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# **PROMOTING YOUTH EMPLOYMENT IN REMOTE AREAS IN JORDAN / JOB-JO**

**Engineering association –  
Karak Branch 5/1/20**

**Prof. Omer Maaitah**

Promoting youth employment in remote areas in Jordan -(Job Jo)

598428-EPP-1-2018-1-JO-EPPKA2-CBHE-JP



# Introduction

Whether you are responding to someone else's behavior or initiating some action. You will have three principle options on how you choose to behave:

1-Nature of thinking

2-Manager behavior

- Submissive behavior.
- Aggressive behavior.
- Assertive behavior.



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# The Nature of Thinking

- White
- Yellow
- Green
- Black
- Red
- Blue



## Thinking Hats

### **The Child is Born : Information**

- What information is available to help you to think and decide?
- What information would you like to have?
- How to obtain the necessary or useful information?

**White**

### **Sunshine - Benefits - Optimism**

- What are the benefits, advantages and good things about of this idea/suggestion?
- What are the logical positive points?
- How could this idea be made workable?

**Yellow**

### **The Forest and the trees : Creativity**

- How can the idea be modified to improve and remove obvious faults?
- How can some of the difficulties or challenges be overcome?
- Are there alternative ways of achieving the same objective?
- What creative ideas do you have in this area?

**Green**

## Thinking Hats

### **Darkness of Night - Caution - Logical Negative**

- What are the points of caution?
- What are the disadvantages?
- What are the potential problems?
- What can go wrong?
- What are the logical negative points?
- What are the difficulties about the suggestion?

**Black**

### **The Red Hot Midday Sun : Feeling**

- What does your intuition tell you?
  - What is your gut feeling about the suggestion?
  - What are your simple feelings about the matter?
  - What are your feelings on the subject?
- (Do not attempt to explain or justify your feelings)

**Red**

### **The Clear Blue Sky : Managing Thinking**

- How would you summarize the thinking that has taken place?
- Can you come to a conclusion? If so, what is the conclusion?
- If you do some further thinking, what thinking steps would you now take?
- What should happen next?

**Blue**



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# Manager behavior



- Submissive behavior.
- Aggressive behavior.
- Assertive behavior.



# Submissive Behavior

It is easy to be submissive and give way to the other person when you know you must be standing up for yourself.

Why do we do this? Perhaps because we want to be liked or don't want to cause a fuss.

A- Avoid confrontation

B- .....

C- .....



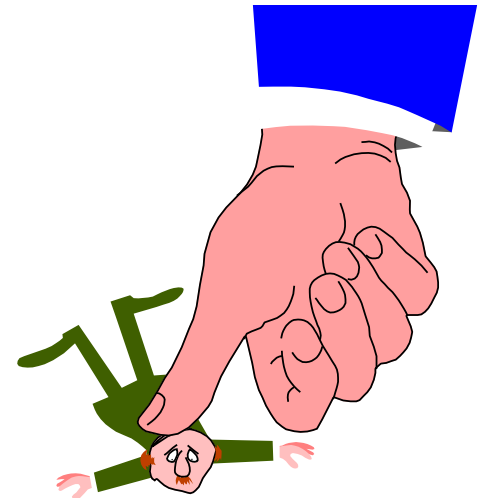


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# Submissive Behavior

It is difficult to find many positive points in being a DOORMAT!





# Disadvantages of being Submissive Supervisor

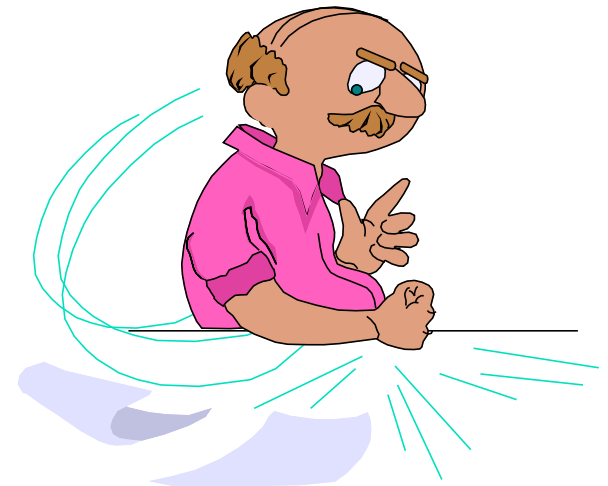
- Point of view ignored.
- Right neglected.
- Resentment increased.
- Loss of confidence.
- Feel undervalued.
- .....
- .....





# Aggressive Behavior

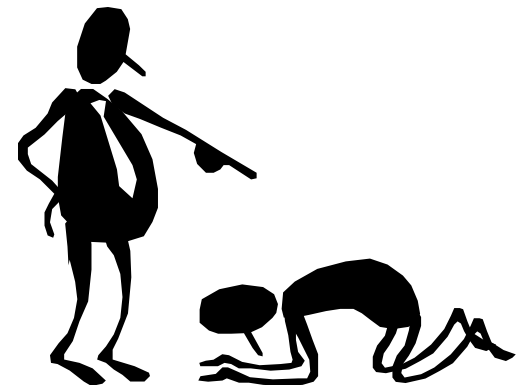
It is the way in which you make yourself hard and tough so you bang the desk, slam the door, shout bawl, make threats.





# Advantages of being Aggressive Supervisor

- You don't get used as doormat.
- You get what you want.
- People think you are likely to carry out a lot of depends.





# Disadvantages of being Aggressive Supervisor

- In the end you will not win the longer term you may win the battle but you lose the war.
- People will react to you defensively.
- People will hold information from you.
- Being aggressive make life difficult for you.



# Assertive Supervisor

To be assertive is to stand for your own rights but in such a way that you don't violate someone else's rights.

Some people often think that being assertive means being awkward they confuse behavior such as shouting or screaming or sulking with assertiveness.



# Advantages of being Assertive Supervisor

- Allowing you to receive the attention and respect you deserve from other people.
- Allowing you to be honest about how feel to deal openly and fairly with other people.
- Encouraging the other people to deal with honestly.
- Being assertive give you the best chance of resolving a situation satisfactory.
- Being assertive give you the chance to get a fair hearing for your views also other views.



# How to be Assertive

Being assertive not submissive or aggressive means getting the balance right between your needs and those of others. And this assertive behavior will change according to whether you deal, for example you colleagues, with your manager, with your subordinate, with customer, with supplier. There are a number of general guidelines which you may find helpful:

- 1- Be honest - about what's relevant.
- 2- Stick to your bottom line.
- 3- Make it clear. You are negotiating as equals.



## 1- Be Honest - about what's Relevant

Without being honest with yourself and with others you never be assertive. If you are submissive you feel honest will lead to confrontation and if you are aggressive you imagine honestly will lead to loss of control. If you are honest you will criticize people fairly and this by positive process not by the negative one.



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# 1- Keep it Relevant

count...



We need only to be honest about what's relevant (about our job). We have to be careful about emotions. We are people, we carry a lot of emotional baggage.

(Resentment, prejudices unrequited love) we have to learn to differentiate between relevant and irrelevant issue.





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## 2- Stick to your bottom Line



You have to decide what in a situation is negotiable and what is not, and when you have decided what's not negotiable, you must stand your ground.



## 3- Make It Clear you're Negotiating as Equals

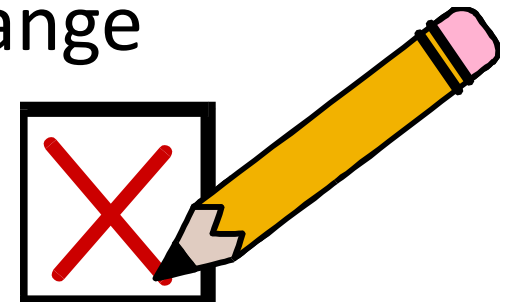
Once you know what's not negotiable, every thing else is negotiable. And you have to put yourself into the right mental state to be able to negotiate as equals for instance.

His father died this morning, so you control your amount stay calm and realistic by being helpful and inviting other people to help solve a problem you make it clear that you're inviting them to negotiate in reaching a practical solution.



## 4- How Assertive are?

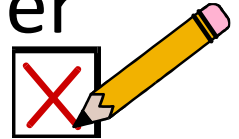
Four situations to test your power of assertion. Each situation contains a mixture of elements some involving one-to-one interactions others involving a group or team. In some assertiveness is necessary as an immediate response to someone else's behavior. In other you may need to become assertive in order to change something.





## [1] The Presentation

You have been asked to make a presentation to the Medical Reps and you arrive promptly, but you found the Medical Rep busy with another issue, What would you say?



[A] Please will you shut up and listen!

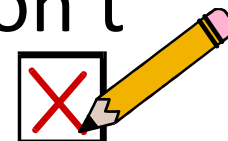
[B] Could I have your attention for ten minutes, the presentation is quite short.

[C] If you pay attention this will take 10 minutes.

[D] I am sorry if I've picked a bad time perhaps this issue isn't as important as I thought



You and your Medical Reps are being briefed by the Manager on a new procedure and you don't understand all the jargon



[A] I don't think any of us understand a word of that!

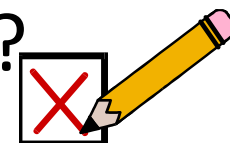
[B] Fine, I'm sure we'll iron out any difficulties.

[C] That will never work in practice, will it?

[D] I'm sure everyone else understood, but could you just summarize once more for me?



You delay your report because you receive your data late from your Medical Reps so your Manager criticizes you, what would you say?



[A] Don't blame me it's not my say?

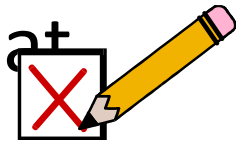
[B] I'll try to make sure it doesn't happen again.

[C] How do you think we could resolve the situation?

[D] You ask your Medical Rep to submit the report on time because the Manager will blame you



You have a Medical Rep who makes too many mistakes and you criticize him and promise you that he won't do this again but you have just discovered a new mistakes he has made what would you say?



- [A] This is hopeless-the same mistake again.
- [B] Why do you keep making this same mistake.
- [C] Oh, give it to me I'll sort it out.
- [D] What can we do to prevent these mistakes?

# PROJECT PARTNERS

Jobjo

# CONTACT PERSONS

Jobjo



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University



HTWK  
Leipzig



INT@E  
Innovative  
Technologies  
and Education

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Tafila Technical University



University  
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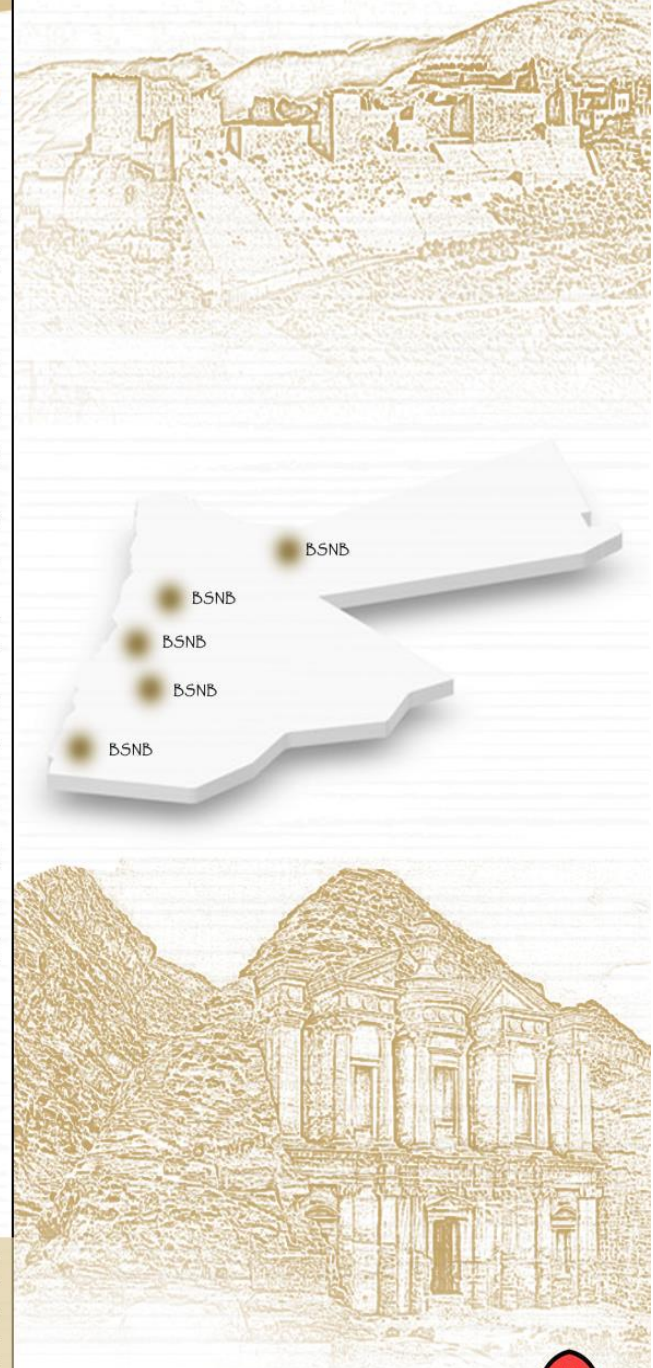


# ABOUT JOB JO



JOB JO IS AIMING TO REDUCE UNEMPLOYMENT AND POVERTY IN REMOTE AREAS IN JORDAN THROUGH THE ESTABLISHMENT OF MULTIPLE BUSINESS BUREAUS IN THE PARTICIPATING HIGHER EDUCATION INSTITUTIONS. THESE BUREAUS WILL PROVIDE THE NECESSARY TEACHING AND TRAINING SERVICES FOR UNEMPLOYED GRADUATES AND RE-QUALIFY THEM TO INCREASE THEIR JOB OPPORTUNITIES. JOB JO ALSO CLAIMS TO HAVE A SPECIAL FOCUS ON WOMEN. THE FORESEEN OUTCOMES WILL EFFECTIVELY CONTRIBUTE TO IMPROVING THE CAPACITY BUILDING PROCESS AT THE NATIONAL LEVEL AND TO ALLOW GRADUATES TO GAIN THE SKILLS AND TRAINING NEEDED FOR THEIR PROFESSION

MOREOVER, THE FORESEEN ACTIVITIES WILL SURELY FOSTER ECONOMIC GROWTH AND REDUCE UNEMPLOYMENT AND POVERTY IN REMOTE AREAS. JOB JO AIMS INCLUDE PROVIDING SERVICES AND WORKSHOPS TO GRADUATES TO GAIN SKILLS WHICH ARE NECESSARY, BUT NOT COMMONLY PROVIDED BY UNIVERSITIES. IN ADDITION, JOB JO WILL PROMOTE THE MODERNIZATION OF LEARNING METHODS, TRAINING OF STAFF AND STUDENTS, MANAGEMENT AND QUALITY CONTROL AND INTERNATIONALIZATION OF HIGHER EDUCATION INSTITUTIONS. THE PRIORITY ADDRESSED IS A RELEVANT NATIONAL PRIORITY FOR THE JORDAN



ERASMUS PLUS PROGRAMME-JOB-JO-PROJECT NUMBER: 598428-EPP-1-2018-JO-EPPKA2-CBHE-JP  
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# website



Preparing the website of the project (website for the project so that all activities, chances, and events of the project will be available to everyone).

<https://xwww.mutah.edu.jo/job-jo/index.html>-public

Also on Facebook (some post reaches over 5000 seen)

[https://www.facebook.com/Job-Jo-678959875866429/?ref=aymt\\_homepage\\_panel&eid=ARC2eL4SSEIoE9SXQksm7y-HI32X2MB\\_cob2gSFDgEqwx-EcJva-j9ZKvM9\\_k9YWPydZkiBWlOc6kQlm](https://www.facebook.com/Job-Jo-678959875866429/?ref=aymt_homepage_panel&eid=ARC2eL4SSEIoE9SXQksm7y-HI32X2MB_cob2gSFDgEqwx-EcJva-j9ZKvM9_k9YWPydZkiBWlOc6kQlm)



# Job - jo

## Promotion Youth Employment In Remote Area In Jordan/Job-Jo

(598428-EPP-1-2019-JO-EPPKA2-CEHE-JP)

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THE AIM

JOB JO PRESENTATION

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**Job-Jo**  
Published by Omer Nawaf Maaitah [?] · 16 April ·

مشروع Job-Jo  
يبحث في اسباب البطالة والفقر وطرق علاجهم وكيف ممكن ان تقدم الجامعات في المناطق النائية المساعدة في حل هذه المشاكل المعقدة. وحتى تحل المشكلة لا بد من معرفة السبب. يعتقد فريق المشروع انه ولحد هذه اللحظة لم تتناقص اسباب الفقر في المناطق النائية بالاردن بشكل جدي ومن كل وجهات النظر. لذا يسردا ان نسمح من خلالكم اجابة السؤال التالي  
ما هي اسباب الفقر في المناطق النائية بالاردن????????

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الفقر ليس بالضرورة عدم وجود كفاءات فقط او طبقة المتعلمين ايضا حيث يوجد كفاءات ومتعلمون في كافة التخصصات والمجالات، حيث يعود الفقر من وجهة نظري لعدة اسباب منها تركز معظم

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- Ahmed Al-Salaymeh
- إسماعيل المعايطة
- Tasneem Almaaitah
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**Job-Jo**  
Published by Omer Nawaf Maaitah [?] · 7 May · 🌐

قال لقمان الحكيم: حملت الحديد وكل شيء أعجل فلم أحمل شيئاً أثقل من جوار السوء، ونكت المرار فلم أُنق شيئاً هو أمرٌ من الفقر.

<https://forms.gle/3QdZaXKkKbtBsDVP7>

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إستمارة استبيان عن الفقر

مشاركتنا  
بمبادرة الفريق الأردني القائم على المشروع في الأردن  
"Promoting Youth Employment in Remote Areas in Jordan/Job-Jo 598428EPP-1-2018-JO-EPPKAZ-CBHE-EQ"  
والذي هو من المبادرات الأردنية ضمن برنامج ايرسوس بلس، العمل التعاوني والتكاتف، بالتكامل معك لتتجه استبانة الفقر في المجتمعات الريفية.

يرجى الطربان المشاركة في هذه الدراسة من خلال تعبئة هذا الاستبيان في إطار خطة دعم التعاون مع جميع المنظمات السورية لهذا.

شكراً لكم، معكم لإتمام هذا المشروع في أفضل.

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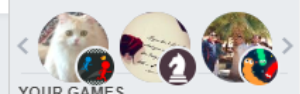
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- Altawneh EmAn
- Ahmed Al-Salaymeh
- Mohamed Abdel Wah...
- إسماعيل المعايضة

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will happen on September 1.  
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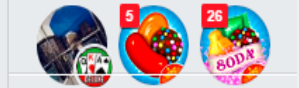


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- ابراهيم عبدالواسع الكفلوين
- Israa Yousef Alsarairah
- نداء نواف مدايطة
- Fisal Sar

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JOB-JO  
Published by Omer Nawaf Maaitah [?] · 22 April ·

Do you think the diploma disease is one of the reasons for unemployment in Jordan ????  
هل تعتقد ان مرض الشهادات في الاردن هو من احد الاسباب الرئيسية في البطالة؟؟؟  
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CONTACTS

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Tasneem Almaaitah

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# Workshop at Eng. INST Karak

Facebook page interface for Job-Jo. The page name is Job-Jo. The user is logged in as Omer. The page has 21 inbox notifications, 59 notifications, and 3 settings notifications. The main post is titled "Job-Jo is with Omer Nawaf Maaith." and was published on 9 October. The post content is in Arabic, mentioning a workshop organized by Job-Jo in cooperation with the Ministry of Labour and Social Security, the Karak Chamber of Engineers, and the Karak Municipality. The post includes a photo of a group of people standing in front of a banner for the workshop. The right sidebar shows the "About" section with a "Send message" button, a "Promote Website" button, and "Page transparency" information. The bottom of the page shows a search bar with the text "عرض الكل" and a taskbar with various application icons.





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# Attendance

Attendance Sheet

No	Name and Surname of Participant	Participant's Organisation	Participant's Contacts (e-mail or phone)	Participant's Signature
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6	Jayseer AlKiswani	B-D. Mauger	Vision Supply and Serv.	
7	Dr. Anjad Dawd	IEA	anjadawd@gnm.be	
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9	Dr. Kholoud Ahmad	UNRWA	Kholoud - Rub @ Khoo.com	
10	Eng Lamees AlHeresh	-	Lamees.alheresh@hotmail.com	



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Anwar Zueiriah	JCI / J.U.	0777408008	
Zaid Katami	JCI / J.U.	0799330979	
Ghaith Al-nawaiseh	MPWH	0799330155	
helme Hussain	MOPWH	0798769729	
Hussam Yakkur	Solan University	0775232659	
Niveen Shehab	TAG Global	0777840481	
Mohammed Almajid	Mutah University	0798360709	
محمد عبد السلام	مركز للتوظيف	0777135555	
نادية الصبيح / نادية الصبيح	مركز التوظيف النابغة	0777413555	



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