

## Curriculum vitae

### Short version

#### Personal data:

#### First name and last name:

Czesław NOWOROL

#### Address:

Jagiellonian University  
Faculty of Management and Social Communication  
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#### Knowledge of foreign languages:

- German, English, fluent in speech and in writing;
- Russian, Esperanto

#### Membership in scientific organizations and associations:

- Disciplinary Board at the Main Council of Science and Higher Education
- European Society for Design Vocational and Career Counselling,
- Council for Bologna Process, the Ministry of Science and Higher Education;
- Vocational Applied Psychology and Policy Research Unit, Luxembourg;
- Employability and Career Guidance Task Force, Coimbra Group
- Latin America Task Force, Coimbra Group;
- International Association of Educational and Vocational Guidance (AIOSP/ IAEVG);
- National Forum for Lifelong Guidance Policy;
- International Stress Management Association;
- American Psychological Association;
- Polish Psychological Association;
- Polish Ergonomics Society;
- International Foundation for Industrial Ergonomics and Safety Research;
- Polish Mathematical Society.

#### Education:

- Habilitated Doctor of Social Sciences in Psychology;
- Doctor of Humanities in the field of Psychology;
- Doctor of Technical Sciences in the field of Organization and Management;
- Master of Mathematics.

### **Key qualifications:**

- Building methods in psychometry: tests, scales, questionnaires and other measures of talents, professional interests, personality traits, motivation, stress, burnout, competences, etc. The methods are used both in psychological research, in guidance and counselling, consulting issues related to the fight against unemployment, as well as entrepreneurship and management.
- Psychometrics and methodology of research, and statistics based on the higher mathematics for psychologists, lifelong guidance professionals and managers.
- Econometrics and multidimensional research methodology in social economy.
- Consulting and advising issues of managerial psychology, social economy and multidimensional research methodology for officials in the state and regional administration.

### **Lectures for students:**

- at the Jagiellonian University, majoring in Management and Applied Psychology.
- at the Catholic University of Lublin, majoring in psychology,
- at the GWSH, majoring in psychology,
- Lectures in graduate and postgraduate studies for career counsellors,
- Lectures and training for careers counsellors, implementation of professional psychometric methods, tests, questionnaires, etc.
- Lectures and trainings at the National Forum for Lifelong Guidance,
- Lecturing as Guest Professor at the University of Applied Sciences (HdBA) in Mannheim; University of Padova (UNIPD); University of Catania; University of Granada; University of Valencia; Catholic University of Nijmegen; University of Szczecin; Upper Silesian School of Commerce in Katowicw; College of Public Administration in Bialystok; Polish University (Wszechnica) in Warsaw, College of Humanities (WSH) in Żary, University of Wrocław.

### **PhD and MA seminars:**

Psychology of organization and management, human resources management, organizational behaviour, career guidance and counselling, social economy.

### **Research, expertise, research projects:**

#### **Career guidance and counselling:**

- Author of the professional tools used in diagnosis of career counselling: *Questionnaire of Entrepreneurial Aptitudes, Town Professional Interests (including MZZ test), Repertory of Competences, Questionnaire for Work Area Description, Achievement Motivation Scale, Questionnaire of Social Aptitudes, Individual Action Plan, etc.*
  - Coach counselling skills of professionals from all institutions in Poland, in the application of these methods.
- Expert in the field of career counselling coordinator and evaluator of many national and international projects, among others: cultural adaptation of American psychometric aptitude tests and job preferences: *Self Directed Search (SdS)* and *Vocational Preference Inventory (VPI)* of John L. Holland, and *General Aptitude Test*

*Battery (GATB)*, the first professional research tools implemented in all labour offices in Poland and also for counsellors employed in the Education Sector.

**Transnational career counselling:**

- Coordinator of the research project *Transnational Vocational Counselling* in Poland, co-author of Curriculum for Euro-counsellor's training.

**Transition of graduates to the labour market:**

- Coordinator of the project *SAB-MTW (School and Business: Making Transition Work)* in Poland. Author of the meta-theory of transition.
- Coordinator of the Project *School & WOW (School and the World of Work)* and the Transition from the World of Education to the World of Work in Poland. Co-author of recommendations for the European Commission.

**Entrepreneurship:**

- The author of the *Entrepreneurial Aptitude Questionnaire (KUP)*. Co-author of the method *ECENT, European Certificate in Entrepreneurship. Using Information technology to enhance business development*. An expert in the field of combating youth unemployment in Poland, by developing entrepreneurial activities.

**Organisational Behaviour:**

- Lectures for managers of various companies for example. Philip Morris; research collaboration and task forces, including leadership, cultural adaptation methods e.g. *Symlog* of Freed Bales, method based on the theory of the dynamics of small groups.

**Research Quality:**

- Development of questionnaires to examine the quality of education and job satisfaction, research in this area. Project Coordinator *UNILLO (Promoting the EQF Learning Outcome Approach within European Universities)* and *CODE-NQF*, and *+APL*.

**Organizational Stress:**

- Research on burnout syndrome in organizations. Author of typological model for professional burnout.

**International experience:**

- Wide international cooperation related to research, projects, lecturing, study visits, internships, seminars, conferences, etc. in the UK, Germany, France, Italy, Spain, Sweden, Norway, the Netherlands, Switzerland, Finland, Austria, the USA and Malta, being conducted several times a year, since 1978.

**Enclosures:**

- List of publications;
- List of realized projects.