Master vragenlijst Kunsten-Monitor 2024

- > Slechts één antwoord aanvinken, tenzij uitdrukkelijk anders is aangegeven > Let op naar welke vraag je soms wordt doorverwezen

Genera	al Questions			
01	I identify as:	1 male2 female3 gender diverse	geslid	
OVERSI	AAN ALS PRECODE == 1:			
02	What is your age?			
Hbo m	aster programme 2022-2023			
	AAN ALS PRECODE == 1:		_	
03	Name of hbo master programme	name:	go2	
ONDER	STAANDE UITVRAGEN ALS PRECODE == 1:			
03	This questionnaire is about [precode: name of study programme], is it correct that you followed this programme?	1 yes 2 no, I followed the following programme:	go2_precode	
OVERSI	AAN ALS PRECODE == 1:			
04	Type of master programme	1 fulltime2 parttime3 dual	govtm	
OVERSI	AAN ALS PRECODE == 1:			
05	Starting date of your hbo master programme	month:year:	gobgm/gobgj	
OVERSI	AAN ALS PRECODE == 1:			
06	Graduation date (as stated on degree certificate)	month:year:	goeim/goeij	
07a	What was your reason for following this master programme?	 1 to be able to grow within my organisation 2 to increase my chances of a different/better position 3 to develop myself further (broaden and/or deepen) 4 to be able to earn more 5 it was required by my employer/supervisor → go to question 8 6 other, namely: 	mreden mreden2	
07b	To what extent have you been able to achieve this goal?	not at all <-> to a large extent 1 2 3 4 5	mbereik	
08	During the master programme, did you have any work activities/a workplace that were relevant for this programme?	1 yes 2 no	gowro	
09	Did your employer, or one of your employers, contribute to the costs of the master programme?	1 yes, fully 2 yes, partially 3 no	gobdw	

10	Experience abroad during your master programme (multiple answers possible)	1 completed a research internship abroad 2 completed a practical internship abroad 3 followed a study component abroad 4 other foreign experience 5 no experience abroad	blosb blpsb blstu bland1 blg
11	With what degree were you admitted to the hbo master programme?	1 hbo bachelor, namely	toediplm toediplm2
12	Did you enroll your hbo master programme directly after graduation from the above-mentioned programme?	 1 yes → ga naar vraag 15a 2 no 	govoddm

The next question addresses the period between the start of your parttime hbo programme and the completion of the education programme you followed prior to your hbo programme.

13	What is the most suitable description of your situation during this period?	 1 paid employment 2 self-employed 3 freelance 4 combination employment / in search of employment 5 unemployed → ga naar vraag 15a 6 student → ga naar vraag 15a 7 other, namely: → ga naar vraag 15a 	tmbmp1a tmbmp2
14	What was the nature of the work you performed during this period? (multiple answers possible)	 I was a creative/performing artist/stylist/designer I was teaching at a music school or arts centre, in formal education or in private education I was working in policy, management or administration in my own field of study I was working outside my own field of study 	tmbawuk tmbawdm tmbawbm tmbawbv

Principal activities and paid work

15a	Which description fits your current situation? (more than one answer possible)	 1 salaried employment 2 self-employed (with or without staff) 3 freelance 4 student 5 unemployed 6 other, namely 	mphkld mphkzp mphkfl mphkst mphkwl mphkand/mpand
15b	In case more than one description was applicable to you in question 15a, which of these descriptions is the most important for you? (Fill in the number of one of the answer possibilities in question 15a)		mphkbel
16	Are you currently seeking (other) paid work?	1 yes 2 no	bwzknu
17	After graduating, did you continue work activities you were already engaged in before you started your master programme?	1 yes2 no → ga naar vraag 21	wvvma
18	Have there been changes in your position/activities, compared to your work situation before you started the master programme, in terms of: a. the required level of education? b. the required training direction? c. your work tasks?	1 no 2 yes 1 no 2 yes 1 no 2 yes	honver horver htakver

	< Information screen: This question only concerns substantial changes, for example from bachelor to master as the required education level, from an economics to an arts education, or from practical to more managerial work tasks >		
19	Which level of education is best suited to the position/activities you had before you started the master programme?	1 master (hbo/wo) 2 bachelor (hbo/wo) 3 Associate degree 4 other, namely	honvoorm2
20	Which field of study is best suited to the position/activities you had before you started the master programme?	1 exclusively the field of study my master programme 2 the field of my master programme or a related one 3 a completely different field of study 4 no specific field of study	horvoorm
21	After graduating, did you start looking for paid work within or outside your own field?	 1 yes, within my own field → go to question 23a 2 yes, outside my own field 3 yes, both within and outside my own field 4 no → go to question 23b 	bwzkv
22	Why did you (also) look for work outside of your own field of study? (Only choose the most important reason)	1 too little work available in own field 2 too little work experience for work in own discipline 3 lack of opportunity to earn a sufficient income 4 my interests have changed 5 other reasons, namely:	bwzkva1m
			bwzkv2
23a	Have you been unemployed after completing your education before you found your first job/carried out your first assignment as a self-employed person /freelancer?	1 yes, for how many months?(enter number of months) 2 no, I have not been unemployed → go to question 24	iw4jn / iw4
	Info: Being unemployed is understood as not having paid work, but still having recently looked for work and being immediately available for it.		
23b	Did you spend time during this period on unpaid and/or preparatory work related to the profession for which you were trained?	1 yes, for how many months?(enter number of months) 2 no	bwow1jn bwow1
24	Do you currently (also) have paid work?	1 yes 2 no → go to question 52b	vwwka
25	Are you currently working within or outside your own field?	 only within my own field only outside my own field → go to question 39a both within and outside my own field 	bwvg
26	What is the nature of your work within your own field? (more than one answer possible)	1 I am a creative/performing artist/stylist/designer2 I am teaching in formal education,	bwaarduk
	, , , , , , , , , , , , , , , , , , , ,	at a music school or arts centre or in private education 3 I am working in policy, management or administration	bwaarddo
			bwaardbm

Main paid activity within your own field

The questions below relate to your main paid activity within your own field.

27a	 Name job/occupation:	hberbiisco hwkzbi

27b	Do you conduct this main activity within your own field as self-employed worker (with or without staff) or freelancer?	1 yes → go to question 31 2 no	hbwzzpbi
28a	At what company or organisation do you conduct this activity?	Type of company / organisation:	hbrabi hprobi hnmbdrbi
28b	Size of the company/organisation (also include other branches, if any)	1 1 - 24 persons 2 25 - 99 persons 3 100 - 999 persons 4 1000 persons or more	hpocatvierbi
29	What is the nature of your employment relationship with this company or organisation?	1 salaried employment 2 work via commercial 'temping' agency 3 other, namely.:	hdvb1abi hdvb2bi
30	What type of appointment is it?	 permanent position temporary position (with prospect of permanent position) temporary position (without prospect of permanent position) other 	hashbi
31	In what country do you conduct this activity?	1 Netherlands 2 Netherlands and other country, namely in:	hIndbi hIndbi1
32	What is the minimum level of education required by your employer, client or subsidy provider for this activity?	 university education (wo) higher vocational education (hbo) vocational secondary education (mbo) senior secondary education (havo, vwo) junior secondary education (e.g. vmbo) or no education 	honwgbi
33	What level of education is best suited to these activities?	 university education (wo) higher vocational education (hbo) vocational secondary education (mbo) senior secondary education (havo, vwo) junior secondary education (e.g. vmbo) or no education 	honbpwzbi
34	What field of study is required by your employer, client or subsidy provider for this activity?	1 my own field2 my own or a related field3 no particular field	horwgabi
35	What field of study is best suited to these activities?	1 my own field2 my own or a related field3 no particular field	horbpwzbi
36	How well does this activity fit with your master programme?	1 poorly 2 moderately 3 sufficiently 4 well	hasobi
37	Do you supervise other people in this work?	1 yes I supervise persons 2 no	hldbi hldapbi
38	How satisfied are you with this job/these activities?	very dissatisfied <-> very satisfied 1 2 3 4 5	ohftevrbi

Main paid activity outside your own field

The questions below relate to your main paid activity outside your own field.

39a	What is your job or profession as it relates to your main paid activity outside your own field?	Name job/occupation:	hberbuisco hwkzbu
39b	Do you conduct this main activity outside your own field as self-employed worker (with or without staff) or freelancer?	1 yes → go to question 432 no	hbwzzpbu
40a	At what company or organisation do you perform this activity?	Type of company / organisation: Kind of product / service: Name of company / organisation:	hbrabu hprobu hnmbdrbu
40b	Size of the company/organisation (also include other branches, if any)	1 1 - 24 persons 2 25 - 99 persons 3 100 - 999 persons 4 1000 persons or more	hpocatvierbu
41	What is the nature of your employment relationship with this company or organisation?	salaried employmentwork via commercial 'temping' agencyother, namely	hdvb1abu hdvb2bu
42	What type of appointment is it?	 permanent position temporary position (with prospect of permanent position) temporary position (without prospect of permanent position) other 	hashbu
43	In what country do you conduct this activity?	1 Netherlands 2 In another country, namely	hlndbu hlndbu1

What level of education is best suited to these activities? 1 university education (two) 2 higher vocational education (tho) 3 vocational secondary education (tho) 4 sentor secondary education (tho) 4 sentor secondary education (tho) 5 your of sentor secondary education (tho) 5 your of sentor secondary education (tho) 6 your of sentor secondary education (tho) 6 your of sentor secondary education (tho) 7 your of sentor sentor secondary education (tho) 7 your of sentor sentor sentor secondary education (tho) 7 your of sentor se	44	What is the minimum level of education required by your employer, client or subsidy provider for this activity?	 university education (wo) higher vocational education (hbo) vocational secondary education (mbo) senior secondary education (havo, vwo) junior secondary education (e.g. vmbo) or no education 	honwgbu
dient or subsidy provider for this activity? 2 another field 3 no particular field 47 What field of study is best suited to these activities? 48 How well does this activity fit with your master programme? 48 How well does this activity fit with your master programme? 49 Do you supervise other people in this work? 40 Do you supervise other people in this work? 41 yes I supervise persons 40 persons 41 yes I supervise persons 41 persons 42 no hiddundaphu 43 hiddundaphu 44 well 45 Working hours and income from paid activities? 46 wery dissatisfied <-> very satisfied 47 yes I supervise persons 48 hiddundaphu 49 Do you supervise other people in this work? 40 yes I supervise persons 40 hiddundaphu 40 hiddundaphu 41 yes I supervise persons 41 yes I supervise persons 42 no hitevrbu 43 no particular field 44 hasobu 45 no devicular field 46 no average persons 46 no hiddundaphu 47 well 48 Do you supervise other people in this work? 40 no average persons 47 no hiddundaphu 48 Do you supervise other people in this work? 40 no average persons 48 no devicular field 48 persons 40 no particular field 48 norther field 40 no average persons 40 norther field 40 norther field 40 no average persons 40 norther field 40 n	45		 2 higher vocational education (hbo) 3 vocational secondary education (mbo) 4 senior secondary education (havo, vwo) 	honbpwzbu
2—another field 3—ne particular field 1 solely my own field 2 my own or a related field 3 no particular field 48 How well does this activity fit with your master programme? 1 badly 2 moderately 3 sufficiently 4 well 49 Do you supervise other people in this work? 1 yes I supervise persons hidbunhidaphu 50 How satisfied are you with this job/these activities? 1 very dissatisfied <> very satisfied hid field 1 2 3 < f > very satisfied on the very satisfied on the very satisfied on average hours per week within my own field on average hours per week outside my own field on average	46		2 another field	horwgabu
programme? 2 moderately 3 sufficiently 4 well 49 Do you supervise other people in this work? 1 yes I supervise persons hidbu hidapbu 50 How satisfied are you with this job/these activities? very dissatisfied <-> very satisfied 1 2 3 4 5 Working hours and income from paid activities within and outside of your field 51 Working hours from activities within and/or outside on averagehours per week within my own field on averagehours per week outside my own field haubitot haubutot 52a Gross income in euro's What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) info: If you do not receive your income in Euros,	47	What field of study is best suited to these activities?	 2 another field 3 no particular field 1 solely my own field 2 my own or a related field 	horbpwzbu
How satisfied are you with this job/these activities? Very dissatisfied <-> very satisfied 1	48		2 moderately3 sufficiently	hasobu
Working hours and income from paid activities within and outside of your field 51 Working hours from activities within and/or outside your own field? 52a Gross income in euro's What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) info: If you do not receive your income in Euros,	49	Do you supervise other people in this work?		
Working hours from activities within and/or outside your own field? Gross income in euro's What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) Average per month within your field? Approximately	50	How satisfied are you with this job/these activities?		ohftevrbu
Gross income in euro's What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) Average per month within your field? Approximately	Workin	g hours and income from paid activities within	and outside of your field	
What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) Average per month within your field? Approximately	51	G G G G G G G G G G G G G G G G G G G		
What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) Average per month within your field? Approximately	52a	Grees income in ours's		
		What is your total gross income from these activities? (for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax) info: If you do not receive your income in Euros,	Euro gross per month within my field) Average per month outside your field? Approximately	

Other sources of income

52b Do you have income from sources other than paid 1) yes work, such as a grants, subsidy, benefits? 2) no

es hbiabr

What is your total income from these other sources?

From scholarships and subsidies on average aboutper hbaibs

info: If you do not receive your income in Euros, please convert the amount to the equivalent in Euros.

From other benefits on average about.... per month hbaiau

ALS vwwka = 2 (dus geen betaald werk), dan skip naar 59a

Activities in the past 4 months

To get an overall picture of the most important work-related activities you performed in the last 4 months, we kindly ask you to fill in the scheme below:

52c In the scheme you can fill in:

Column a: the kind of activity involved

Column b: an assessment of the percentage of your total working hours you have spent on this activity

Column c: an assessment of the percentage of your total earnings from this activity

If you conducted more than 5 activities in the last 4 months, we kindly ask you to mention explicitly the 5 most important activities and for the remaining activities to mention the time and income under 'Remaining activities'.

Example:

Preparation for an exhibition: 50% time and

0% income

Working as a teacher: 25% time and

40% income

Working as a taxi driver: 25% time and

60% income

a. Activity	b. % time spent on activity	c. % income from activity	
1			
2			act4m1/-b/-i
3			act4m2/-b/-i
4			act4m3/-b/-i
56 Remaining activities	••••		act4m4/-b/-i act4m5/-b/-i act4movb/act4movi
activities			act4movb/act4movi
Total	100%	100%	

Your opinion about current job and activities

53	To what extent are your capacities utilised in your current job/activities?	not at 1	all <-> to 2	o a larg	e extent 4	t 5	ohfnut
54	To what extent do you lack capacities necessary for	not at	all <-> to	n a lard	e exteni	•	
04	carrying out your current job/activities?	1	2	3	4	5	ohfkorn
55	Does your job provide good career opportunities?	almos	t none 2	<-> 3	ver	y many 5	ohfcar
	< Info: This question concerns your own subjective experience, i.e. the extent to which you have						
	confidence in the career opportunities offered by your current position/activities >						
56	To what extent has your master programme contributed to:	not at	all <-> t	o a larg	je exter	nt .	
	a. obtaining more interesting work tasks? b. the possibilities to contribute something meaningful	1	2	3	4	5	bhfinttaak
	to society through your work?	1	2	3	4	5	bhfnutmaat

	c. your career opportunities at work? d. more respect from colleagues and/or clients? e. better use of your knowledge and skills at work?	1 1 1	2 2 2	3 3 3		1 1 1	5 5 5		bhfdoorgr bhfrespect bhfgebrkv
57	Are you working in a crossover role? Info: A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist.	,	/es no → to	questio	n 59a				ohfcross
58	What different disciplines, domains or does this crossover role consist of?		(0	pen que	estion)			ohfcross2

To what extent does your master programme provide a good basis for: a. practising your profession? 2 3 4 5 goalob										
a good basis for: a. practising your profession? b. continuing to develop your knowledge and skills? b. continuing to develop your knowledge and skills? c. entering the labour market and starting work? d to deal with social issues (e.g., climate change, social safety and diversity)? e. To fulfill a cross-over role at your work linfo bij (e): A crossover role at your work linfo bij (e): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. 59b In what way(s) did you encounter cross-over roles during your how master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through specific courses (e.g., minors) or workshops (c) Through sesignments and case studies in regular classes (d) Other, namely	Opinio	on about your master programme								
a. practising your profession? b. continuing to develop your knowledge and skills? c. entering the labour market and starting work? d to deal with social issues (e.g., climate change, social safety and diversity)? e. To fulfill a cross-over role at your work Info bij (e): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. 598b In what way(s) did you encounter cross-over roles during your hob master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through assignments and case studies in regular classes (d) Other, namely	59a		disagree strongly < > agree strongly							
social safety and diversity)? e. To fulfill a cross-over role at your work Info bij (e): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. If you wish, you can further explain your answers here: In what way(s) did you encounter cross-over roles during your hob master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through specific courses (e.g., minors) or workshops (c) Through specific courses (e.g., minors) or workshops (d) Other, namely		a. practising your profession?b. continuing to develop your knowledge and skills?c. entering the labour market and starting work?	1	2 2	3 3	4 4	5 5		goaontakv goaarb	
Info bij (e): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. If you wish, you can further explain your answers here: If you wish, you can further explain your answers here: If you wish, you can further explain your answers here: In what way(s) did you encounter cross-over roles during your hob master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through specific courses (e.g., minors) or workshops (c) Through sesific courses (e.g., minors) or workshops (d) Other, namely		social safety and diversity)?							•	
If you wish, you can further explain your answers here: In what way(s) did you encounter cross-over roles during your hbo master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through specific courses (e.g., minors) or workshops (c) Through assignments and case studies in regular classes (d) Other, namely		Info bij (e): A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or	•	-	Ü	7	Ü			
your hbo master programme? (multiple answers are possible) (a Trough internships and practical projects (b) Through specific courses (e.g., minors) or workshops (c) Through assignments and case studies in regular classes (d) Other, namely		If you wish, you can further explain your answers							(00) <u>_</u> g00	
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(b) Through specific courses (e.g., minors) or workshops (c) Through assignments and case studies in regular classes (d) Other, namely	59b	your hbo master programme? (multiple answers are								
classes (d) Other, namely		(b) Through specific courses (e.g., minors) or workshop	s						•	
education Info: A crossover role refers to a position in which you perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. Below are statements about the study programme you took. In each case, indicate how much you agree or disagree. a. The standard of the programme was good. b. The programme was up to date and practically oriented. c. The programme was challenging. d. The programme was well-structured. e. The programme was coherent. f. The programme provided a good balance between 1 2 3 4 5 stpont 1 2 3 4 5 stpont 2 3 4 5 stpont 3 5 stpbtp		classes (d) Other, namely								
perform tasks that bridge multiple disciplines, domains or fields of expertise. For example, medical photographer, music therapist or cultural journalist. Below are statements about the study programme you took. In each case, indicate how much you agree or disagree. a. The standard of the programme was good. b. The programme was up to date and practically oriented. c. The programme was challenging. d. The programme was challenging. d. The programme was well-structured. e. The programme was coherent. f. The programme provided a good balance between 1 2 3 4 5 stpbtp		· ,				-				
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 d. The programme was well-structured. e. The programme was coherent. f. The programme provided a good balance between 1 2 3 4 5 stpsmh 1 2 3 4 5 stpbtp 		b. The programme was up to date and practically	1	2	3 3	4	5 5		stpapg	
f. The programme provided a good balance between 1 2 3 4 5 stpbtp		d. The programme was well-structured.								
		f. The programme provided a good balance between	1	2	3	4	5		stpbtp	

	g. The programme was sufficiently internationally oriented.	1	2	3	4	5	stpvio		
	If you wish, you can further explain your answers here:						toel_stgo		
61	Please indicate for the following aspects how	zeer o	ntevred	en <	> zeer	tevreden			
	 satisfied you are about: a. Quality of the teachers b. Available study options c. Tutoring d. The preparation for your professional career? e. Preparation for the commercial side of the profession/entrepreneurship 	1 1 1 1	2 2 2 2 2	3 3 3 3	4 4 4 4	5 5 5 5	mgokda mgokma mgosba mgoloopb		
	f. Examination and assessment methods g. Housing of the Academy / Conservatory h. Other material facilities, such as library, media centre, work facilities and ICT facilities	1	2	3	4	5 5	mgotba mgohva		
	i. Embedding of (artistic) research in the programme	1	2	3	4	5	mgomta		
		1	2	3	4	5	mgoiaon		
	If you wish, you can further explain your answers						toel_rp toel_rp1		
	here:						toel_rp9		
62	What is in your opinion the most important added value of your master programme compared to the programme you previously followed?						btwmas2		
63	Did following the master programme lead to different kind of work activities?	2 no 3 not	•	nt, I hav	en't ha	ad any work activities since gree	madaw1 madaw2		
64	In retrospect, would you choose the same hbo master programme again?	vraag 2 ye namel	<i>65b</i> s, same y (progra	mme, ibo col	at the same hbo college → ga naar but at another hbo college, lege) me at the same hbo college,	azo1k azonms		
		namely the programme: 4 No, a different programme at another hbo college or university, namely the programme: 5 No, I would not study at all → ga naar vraag 65b							
65a	Why would you choose another programme/another hbo college or university?						azobr2		
65b	Can you indicate how the master's programme can be further improved? (e.g.: What did you miss during your education, what could be done differently or what was superfluous?)						woovb1		
66	Have you achieved in your career so far what you hoped to have achieved when you first graduated?	1 yes 2 no,		se			carverl carverl2		

Kennis en vaardigheden

> Noot aan programmeurs: vraag 67a alleen tonen als men antwoord 1 heeft aangekruist bij vraag 24, dus als vwwka = 1. Anders alleen vraag 67b hier tonen.

67	Below you find a number of aspects that may be important for carrying out a job. For each aspect, please indicate:						
	a. the level required for your current job/ activities (if you are in paid employment)						
	b. your own level						
	Knowledge of:	mat	ia <	-> U	ıitmı	untend	
	your own field or discipline The level required for your current job	mac	9 `	- 0		aritoria	
	Your own level	1 1		3	4 4	5	vnfev
	other fields or disciplines	'	2	3	4	5	uenev
	The level required for your current job Your own level	1	2		4	5	vnfav
	methods and techniques for practically-orientated research	1	2	3	4	5	uenav
	The level required for your current job Your own level	1	2	3 3		5 5	vnfmtp uenmtp
	Ability to:						•
	use information and communication technology:						
	Info: Information and communication technologies are e.g. internet, different types of software and hardware)	1	2	2	4	5	vnfict
	The level required for your current job Your own level	1			4		uenict
			_	_		_	
	use logical reasoning The level required for your current job	1	2	3 3		5 5	vnflr uenlr
	Your own level						
	work within a budget, plan or guideline The level required for your current job	1		3	4 4	5 5	vnfcw uencw
	Your own level						
	come up with new ideas and solutions The level required for your current job	1	2	3	1	5	vnfnio
	Your own level	1	2			5	uennio
	learn new things		_	_		_	
	The level required for your current job Your own level	1	2	3	4 4	5 5	vnfndl uenndl
	make your meaning clear to others						
	The level required for your current job Your own level	1	2	3 3	4 4	5 5	vnfadb uenadb
	cooperate productively with others						
	The level required for your current job Your own level	1 1	2	3	4 4	5 5	vnfps uenps
	perform your work without supervision						
	The level required for your current job Your own level	1	2	3	4 4	5 5	vnfzwu uenzwu
		ı.	_	5	7	5	derizwa
	think analytically Info: Analytical thinking is the systematic and logical analysis of complex	1	2	3	4	5	
	problems in order to arrive at solutions. The level required for your current job	1	2	3	4	5	vnfayd uenayd
	Your own level						
	take initiative Info: Taking initiative means being proactive, taking responsibility, and taking	1	2		4	5	vnfoin
	action without anyone asking you to. The level required for your current job	1	2	3	4	5	uenoin
	Your own level						
	be flexible	1	2	3	4	5	vnfofz
		' '	_	J	7	5	

	Info: Being flexible refers to showing adaptability to cha responsibilities, circumstances or work environment. The level required for your current job Your own level	inges in tasks,	1 2 3 4 5	uenofz				
	intercommunicate with people with different cultural bac norms The level required for your current job Your own level	ckgrounds, values, and/or	1 2 3 4 5 1 2 3 4 5	vnfcdiv uencdiv				
68	Are there other skills that you now need in your work, in which you would have liked to receive (more) education during your education?	Open question		vgio				
ACHTER	GRONDSVRAGEN							
69	Education level parents Mark the education level of both your parents 1 elementary school	Father	Mother	nivpa3				
	 2 junior secondary education (lbo/vbo/vmbo/mavo) 3 senior secondary education (havo/ vwo) 4 vocational secondary education (mbo) 5 higher vocational education (hbo) 6 university education (wo) 7 I do not know 9 not applicable 	1 2 3 4 5 6 7 9	1 2 3 4 5 6 7 9	nivma3				
70	Country of birth:	Your country of birth: Netherlands Another country, namely I prefer not to answer thi Your father's country of birt Netherlands Another country, namely	gblndrp1 gblndrp2 lndpa1 lndpa2					
		 3 I prefer not to answer the Your mother's country of bith 1 Netherlands 2 Another country, namely 3 I prefer not to answer the 	Indma1 Indma2					
71	Do you give us permission to pass your answers on to your former hbo college in recognizable form?	1 yes 2 no		gegdg				
72	We may want to explore certain topics in more detail in future research. If you are willing to participate in this, would you please fill in your email address?	E-mailadres:	nawmail					
Remarks	Remarks							

Thanks for filling in the questionnaire!