing knowledge to obtain results;
- **attitudes** describe the disposition and mentalities to act or react to ideas, people or situations.

Competence = Knowledge + Skills + Attitudes

It is noteworthy to mention that each of the three components that comprise each competence are equally important in the holistic development of learners.



<sup>2</sup> Available at <https://op.europa.eu/en/publication-detail/-/publication/297a33c8-a1f3-11e9-9d01-01aa75ed71a1/language-en>





## The 2 dimensions of representation

Finally, the [Smarty Matrix](#) also factors in Benvenuti's (2008)<sup>3</sup> *dimensions of representation*, according to which representation (R) is a variable consisting of two dimensions, the image (I) and the affective investment (AI) that the said image elicits in each person. In other words:

$$\text{Representation} = \text{Image} + \text{Affective Investment}$$

The [image](#) (I) as an objective, direct product of the human senses, is self-produced by the central nervous system and constitutes the cognitive dimension of the representation (R).

The [affective investment](#) (AI) is the subjective element associated to what the quality of the image (I) represents, that is, its affective frame, the characteristics that allow it to be separated from the background, internalised, memorised and managed by the brain itself.

According to this paradigm, the image itself is not likely to be memorised; in order to be memorised, images must be invested positively or negatively.



---

<sup>3</sup> To delve in this paradigm, see Benvenuti, L. (2008). *Sociotherapy lessons*, Bologna: Baskerville.



## How the Matrix works

The Matrix features a series of tables that allow for a detailed assessment of the results obtained by each adult user. The results are automatically generated upon completion of a short questionnaire on the Smarty Simulator, which estimates the user's performance report on the basis of the theoretical foundations described above.

In the case of a good result in the Work Area, for example, the specific skills that have contributed most to this result can be pinpointed by referring to the table which contains the paragraph regarding that specific area.

By consulting the table in the paragraph on the **ABILITY** assessment, specific skills can be identified in which the user is more proficient than others.

The paragraph on the **AFFECTIVE DIMENSION** assessment, furthermore, allows to verify whether the user exhibits a particular emotional weakness in a specific competence, as compared to his/her strengths appraised in others.

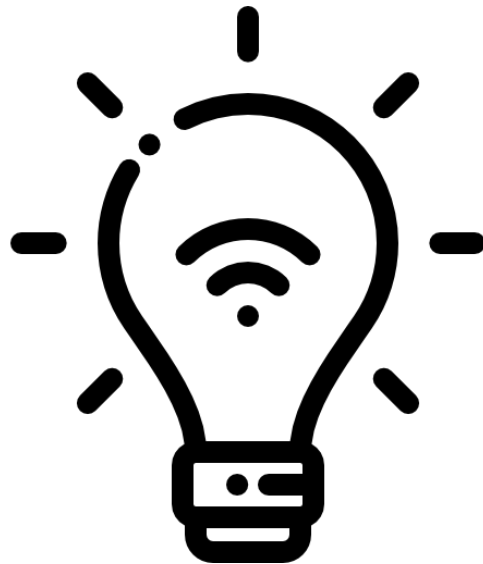


## List of tables

Table 1: Smarty framework of 12 competences .....	7
Table 2: Competence areas contained in the Smarty Matrix.....	7
Table 3: Communication area general assessment.....	13
Table 4: Logical thinking area general assessment .....	14
Table 5: Work area general assessment.....	15
Table 6: Democratic culture area general assessment.....	16
Table 7: Communication area - knowledge component .....	19
Table 8: Logical thinking - knowledge component.....	19
Table 9: Work- knowledge component .....	19
Table 10: Democratic culture - knowledge component .....	20
Table 11: Communication area - skill component .....	21
Table 12: Logical thinking area - skill component .....	21
Table 13: Work- skill component.....	22
Table 14: Democratic culture area - skill component .....	22
Table 15: Communication area - attitude component .....	23
Table 16: Logical thinking area - attitude component.....	23
Table 17: Work - attitude component.....	23
Table 18: Democratic culture area - attitude component .....	24
Table 19: Communication area - cognitive dimension .....	26
Table 20: Logical thinking area - cognitive dimension .....	26
Table 21: Work area - cognitive domain.....	27
Table 22: Democratic culture area - cognitive domain.....	28
Table 23: Communicative area - affective dimension .....	28
Table 24: Logical thinking area - affective domain .....	30
Table 25: Work area - affective domain.....	31
Table 26: Democratic culture area - affective domain .....	32



**What are the functional areas in which the person performs best?**  
**Which one(s) should be improved?**



## COMMUNICATION area assessment

The communication area assessment table contains a description of the actions used by the Smarty Simulator to evaluate this area, according to the scores assigned to three specific competences: Literacy, Multilingual, Digital.

The two domains measured are colour-coded, black representing the cognitive and red standing for the affective domain.

Table 3: Communication area general assessment

	COMMUNICATION AREA	COMPETENCES
1	I know how to identify the main points and ideas in a text	1 – Literacy
2	I know how to write clearly, using correct spelling, punctuation and grammar	1 – Literacy
3	I know how to use body language to help with communication	1 – Literacy
4	I can identify international words that are the same or very similar in different languages	2 – Multilingual
5	I understand the main points of foreign radio or TV programmes about topics of personal interest	2 – Multilingual
6	I can deduce the meaning of short spoken announcements by combining all that I understand when they are repeated in different languages	2 – Multilingual
7	I can alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual
8	I know how to clear up misunderstandings in communication	1 – Literacy
9	I know how to use illustrations in order to present information	1 – Literacy
10	I can provide an approximate spoken translation into another language of short, simple everyday texts written in (partner's language)	2 – Multilingual
11	I know different online search engines	3 – Digital
12	I usually express my opinion in a constructive way	1 – Literacy
13	I like to ask questions to clarify things that I do not understand	1 – Literacy
14	I like to encourage people to use different languages by giving an example	2 – Multilingual
15	I like to use digital tools and technologies to collaborate with others	3 – Digital
16	I like to share data through digital technologies	3 – Digital
17	I like to motivate others to express their thoughts, beliefs and emotions	1 – Literacy
18	I am aware of the difficulties arising in interaction with speakers of other languages	2 – Multilingual
19	I like to search for digital content online	3 – Digital
20	I like to interact in digital social environments	3 – Digital



21	I like to speak about myself, telling my history and experiences	1 – Literacy
22	I like public speaking	1 – Literacy
23	I alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual
24	I adjust the way that I speak according to my interlocutors	1 – Literacy

### LOGICAL THINKING area assessment

The logical thinking area assessment table contains a description of the actions used by the Smarty Simulator to evaluate this area, according to the scores assigned to three specific competences: STEM, Critical Thinking and Communication and negotiation. The actions are colour-coded to reflect the cognitive (black) and affective (red) domains.

Table 4: Logical thinking area general assessment

	LOGICAL THINKING AREA	COMPETENCES
1	I can do calculations by addition, subtraction, multiplication and division	4 – STEM
2	I can do calculations using percentages	4 – STEM
3	I know how to solve everyday problems by myself	6 – Critical Thinking
4	I know how to identify the different meanings of a concept according to the context	6 – Critical Thinking
5	I know how to critically analyse opinions expressed in written and spoken communication	6 – Critical Thinking
6	I know how to detect hidden prejudices in written and spoken communication	5 – Com. & negotiation
7	I know how to identify relevant sources of information	5 – Com. & negotiation
8	I know how to identify biases	6 – Critical Thinking
9	I know how to clarify the nature of a problem before taking action	6 – Critical Thinking
10	I know how to clarify the nature of an opportunity before taking action	6 – Critical Thinking
11	I know how to make ethical decisions in my personal life	5 – Com. & negotiation
12	I know how to identify reasoning errors	6 – Critical Thinking
13	I like to brainstorm	5 – Com. & negotiation
14	I like to learn from experience when the solution or approach chosen was not entirely successful	6 – Critical Thinking
15	I like to distinguish relevant from irrelevant facts	5 – Com. & negotiation
16	I like to propose examples and counterexamples of a concept to identify its	6 – Critical Thinking



	meaning	
17	I like to consider different criteria before taking a position	5 – Com. & negotiation
18	I like to exchange ideas, articulate arguments and position myself within a debate	6 – Critical Thinking
19	I like to assess the reliability of resources and information	6 – Critical Thinking
20	I appreciate the difference between criticism and feedback	6 – Critical Thinking
21	I like to identify the pros and cons of every situation	5 – Com. & negotiation
22	I like to plan the required actions to exploit opportunities	6 – Critical Thinking
23	I like to think independently	6 – Critical Thinking
24	I like looking for evidence to support weak ideas	5 – Com. & negotiation

### WORK area assessment

The logical thinking area assessment table contains a description of the actions used by the Smarty Simulator to evaluate this area, according to the scores assigned to three specific competences: Resourcefulness, Teamwork and Creativity. The actions are colour-coded to reflect the cognitive (black) and affective (red) domains.

Table 5: Work area general assessment

	WORK AREA	COMPETENCES
1	I know how to generate innovative solutions for work-related challenges	7 – Entrepreneurship
2	I know how to coordinate small groups of people	8 – Team Working
3	I know how to define priorities and action plans	8 – Team Working
4	I know how to recognise the potential of an idea for creating value	9 – Creativity
5	I can produce an original image, poster or webpage using my own ideas	9 – Creativity
6	I can make plans regarding my own professional future	7 – Entrepreneurship
7	I know how to assess my individual strengths and weaknesses	7 – Entrepreneurship
8	I am able to imagine future scenarios to help guide decision-making	7 – Entrepreneurship
9	I know how to estimate the cost of putting an idea into practice	7 – Entrepreneurship
10	I know how to plan, put in place and evaluate financial decisions over time	7 – Entrepreneurship
11	I know how to seek training opportunities to improve my job prospects	7 – Entrepreneurship
12	I like to work in an organised and structured way	7 – Entrepreneurship



13	I like to negotiate decisions with my coworkers	8 – Team Working
14	I prefer to work on my own to achieve goals	7 – Entrepreneurship
15	I appreciate the advantages of working in a team	8 – Team Working
16	I can show an understanding of the importance of new ideas being discussed	9 – Creativity
17	I prefer to follow the initiative of others	8 – Team Working
18	I prefer to be the team leader	8 – Team Working
19	I am usually resilient under pressure, adversity and temporary failure	7 – Entrepreneurship
20	I like to learn with others, including peers and mentors	8 – Team Working
21	I like to respond to changing conditions at work by using flexibility and originality	9 – Creativity
22	I like to bring in ideas from my personal or social life to solve current work challenges	9 – Creativity
23	I like to reflect on my professional aspirations in the short, medium and long term	7 – Entrepreneurship
24	I enjoy experimenting with new approaches and new working methods	9 – Creativity

### DEMOCRATIC CULTURE area assessment

The logical thinking area assessment table contains a description of the actions used by the Smarty Simulator to evaluate this area, according to the scores assigned to three specific competences: Citizenship, Learning to Learn and Cultural expression. The actions are colour-coded to reflect the cognitive (black) and affective (red) domains.

Table 6: Democratic culture area general assessment

	DEMOCRATIC CULTURE AREA	COMPETENCES
1	I know the key figures in local and national political parties	10 – Citizenship
2	I know about the policy proposals of the main parties in ....	10 – Citizenship
3	I know the difference between the legislative, executive and judicial powers	10 – Citizenship
4	I know my rights and responsibilities as a citizen	10 – Citizenship
5	I know what documents are needed to ask for a residence permit in ...	11 – Learning to Learn
6	I know the functions of the European Parliament	10 – Citizenship
7	I like to stay informed of current political events in national and European contexts	10 – Citizenship
8	I am aware of the main differences among European cultures	12 – Cultural expres.
9	I know how to act appropriately when interacting with people from other	12 – Cultural expres.





	cultures	
10	I know who to contact if I want to complain about public services in my city	11 – Learning to Learn
11	I know the role of mass media in democratic societies	12 – Cultural expres.
12	I like to participate constructively in activities in my community	10 – Citizenship
13	I like to encourage fair and democratic decision making in my community	10 – Citizenship
14	I endorse the concept of human rights and equality between people from different social groups	12 – Cultural expres.
15	I have an open attitude towards religious beliefs other than mine	12 – Cultural expres.
16	I like to take into consideration other people's views when they are different from my own	11 – Learning to Learn
17	I appreciate the cultural elements that my culture has borrowed from others	12 – Cultural expres.
18	I like to mediate in situations where speakers disagree	11 – Learning to Learn
19	I can foresee situations that might offend someone from another culture	12 – Cultural expres.
20	I feel it is important to vote in the national elections in ....	10 – Citizenship
21	I feel it is important to vote in the European elections	10 – Citizenship
22	I am curious about other cultures around the world	12 – Cultural expres.
23	I have a positive opinion about the political system in ....	10 – Citizenship
24	I like to reflect about my own prejudices and stereotypes	10 – Citizenship



**Which component(s) of the competences (knowledge, skills and attitude) do users perform best?**

**Which one(s) does he/she need to strengthen?**



## KNOWLEDGE component assessment

For each of the functional areas, specific tables disaggregating the different **knowledge** components of each competence are presented below. Similarly to the previous section, a colour-coded depiction of the domains has been used, black being the cognitive and red being the affective domain-related actions.

Table 7: Communication area - knowledge component

	COMMUNICATION AREA	COMPETENCES
1	I know how to identify the main points and ideas in a text	1 – Literacy
2	I know how to write clearly, using correct spelling, punctuation and grammar	1 – Literacy
4	I can identify international words that are the same or very similar in different languages	2 – Multilingual
5	I understand the main points of foreign radio or TV programmes about topics of personal interest	2 – Multilingual
10	I can provide an approximate spoken translation into another language of short, simple everyday texts written in (partner's language)	2 – Multilingual
11	I know different online search engines	3 – Digital
19	I like to search for digital content online	3 – Digital
21	I like to speak about myself, telling my history and experiences	1 – Literacy

Table 8: Logical thinking - knowledge component

	LOGICAL THINKING AREA	COMPETENCES
1	I can do calculations by addition, subtraction, multiplication and division	4 – STEM
2	I can do calculations using percentages	4 – STEM
5	I know how to critically analyse opinions expressed in written and spoken communication	6 – Critical Thinking
6	I know how to detect hidden prejudices in written and spoken communication	5 – Com. & negotiation
15	I like to distinguish relevant from irrelevant facts	5 – Com. & negotiation
20	I appreciate the difference between criticism and feedback	6 – Critical Thinking

Table 9: Work- knowledge component

	WORK AREA	COMPETENCES
--	-----------	-------------



1	I know how to generate innovative solutions for work-related challenges	7 – Entrepreneurship
3	I know how to define priorities and action plans	8 – Team Working
4	I know how to recognise the potential of an idea for creating value	9 – Creativity
9	I know how to estimate the cost of putting an idea into practice	7 – Entrepreneurship
11	I know how to seek training opportunities to improve my job prospects	7 – Entrepreneurship
16	I can show an understanding of the importance of new ideas being discussed	9 – Creativity
20	I like to learn with others, including peers and mentors	8 – Team Working
23	I like to reflect on my professional aspirations in the short, medium and long term	7 – Entrepreneurship

Table 10: Democratic culture - knowledge component

	DEMOCRATIC CULTURE AREA	COMPETENCES
1	I know the key figures in local and national political parties	10 – Citizenship
2	I know about the policy proposals of the main parties in ....	10 – Citizenship
3	I know the difference between the legislative, executive and judicial powers	10 – Citizenship
4	I know my rights and responsibilities as a citizen	10 – Citizenship
6	I know the functions of the European Parliament	10 – Citizenship
7	I like to stay informed of current political events in national and European contexts	10 – Citizenship
11	I know the role of mass media in democratic societies	12 – Cultural expres.
19	I can foresee situations that might offend someone from another culture	12 – Cultural expres.



## SKILL component assessment

For each of the functional areas, specific tables disaggregating the different skill components of each competence are presented below. Similarly to the previous section, a colour-coded depiction of the domains has been used, black being the cognitive and red being the affective domain-related actions.

Table 11: Communication area - skill component

	COMMUNICATION AREA	COMPETENCES
3	I know how to use body language to help with communication	1 – Literacy
6	I can deduce the meaning of short spoken announcements by combining all that I understand when they are repeated in different languages	2 – Multilingual
8	I know how to clear up misunderstandings in communication	1 – Literacy
9	I know how to use illustrations in order to present information	1 – Literacy
13	I like to ask questions to clarify things that I do not understand	1 – Literacy
15	I like to use digital tools and technologies to collaborate with others	3 – Digital
17	I like to motivate others to express their thoughts, beliefs and emotions	1 – Literacy
20	I like to interact in digital social environments	3 – Digital

Table 12: Logical thinking area - skill component

	LOGICAL THINKING AREA	COMPETENCES
3	I know how to solve everyday problems by myself	6 – Critical Thinking
4	I know how to identify the different meanings of a concept according to the context	6 – Critical Thinking
7	I know how to identify relevant sources of information	5 – Com. & negotiation
8	I know how to identify biases	6 – Critical Thinking
12	I know how to identify reasoning errors	6 – Critical Thinking
13	I like to brainstorm	5 – Com. & negotiation
14	I like to learn from experience when the solution or approach chosen was not entirely successful	6 – Critical Thinking
17	I like to consider different criteria before taking a position	5 – Com. & negotiation
21	I like to identify the pros and cons of every situation	5 – Com. & negotiation



24	I like looking for evidence to support weak ideas	5 – Com. & negotiation
----	---	------------------------

Table 13: Work- skill component

	WORK AREA	COMPETENCES
2	I know how to coordinate small groups of people	8 – Team Working
5	I can produce an original image, poster or webpage using my own ideas	9 – Creativity
7	I know how to assess my individual strengths and weaknesses	7 – Entrepreneurship
8	I am able to imagine future scenarios to help guide decision-making	7 – Entrepreneurship
10	I know how to plan, put in place and evaluate financial decisions over time	7 – Entrepreneurship
12	I like to work in an organised and structured way	7 – Entrepreneurship
13	I like to negotiate decisions with my coworkers	8 – Team Working
17	I prefer to follow the initiative of others	8 – Team Working
19	I am usually resilient under pressure, adversity and temporary failure	7 – Entrepreneurship
21	I like to respond to changing conditions at work by using flexibility and originality	9 – Creativity

Table 14: Democratic culture area - skill component

	DEMOCRATIC CULTURE AREA	COMPETENCES
5	I know what documents are needed to ask for a residence permit in ...	11 – Learning to Learn
9	I know how to act appropriately when interacting with people from other cultures	12 – Cultural expres.
10	I know who to contact if I want to complain about public services in my city	11 – Learning to Learn
12	I like to participate constructively in activities in my community	10 – Citizenship
13	I like to encourage fair and democratic decision making in my community	10 – Citizenship
14	I endorse the concept of human rights and equality between people from different social groups	12 – Cultural expres.
15	I have an open attitude towards religious beliefs other than mine	12 – Cultural expres.
16	I like to take into consideration other people's views when they are different from my own	11 – Learning to Learn
18	I like to mediate in situations where speakers disagree	11 – Learning to Learn
23	I have a positive opinion about the political system in ....	10 – Citizenship



### ATTITUDE component assessment

For each of the functional areas, specific tables disaggregating the different attitude components of each competence are presented below. Similarly to the previous section, a colour-coded depiction of the domains has been used, black being the cognitive and red being the affective domain-related actions.

Table 15: Communication area - attitude component

	COMMUNICATION AREA	COMPETENCES
7	I can alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual
12	I usually express my opinion in a constructive way	1 – Literacy
14	I like to encourage people to use different languages by giving an example	2 – Multilingual
16	I like to share data through digital technologies	3 – Digital
18	I am aware of the difficulties arising in interaction with speakers of other languages	2 – Multilingual
23	I alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual
24	I adjust the way that I speak according to my interlocutors	1 – Literacy

Table 16: Logical thinking area - attitude component

	LOGICAL THINKING AREA	COMPETENCES
9	I know how to clarify the nature of a problem before taking action	6 – Critical Thinking
10	I know how to clarify the nature of an opportunity before taking action	6 – Critical Thinking
11	I know how to make ethical decisions in my personal life	5 – Com. & negotiation
16	I like to propose examples and counterexamples of a concept to identify its meaning	6 – Critical Thinking
18	I like to exchange ideas, articulate arguments and position myself within a debate	6 – Critical Thinking
19	I like to assess the reliability of resources and information	6 – Critical Thinking
22	I like to plan the required actions to exploit opportunities	6 – Critical Thinking
23	I like to think independently	6 – Critical Thinking

Table 17: Work - attitude component

	WORK AREA	COMPETENCES
--	-----------	-------------



6	I can make plans regarding my own professional future	7 – Entrepreneurship
14	I prefer to work on my own to achieve goals	7 – Entrepreneurship
15	I appreciate the advantages of working in a team	8 – Team Working
18	I prefer to be the team leader	8 – Team Working
22	I like to bring in ideas from my personal or social life to solve current work challenges	9 – Creativity
24	I enjoy experimenting with new approaches and new working methods	9 – Creativity

Table 18: Democratic culture area - attitude component

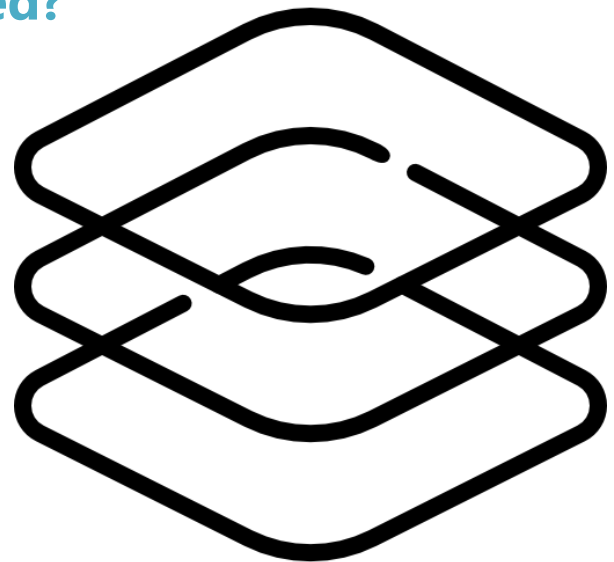
	DEMOCRATIC CULTURE AREA	COMPETENCES
8	I am aware of the main differences among European cultures	12 – Cultural expres.
17	I appreciate the cultural elements that my culture has borrowed from others	12 – Cultural expres.
20	I feel it is important to vote in the national elections in ....	10 – Citizenship
21	I feel it is important to vote in the European elections	10 – Citizenship
22	I am curious about other cultures around the world	12 – Cultural expres.
24	I like to reflect about my own prejudices and stereotypes	10 – Citizenship





**What dimension of representation  
does the person best convey?**

**Which one is to be enhanced?**



## COGNITIVE dimension assessment

Drawing on Benvenuti's (2008)<sup>4</sup> paradigm of representation, for each of the functional areas, specific tables disaggregating the different **dimensions** of each competence are presented below. When presenting a **cognitive-related** dimension, only black colour will be used for registering the different actions.

Table 19: Communication area - cognitive dimension

	COMMUNICATION AREA	COMPETENCES	COMPONENT
1	I know how to identify the main points and ideas in a text	1 – Literacy	Knowledge
2	I know how to write clearly, using correct spelling, punctuation and grammar	1 – Literacy	Knowledge
3	I know how to use body language to help with communication	1 – Literacy	Skill
4	I can identify international words that are the same or very similar in different languages	2 – Multilingual	Knowledge
5	I understand the main points of foreign radio or TV programmes about topics of personal interest	2 – Multilingual	Knowledge
6	I can deduce the meaning of short spoken announcements by combining all that I understand when they are repeated in different languages	2 – Multilingual	Skill
7	I can alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual	Attitude
8	I know how to clear up misunderstandings in communication	1 – Literacy	Skill
9	I know how to use illustrations in order to present information	1 – Literacy	Skill
10	I can provide an approximate spoken translation into another language of short, simple everyday texts written in (partner's language)	2 – Multilingual	Knowledge
11	I know different online search engines	3 – Digital	Knowledge
12	I usually express my opinion in a constructive way	1 – Literacy	Attitude

Table 20: Logical thinking area - cognitive dimension

LOGICAL THINKING AREA	COMPETENCES	COMPONENT
-----------------------	-------------	-----------

<sup>4</sup> Benvenuti, L. (2008). *Sociotherapy lessons*, Bologna: Baskerville.



1	I can do calculations by addition, subtraction, multiplication and division	4 – STEM	Knowledge
2	I can do calculations using percentages	4 – STEM	Knowledge
3	I know how to solve everyday problems by myself	6 – Critical Thinking	Skill
4	I know how to identify the different meanings of a concept according to the context	6 – Critical Thinking	Skill
5	I know how to critically analyse opinions expressed in written and spoken communication	6 – Critical Thinking	Knowledge
6	I know how to detect hidden prejudices in written and spoken communication	5 – Com. & negotiation	Knowledge
7	I know how to identify relevant sources of information	5 – Com. & negotiation	Skill
8	I know how to identify biases	6 – Critical Thinking	Skill
9	I know how to clarify the nature of a problem before taking action	6 – Critical Thinking	Attitude
10	I know how to clarify the nature of an opportunity before taking action	6 – Critical Thinking	Attitude
11	I know how to make ethical decisions in my personal life	5 – Com. & negotiation	Attitude
12	I know how to identify reasoning errors	6 – Critical Thinking	Skill

Table 21: Work area - cognitive domain

	WORK AREA	COMPETENCES	COMPONENT
1	I know how to generate innovative solutions for work-related challenges	7 – Entrepreneurship	Knowledge
2	I know how to coordinate small groups of people	8 – Team Working	Skill
3	I know how to define priorities and action plans	8 – Team Working	Knowledge
4	I know how to recognise the potential of an idea for creating value	9 – Creativity	Knowledge
5	I can produce an original image, poster or webpage using my own ideas	9 – Creativity	Skill
6	I can make plans regarding my own professional future	7 – Entrepreneurship	Attitude
7	I know how to assess my individual strengths and weaknesses	7 – Entrepreneurship	Skill
8	I am able to imagine future scenarios to help guide decision-making	7 – Entrepreneurship	Skill



9	I know how to estimate the cost of putting an idea into practice	7 – Entrepreneurship	Knowledge
10	I know how to plan, put in place and evaluate financial decisions over time	7 – Entrepreneurship	Skill
11	I know how to seek training opportunities to improve my job prospects	7 – Entrepreneurship	Knowledge

Table 22: Democratic culture area - cognitive domain

	DEMOCRATIC CULTURE AREA	COMPETENCES	COMPONENT
1	I know the key figures in local and national political parties	10 – Citizenship	Knowledge
2	I know about the policy proposals of the main parties in ....	10 – Citizenship	Knowledge
3	I know the difference between the legislative, executive and judicial powers	10 – Citizenship	Knowledge
4	I know my rights and responsibilities as a citizen	10 – Citizenship	Knowledge
5	I know what documents are needed to ask for a residence permit in ...	11 – Learning to Learn	Skill
6	I know the functions of the European Parliament	10 – Citizenship	Knowledge
7	I like to stay informed of current political events in national and European contexts	10 – Citizenship	Knowledge
8	I am aware of the main differences among European cultures	12 – Cultural expres.	Attitude
9	I know how to act appropriately when interacting with people from other cultures	12 – Cultural expres.	Skill
10	I know who to contact if I want to complain about public services in my city	11 – Learning to Learn	Skill
11	I know the role of mass media in democratic societies	12 – Cultural expres.	Knowledge

### AFFECTIVE dimension assessment

Also according to Benvenuti's (2008) paradigm of representation, for each of the functional areas, specific tables disaggregating the different **dimensions** of each competence are presented below. When presenting a **affective-related** dimension, only red colour will be used for registering the different actions.

Table 23: Communicative area - affective dimension



	COMMUNICATION AREA	COMPETENCES	COMPONENT
13	I like to ask questions to clarify things that I do not understand	1 – Literacy	Skill
14	I like to encourage people to use different languages by giving an example	2 – Multilingual	Attitude
15	I like to use digital tools and technologies to collaborate with others	3 – Digital	Skill
16	I like to share data through digital technologies	3 – Digital	Attitude
17	I like to motivate others to express their thoughts, beliefs and emotions	1 – Literacy	Skill
18	I am aware of the difficulties arising in interaction with speakers of other languages	2 – Multilingual	Attitude
19	I like to search for digital content online	3 – Digital	Knowledge
20	I like to interact in digital social environments	3 – Digital	Skill
21	I like to speak about myself, telling my history and experiences	1 – Literacy	Knowledge
22	I like public speaking	1 – Literacy	Knowledge
23	I alternate between languages to facilitate communication in multilingual contexts	2 – Multilingual	Attitude
24	I adjust the way that I speak according to my interlocutors	1 – Literacy	Attitude



Table 24: Logical thinking area - affective domain

	LOGICAL THINKING AREA	COMPETENCES	COMPONENT
13	I like to brainstorm	5 – Com. & negotiation	Skill
14	I like to learn from experience when the solution or approach chosen was not entirely successful	6 – Critical Thinking	Skill
15	I like to distinguish relevant from irrelevant facts	5 – Com. & negotiation	Knowledge
16	I like to propose examples and counterexamples of a concept to identify its meaning	6 – Critical Thinking	Attitude
17	I like to consider different criteria before taking a position	5 – Com. & negotiation	Skill
18	I like to exchange ideas, articulate arguments and position myself within a debate	6 – Critical Thinking	Attitude
19	I like to assess the reliability of resources and information	6 – Critical Thinking	Attitude
20	I appreciate the difference between criticism and feedback	6 – Critical Thinking	Knowledge
21	I like to identify the pros and cons of every situation	5 – Com. & negotiation	Skill
22	I like to plan the required actions to exploit opportunities	6 – Critical Thinking	Attitude
23	I like to think independently	6 – Critical Thinking	Attitude
24	I like looking for evidence to support weak ideas	5 – Com. & negotiation	Skill



Table 25: Work area - affective domain

	WORK AREA	COMPETENCES	COMPONENT
12	I like to work in an organised and structured way	7 – Entrepreneurship	Skill
13	I like to negotiate decisions with my coworkers	8 – Team Working	Skill
14	I prefer to work on my own to achieve goals	7 – Entrepreneurship	Attitude
15	I appreciate the advantages of working in a team	8 – Team Working	Attitude
16	I can show an understanding of the importance of new ideas being discussed	9 – Creativity	Knowledge
17	I prefer to follow the initiative of others	8 – Team Working	Skill
18	I prefer to be the team leader	8 – Team Working	Attitude
19	I am usually resilient under pressure, adversity and temporary failure	7 – Entrepreneurship	Skill
20	I like to learn with others, including peers and mentors	8 – Team Working	Knowledge
21	I like to respond to changing conditions at work by using flexibility and originality	9 – Creativity	Skill
22	I like to bring in ideas from my personal or social life to solve current work challenges	9 – Creativity	Attitude
23	I like to reflect on my professional aspirations in the short, medium and long term	7 – Entrepreneurship	Knowledge
24	I enjoy experimenting with new approaches and new working methods	9 – Creativity	Attitude



Table 26: Democratic culture area - affective domain

	DEMOCRATIC CULTURE AREA	COMPETENCES	COMPONENT
12	I like to participate constructively in activities in my community	10 – Citizenship	Skill
13	I like to encourage fair and democratic decision making in my community	10 – Citizenship	Skill
14	I endorse the concept of human rights and equality between people from different social groups	12 – Cultural expres.	Skill
15	I have an open attitude towards religious beliefs other than mine	12 – Cultural expres.	Skill
16	I like to take into consideration other people's views when they are different from my own	11 – Learning to Learn	Skill
17	I appreciate the cultural elements that my culture has borrowed from others	12 – Cultural expres.	Attitude
18	I like to mediate in situations where speakers disagree	11 – Learning to Learn	Skill
19	I can foresee situations that might offend someone from another culture	12 – Cultural expres.	Knowledge
20	I feel it is important to vote in the national elections in ....	10 – Citizenship	Attitude
21	I feel it is important to vote in the European elections	10 – Citizenship	Attitude
22	I am curious about other cultures around the world	12 – Cultural expres.	Attitude
23	I have a positive opinion about the political system in ....	10 – Citizenship	Skill
24	I like to reflect about my own prejudices and stereotypes	10 – Citizenship	Attitude







# SMART ADULT EDUCATION!

