

Master vragenlijst Kunsten-Monitor 2025

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

General Questions

01 I identify as: 1 male
2 female
3 gender diverse geslid

OVERSLAAN ALS PRECODE == 1:

02 What is your age?

Hbo master programme 2032-2024

OVERSLAAN ALS PRECODE == 1:

03 Name of hbo master programme name:..... go2

ONDERSTAANDE 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

OVERSLAAN ALS PRECODE == 1:

04 Type of master programme 1 fulltime
2 parttime
3 dual govtm

OVERSLAAN ALS PRECODE == 1:

05 Starting date of your hbo master programme month:.....year: gobgm/gobgj

OVERSLAAN 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 govro

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

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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:..... 2 an other hbo master, namely:..... 3 university bachelor, namely:..... 4 university master, namely:..... 5 other, namely:.....	toediplm toediplm2
12	Did you enroll your hbo master programme directly after graduation from the above-mentioned programme?	1 yes → <i>ga naar vraag 15a</i> 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 → <i>ga naar vraag 15a</i> 6 student → <i>ga naar vraag 15a</i> 7 other, namely:..... → <i>ga naar vraag 15a</i>	tmbmp1a tmbmp2
14	What was the nature of the work you performed during this period? (multiple answers possible)	1 I was a creative/performing artist/stylist/designer 2 I was teaching at a music school or arts centre, in formal education or in private education 3 I was working in policy, management or administration in my own field of study 4 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 yes 2 no → <i>ga naar vraag 21</i>	wvma
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...	honvoorm 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:	bwzka1m 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? <i>Info: Being unemployed is understood as not having paid work, but still having recently looked for work and being immediately available for it.</i>	1 yes, for how many months? ....(enter number of months) 2 no, I have not been unemployed → go to question 24	iw4jn / iw4
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	vwvka
25	Are you currently working within or outside your own field?	1 only within my own field 2 only outside my own field → go to question 39a 3 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/designer 2 I am teaching in formal education, at a music school or arts centre or in private education 3 I am working in policy, management or administration	bwaarduk bwaarddo bwaardbm

Main paid activity within your own field

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

27a	What is your job or profession as it relates to your main paid activity within your own field?	Name job/occupation: Main tasks in this job or profession:	hberbiisco hwkzbi
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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:..... Kind of product / service: Name of company / organisation:.....	hbrabi hprobi hnmdbdri
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?	1 permanent position 2 temporary position (with prospect of permanent position) 3 temporary position (without prospect of permanent position) 4 other	hashbi
31	In what country do you conduct this activity?	1 Netherlands 2 Netherlands and other country, namely in:..... 3 only in other country, namely in:.....	hlndbi hlndbi1
32	What is the minimum level of education required by your employer, client or subsidy provider for this activity?	1 university education (wo) 2 higher vocational education (hbo) 3 vocational secondary education (mbo) 4 senior secondary education (havo, vwo) 5 junior secondary education (e.g. vmbo) or no education	honwgb
33	What level of education is best suited to these activities?	1 university education (wo) 2 higher vocational education (hbo) 3 vocational secondary education (mbo) 4 senior secondary education (havo, vwo) 5 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 solely my own field 2 my own or a related field 3 no particular field	horwgabi
35	What field of study is best suited to these activities?	1 solely my own field 2 my own or a related field 3 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

Indien vraag 21=1 (alleen werkzaamheden binnen vakgebied) dan naar vraag 51

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: Main tasks in this job or profession:	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 43 2 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?	1 salaried employment 2 work via commercial 'temping' agency 3 other, namely:.....	hdvb1abu hdvb2bu
42	What type of appointment is it?	1 permanent position 2 temporary position (with prospect of permanent position) 3 temporary position (without prospect of permanent position) 4 other	hashbu
43	In what country do you conduct this activity?	1 Netherlands 2 In another country, namely:..... 3 only in other country, namely in:.....	hlndbu hlndbu1

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44	What is the minimum level of education required by your employer, client or subsidy provider for this activity?	1 university education (wo) 2 higher vocational education (hbo) 3 vocational secondary education (mbo) 4 senior secondary education (havo, vwo) 5 junior secondary education (e.g. vmbo) or no education	honwgbu
45	What level of education is best suited to these activities?	1 university education (wo) 2 higher vocational education (hbo) 3 vocational secondary education (mbo) 4 senior secondary education (havo, vwo) 5 junior secondary education (e.g. vmbo) or no education	honbpwzbu
46	What field of study is required by your employer, client or subsidy provider for this activity?	1 my own or a related field 2 another field 3 no particular field	horwgbu
47	What field of study is best suited to these activities?	1 solely my own field 2 my own or a related field 3 no particular field	horbpwzbu
48	How well does this activity fit with your master programme?	1 badly 2 moderately 3 sufficiently 4 well	hasobu
49	Do you supervise other people in this work?	1 yes I supervise persons 2 no	hldbu hldapbu
50	How satisfied are you with this job/these activities?	very dissatisfied <-> very satisfied 1 2 3 4 5	ohftevrbu

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?	on average.....hours per week within my own field on average.....hours per week outside my own field	haubitot haubutot
52a	Gross income in euro's What is your total gross income from these activities? <i>(for self-employed, self-employed persons after deduction of business costs, but before deduction of income tax)</i> info: If you do not receive your income in Euros, please convert the amount to the equivalent in Euros.	Average per month within your field? Approximately Euro gross per month within my field) Average per month outside your field? Approximately Euro gross per month outside my field)	hbibitot hbibutot

Other sources of income

52b	Do you have income from sources other than paid work, such as a grants, subsidy, benefits?	1) yes	hbiabr
		2) no	
	What is your total income from these other sources?	From scholarships and subsidies on average about .....per month	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:	a.	b.	c.	
		Activity	% time spent on activity	% income from activity	
	Column a: the kind of activity involved	1.....	.....	.....	
	Column b: an assessment of the percentage of your total working hours you have spent on this activity	2.....	.....	.....	
	Column c: an assessment of the percentage of your total earnings from this activity	3.....	.....	.....	act4m1/-b/-i
		4.....	.....	.....	act4m2/-b/-i
		5.....	.....	.....	act4m3/-b/-i
		6 Remaining activities	.....	.....	act4m4/-b/-i
					act4m5/-b/-i
		Total	100%	100%	act4movb/act4movi
	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				

Your opinion about current job and activities

53	To what extent are your capacities utilised in your current job/activities?	not at all <-> to a large extent	ohfnut
		1 2 3 4 5	
54	To what extent do you lack capacities necessary for carrying out your current job/activities?	not at all <-> to a large extent	ohfkorn
		1 2 3 4 5	
55	Does your job provide good career opportunities?	almost none <-> very many	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 >	1 2 3 4 5	
56	To what extent has your master programme contributed to:	not at all <-> to a large extent	
	a. obtaining more interesting work tasks?	1 2 3 4 5	bhfnutmaak
	b. the possibilities to contribute something meaningful to society through your work?	1 2 3 4 5	bhfnutmaak
	c. your career opportunities at work?	1 2 3 4 5	bhfnutmaak
	d. more respect from colleagues and/or clients?	1 2 3 4 5	bhfnutmaak
	e. better use of your knowledge and skills at work?	1 2 3 4 5	bhfnutmaak

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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.	1 yes 2 no → to question 58b	ohfcross
58a	What different disciplines, domains or does this crossover role consist of?	 (open question).....	ohfcross2

AI is increasingly being used in the workplace, for example through tools like ChatGPT or other text- and image-generating applications. We're interested to hear whether and how you use such tools in your work. You don't need to be an expert.

58b	For which types of tasks do you use AI applications at work? (multiple answers possible)			
	1. Writing or editing texts (e.g. emails, reports, proposals)	0 no	1 yes	aitk1
	2. Translation or language support	0 no	1 yes	aitk2
	3. Summarising or analysing texts	0 no	1 yes	aitk3
	4. Proofreading or giving feedback (e.g. error detection, quality control)	0 no	1 yes	aitk4
	5. Generating ideas or brainstorming	0 no	1 yes	aitk5
	6. Looking up or verifying information (e.g. legislation, guidelines, procedures)	0 no	1 yes	aitk6
	7. Administrative tasks (e.g. scheduling, filling out forms, meeting notes)	0 no	1 yes	aitk7
	8. Interactions with clients or staff (e.g. chatbots, auto-replies)	0 no	1 yes	aitk8
	9. Editing or generating images	0 no	1 yes	aitk9
	10. Editing or generating videos	0 no	1 yes	aitk10
	11. Writing or debugging code	0 no	1 yes	aitk11
	12. Analysing or visualising data (e.g. client, employee, or patient data)	0 no	1 yes	aitk12
	13. Analysing scenarios or supporting strategic decision-making	0 no	1 yes	aitk13
	14_1. Other	0 no	1 yes	aitk14_1
	14_2. namely			aitk14_2
	15. I have never used AI applications	0 no	1 yes	aitk15

> Noot aan programmeurs: als aitik15 = 1 (JA), dan 58c en 58d overslaan, door naar 59a

58c How often do you use AI applications in your work? 1 I've tried it a few times, but don't use it regularly aihvg
 2 Monthly
 3 Weekly
 4 Daily

58d Do you perceive the introduction of AI applications on your work as positive or negative? Slider from 0 to 100 aipn1
 Slider from 0 to 100
 → 0 = negative / negative
 → 100 = positive / beneficial
 Can you explain your answer? Open answer aipn2
 → [Open text]

Opinion about your master programme

59a To what extent does your master programme provide a good basis for: disagree strongly < -- > agree strongly

a. practising your profession?	1	2	3	4	5	goauob
b. continuing to develop your knowledge and skills?	1	2	3	4	5	goaontakv
c. entering the labour market and starting work?	1	2	3	4	5	goaarb
d. to deal with social issues (e.g. climate change, social safety and diversity)?	1	2	3	4	5	goamv
e. To fulfill a cross-over role at your work	1	2	3	4	5	goafcr

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: ... toel_gbo

59b In what way(s) did you encounter cross-over roles during your hbo master programme? (multiple answers are possible)

(a) Through internships and practical projects	0	nee	1	ja	tocosp
(b) Through specific courses (e.g., minors) or workshops	0	nee	1	ja	tocomw
(c) Through assignments and case studies in regular classes	0	nee	1	ja	tocovoc
(d) Other, namely.....	0	nee	1	ja	tocoa/ tocoa2
(e) I did not encounter cross-over roles during my education	0	nee	1	ja	toconia

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.

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60	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 theory and practice. g. The programme was sufficiently internationally oriented. If you wish, you can further explain your answers here: ...	disagree strongly < -- > agree strongly <table border="0"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td></td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpgnv</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpapg</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpuir</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpgop</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpsmh</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpbtp</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>stpvio</td> </tr> <tr> <td colspan="5"></td> <td>toel_stgo</td> </tr> </table>	1	2	3	4	5		1	2	3	4	5	stpgnv	1	2	3	4	5	stpapg	1	2	3	4	5	stpuir	1	2	3	4	5	stpgop	1	2	3	4	5	stpsmh	1	2	3	4	5	stpbtp	1	2	3	4	5	stpvio						toel_stgo																															
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61	Please indicate for the following aspects how 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 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 i. Embedding of (artistic) research in the programme If you wish, you can further explain your answers here: ...	zeer ontevreden < -- > zeer tevreden <table border="0"> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td></td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgokda</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgokma</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgosba</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgoloopb</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgokzl</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgotba</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgohva</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgomta</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> <td>mgoliaon</td> </tr> <tr> <td colspan="5"></td> <td>toel_rp</td> </tr> <tr> <td colspan="5"></td> <td>toel_rp1</td> </tr> <tr> <td colspan="5"></td> <td>-</td> </tr> <tr> <td colspan="5"></td> <td>toel_rp9</td> </tr> </table>	1	2	3	4	5		1	2	3	4	5	mgokda	1	2	3	4	5	mgokma	1	2	3	4	5	mgosba	1	2	3	4	5	mgoloopb	1	2	3	4	5	mgokzl	1	2	3	4	5	mgotba	1	2	3	4	5	mgohva	1	2	3	4	5	mgomta	1	2	3	4	5	mgoliaon						toel_rp						toel_rp1						-						toel_rp9	
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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?	1 yes, namely..... 2 no 3 not relevant, I haven't had any work activities since qualifying for my Master degree	madaw1 madaw2																																																																																				
64	In retrospect, would you choose the same hbo master programme again?	1 yes, same programme at the same hbo college → <i>ga naar vraag 65b</i> 2 yes, same programme, but at another hbo college, namely..... (name hbo college) 3 No, a different programme at the same hbo college, 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 → <i>ga naar vraag 65b</i>	azo1k azonms azo2																																																																																				
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, because.....	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:		
	your own field or discipline		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfev uenev
	other fields or disciplines		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfav uenav
	methods and techniques for practically-orientated research		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfntp uenntp
	Ability to:		
	use information and communication technology: Info: Information and communication technologies are e.g. internet, different types of software and hardware)		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfict uenict
	use logical reasoning		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnflr uenlr
	work within a budget, plan or guideline		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfcw uencw
	come up with new ideas and solutions		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfnio uennio
	learn new things		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfndl uenndl
	make your meaning clear to others		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfadb uenadb
	cooperate productively with others		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfps uenfps
	perform your work without supervision		
	The level required for your current job		
	Your own level	1 2 3 4 5 1 2 3 4 5	vnfzww uenzww
	think analytically		

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Info: Analytical thinking is the systematic and logical analysis of complex problems in order to arrive at solutions.
The level required for your current job
Your own level

1 2 3 4 5
1 2 3 4 5

vnfayd
uenayd

take initiative

Info: Taking initiative means being proactive, taking responsibility, and taking action without anyone asking you to.
The level required for your current job
Your own level

1 2 3 4 5
1 2 3 4 5

vnfoin
uenoin

be flexible

Info: Being flexible refers to showing adaptability to changes in tasks, responsibilities, circumstances or work environment.
The level required for your current job
Your own level

1 2 3 4 5
1 2 3 4 5

vnfofz
uenofz

intercommunicate with people with different cultural backgrounds, values, and/or norms
The level required for your current job
Your own level

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

ACHTERGRONDSVRAGEN

69 Education level parents
Mark the education level of both your parents

- 1 elementary school
- 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

Father

Mother

nivpa3

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:

- 1 Netherlands
- 2 Another country, namely:.....
- 3 I prefer not to answer this question

Your father's country of birth:

- 1 Netherlands
- 2 Another country, namely:.....
- 3 I prefer not to answer this question

Your mother's country of birth:

- 1 Netherlands
- 2 Another country, namely:.....
- 3 I prefer not to answer this question

gbIndrp1
gbIndrp2

Indpa1
Indpa2

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

.....
.....
.....

Thanks for filling in the questionnaire!