

# Clarification of the questionnaires

For all the questions concerned, see: <http://www.mikkenopwerk.nl/vrageneng.html>

The assessment of the participants is based on 62 questions. These questions can be divided into four main groups, Social, Technical, Economic and society. This subdivision are grouped to nine focal points. For example, the focus "Collaborate" which falls within the "Social" group.

In assessing you have a choice of four options. Here are the answers "Yes" and "No" absolute answers. This gives the evaluator that there have a clear picture of the participant in relation to the question asked. The other two give the participant the benefit of the doubt or do not have too high expectations.

Next, each question based on the choice to be provided with a number value. Given that the questions are allocated in advance to the four main groups, the group of values can be calculated. This intermediate position is called the "cold calculation". Because the question of "weight" quite different must be performed a second analysis. The "weighted" values are provided with a new value, depending on the demand. As an example, the question of examining the extent to which a participant can interact, is less heavily weighted when the question is about the willingness to work. The numerical values are added to the first analysis.

Finally, correlating questions are grouped and analyzed. The correlations between questions are made without regard to the group to which belongs the question. The results give us the one hand picture of the validity of the method of assessment. If this is careless or rushed happened and validity value is a lower limit, the assessment will be declared invalid. On the other hand, the facilitator the correlated questions may provide more insight into the cause of a decreased competency. An example of correlating questions are questions about collaboration in a group and the question about the extent to which the participant separates and (can) keep working time. If this gives unfavorable results, it could be a clue to let examine the participant medical work. If this gives unfavorable results, it could be a clue to let examine the participant medical.

The above leads to a theoretical calculated numerical rating. These values are converted to%, and the results are comparable with the intake and functions. The resultant is shown in a classification. The classification is only representing the position where the client is in the chain approach and what program is recommended. Emphatically we mention that a classification should not stigmatize.

We also want to make it clear that this analysis is only a good tool for a companion. Which ultimately makes a professional assessment based on an intake and progress meetings. Nb. The intake and later the evaluation should be performed by different people. The intake should be done by the counselor and gives an overall impression of the client. The assessment must be performed by the practice supervisor who was the immediate supervisor at least 3 months.