



# ELYME

# Pre-startup level 1

SESSION 1: EXPLORING ENTREPRENEURSHIP



**WELCOME TO THE FIRST SESSION OF THE  
MIGRANT ENTREPRENEURIAL  
LABORATORY FOR PRE-STARTUP LEVEL 1.**



Co-funded by  
the European Union

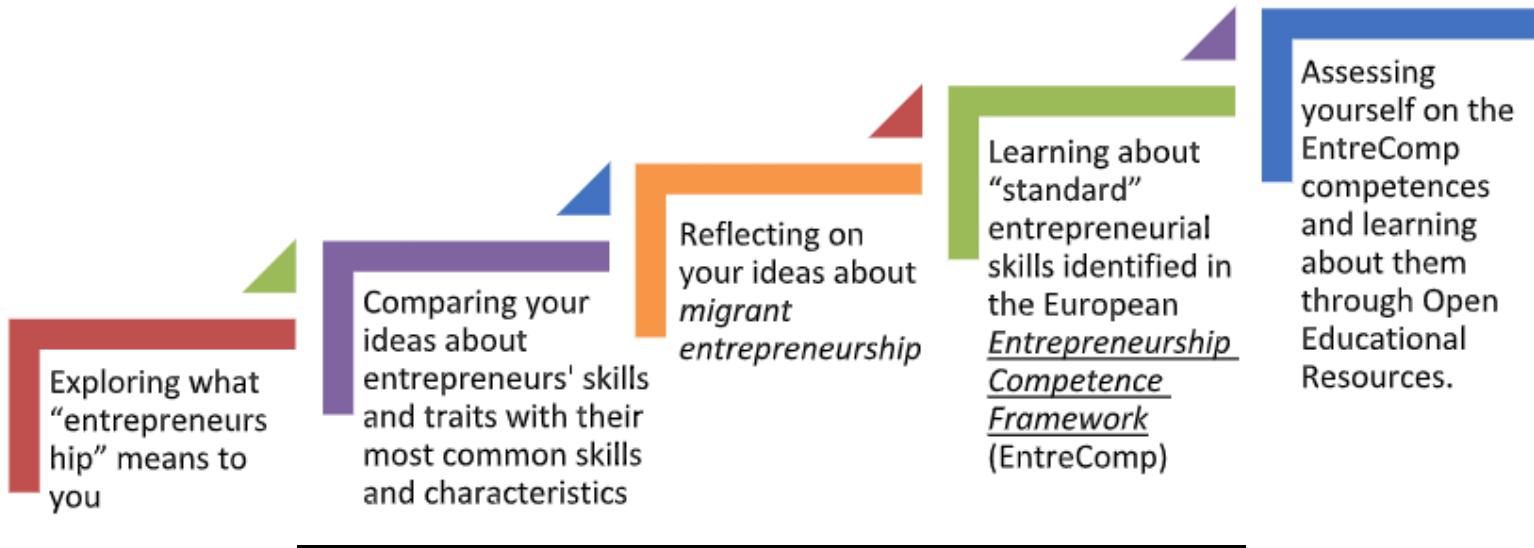
Let's start then and enjoy your journey in the entrepreneurial world!



ELYME

Entrepreneurship for Social Inclusion

# The main steps we will take throughout this session are:



## INDEX

My idea of entrepreneurship	3
Your role models	4
Common traits and general soft skills of entrepreneurs	8
The Entrepreneurship Competence Framework (EntreComp)	10
Take your quick Entrecomp Framework competences Self-assessment test (START)	11
OERs (Open Educational Resources) on the EntreComp competences	13

## MY IDEA OF ENTREPRENEURSHIP



**Write down 3 key words describing what “entrepreneurship” means to you and discuss it with your peers.**

1.

2.

3.

# YOUR ROLE MODELS

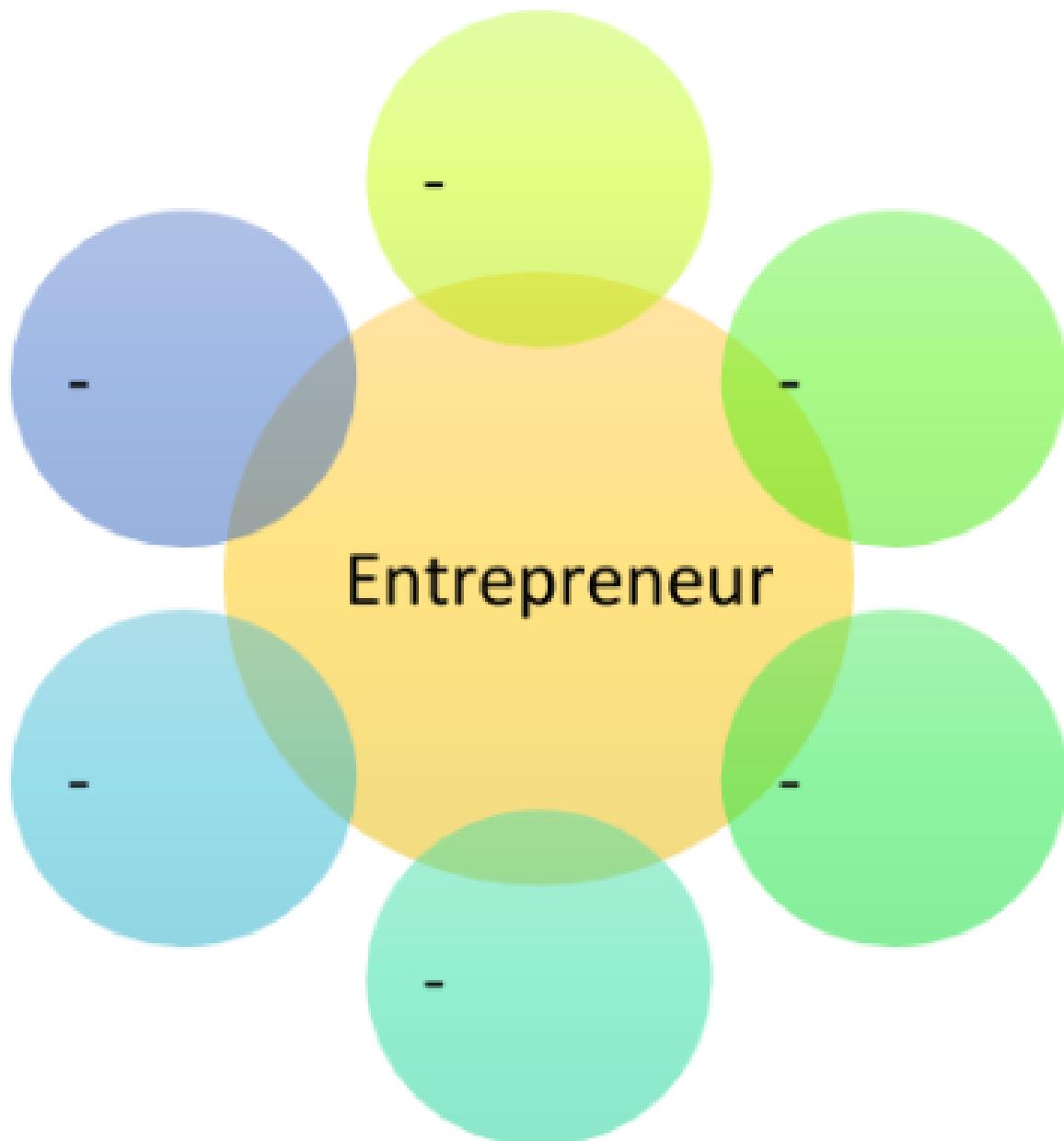
1. List 3 people that you think are good entrepreneurs, role models for you and explain why.

NAME OF ENTREPRENEUR AND COMPANY/SECTOR	LIST 3 REASONS WHY YOU THINK THEY ARE GOOD ENTREPRENEURS	WHAT DO THEY DO?	WRITE DOWN 3 TRAITS/SKILLS THAT YOU THINK YOU HAVE IN COMMON WITH THEM
E1	1 2 3		1 2 3
E2	1 2 3		1 2 3
E3	1 2 3		1 2 3

## 2. What do you think being an entrepreneur means?

In your opinion, which are some of the key characteristics (personality traits and soft skills) of a successful entrepreneur?

*Write down one characteristic in each circle and discuss it with your peers.*



### 3. General definitions of entrepreneurs

#### THERE ARE MANY DIFFERENT DEFINITIONS OF AN ENTREPRENEUR

*There are many different definitions of an Entrepreneur.*

*- Entrepreneurship is the process of designing, launching, and running a new business, which is often initially a small business. The people who create these businesses are called entrepreneurs. (Wikipedia)*

- A person who sets up a business or businesses, taking on financial risks in the hope of profit. (Oxford Dictionary)*
- A person who establishes an enterprise with the aim of solving social problems or effecting social change. (Oxford Dictionary)*

What do these definitions have in common?





**4. Collect 3 more definitions of an “Entrepreneur” by asking your peers and write them below.**

1.

2.

3.

# Common traits and general soft skills(1) of entrepreneurs



## CREATIVE

*Entrepreneurship starts with an idea.*

*Entrepreneurs are not satisfied with the status quo. They think outside the box and look for opportunities to come up with new solutions*



## PASSIONATE

*Without passion, there is no reason for your work and no drive to do it.*

*Entrepreneurs love what they do and are extremely dedicated to the business they create. To be successful, you must be confident in yourself and your business, and you must be proactive with what you do and how you do it.*



## MOTIVATED

*Entrepreneurs are their own boss, which means there is no telling them to do things. You must be in charge of your own time and how you spend it.*

*In an interview with The Computerworld Smithsonian Awards Program, the late Apple founder Steve Jobs said, "I'm convinced that about half of what separates the successful entrepreneurs from the non-successful ones is pure perseverance*



## OPTIMISTIC

*Entrepreneurs are dreamers and believe their ideas are possible, even when they seem unattainable. When they are confronted with challenges, entrepreneurs do not see them as problems; they see them as opportunities. Challenges fuel entrepreneurs and make them reach higher and do more.*

## Entrepreneurs focus on moving forward and moving up



## ACTION AND FUTURE-ORIENTED

*Because entrepreneurs are focussed on moving forward, they are always looking toward the future. They are very goal-oriented and know exactly what they want. They set their goals and everything they do is aimed at achieving those goals. Entrepreneurs are doers and having a strong vision helps propel you toward accomplishment*



## FLEXIBLE

*Entrepreneurs know how to adapt to unfamiliar situations. If their business requires that they learn how to build a website or send invoice, they will do it. Whatever it takes, entrepreneurs are ready and willing. They always approach things with open mind and are willing to change course if they need to.*



## RESOURCEFUL AND PROBLEM SOLVERS

*In business, problems are not a matter of if, but when. Entrepreneurs do not shy away from challenges or conflicts.*

*Instead, they face them head on and come up with a solution. They know how to solve problems effectively.*



## ADVENTUROUS AND RISK TAKERS

*Entrepreneurs know that to be successful, they must be willing to take risks. While they do not mind walking on the wild side, they do not take risks lightly. They know how to plan for the unknown and make a calculated decision that is best for them and their business.*



**Do you feel there are differences between native and migrant entrepreneurs? Think about all the main traits outlined above and if you think there is any difference, please write it down below.**



**CREATIVE**

*Native Entrepreneur:*

*Migrant Entrepreneur:*



**PASSIONATE**

*Native Entrepreneur:*

*Migrant Entrepreneur*



**MOTIVATED**

*Native Entrepreneur:*

*Migrant Entrepreneur*



**OPTIMISTIC**

*Native Entrepreneur:*

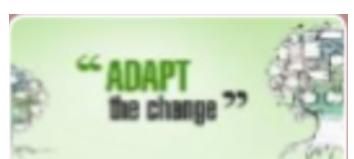
*Migrant Entrepreneur*



**ACTION AND FUTURE-ORIENTED**

*Native Entrepreneur:*

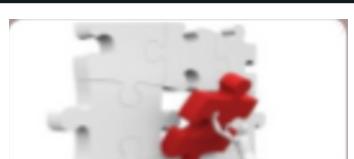
*Migrant Entrepreneur*



**FLEXIBLE**

*Native Entrepreneur:*

*Migrant Entrepreneur*



**RESOURCEFUL AND PROBLEM SOLVERS**

*Native Entrepreneur:*

*Migrant Entrepreneur*



**ADVENTUROUS AND RISK TAKERS**

*Native Entrepreneur:*

*Migrant Entrepreneur*

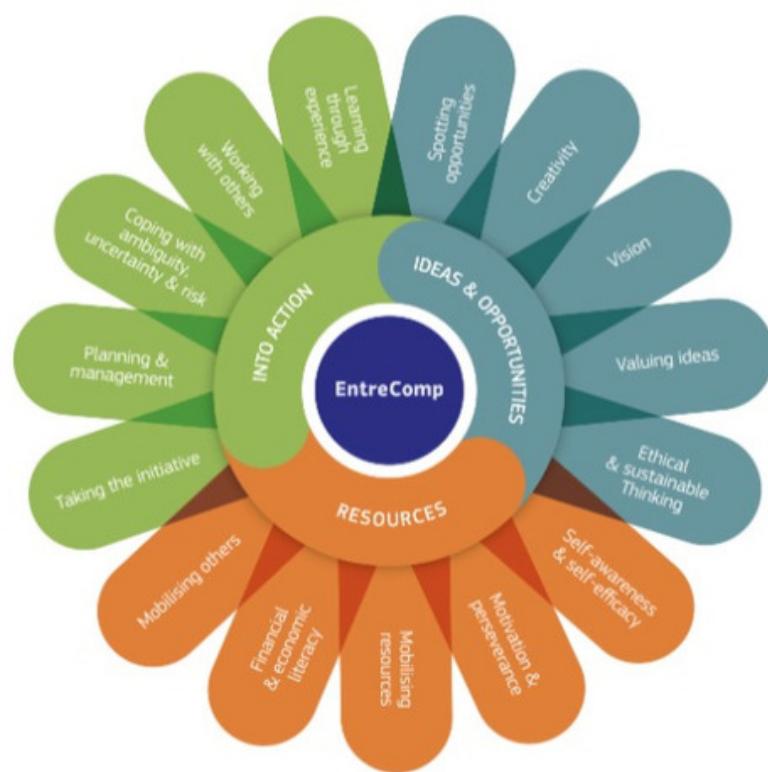
# The Entrepreneurship Competence Framework (EntreComp)

The European Commission published the European Entrepreneurship Competence Framework (EntreComp) in 2016 and since then it has had an important task in starting conversations and improving understanding of what it means to be entrepreneurial in all aspects of life. The framework establishes the importance of entrepreneurship and initiative and shows how people and organisations can develop this competence to tackle economic, social and cultural challenges.

Entrepreneurship is a competence for life. Being creative or thinking about how to do things in new ways is equally relevant to progressing your career or coming up with new business ideas. Taking the initiative, mobilising others and getting them on board with your idea are useful skills when fundraising for your local sports team, or establishing a new social enterprise. Understanding how to put a plan into action and use finances wisely are relevant for your own life and for business planning in a small or medium-sized company (SME).



EntreComp is made up of 3 competence areas: Ideas & Opportunities, Resources, and Into Action. Each area contains 5 competences, and together these make up the 15 competences that individuals use to discover and act upon opportunities and ideas.



Please assess your competences by making the correspondent grade for each competence listed below as explained in the assessment grades grid below:

1.I can't do it	2.I would need a lot of help to do it	3.I could do it with some help
4.I might be able to do it alone	5.I can definitively do it alone	

**NOTE: this test shall be available as a standalone handout and will be completed at the start and the end of the Laboratory to help you identifying your progress**

	COMPETENCE	DEFINITION	Your mark from 1 to 5
1	Spotting Opportunities: use your imagination and abilities to identify opportunities for creating value	<ul style="list-style-type: none"> <li>• Can you spot opportunities to create value in the world around you?</li> <li>• Do you see challenges around you that need to be solved?</li> </ul>	
2	Creativity: develop creative and purposeful ideas	<ul style="list-style-type: none"> <li>• Can you come up with different or innovative ways to solve a problem?</li> <li>• Can you come up with different ideas which create value?</li> </ul>	
3	Vision: work towards your vision of the future	<ul style="list-style-type: none"> <li>• Can you imagine what you want to achieve in the future?</li> <li>• Do you see the steps you need to take to achieve that future?</li> <li>• Can you visualise the way forward to help guide your own effort and actions?</li> </ul>	
4	Valuing Ideas: make the most of ideas and opportunities	<ul style="list-style-type: none"> <li>• Can you make a judgement on the kind of value that an idea could have e.g. social, cultural and/or economic value?</li> <li>• Can you see how to get the most value out of that idea?</li> </ul>	
5	Ethical & Sustainable Thinking: assess the consequences and impact of ideas, opportunities and actions	<ul style="list-style-type: none"> <li>• Can you assess the consequences of an idea e.g. on the community, society, the environment and the economy?</li> <li>• Do you know how to assess whether an entrepreneurial idea is sustainable i.e. whether it could last long term?</li> <li>• Do you act responsibly in the actions you take?</li> </ul>	

	<b>COMPETENCE</b>	<b>DEFINITION</b>	Your mark from 1 to 5
6	Self-Awareness & Self-Efficacy: believe in yourself and keep developing	<ul style="list-style-type: none"> <li>• Do you have aspirations and goals?</li> <li>• Do you know what your strengths and weaknesses are?</li> <li>• Do you believe that you have the ability to shape your own future, even if things are difficult?</li> </ul>	
7	Motivation & perseverance: stay focused and don't give up	<ul style="list-style-type: none"> <li>• If you have an idea, are you determined to turn the idea into action?</li> <li>• Are you prepared to be patient and keep trying to achieve an idea?</li> <li>• Are you able to stay motivated even when working under pressure or when things get difficult?</li> </ul>	
8	Mobilising resources: gather and manage the resources you need	<ul style="list-style-type: none"> <li>• Do you know how to get and manage different resources needed to make an idea happen?</li> <li>• Are you able and willing to look for different help needed to help you complete a task or action? Or to ask for help?</li> </ul>	
9	Financial & economic literacy: develop financial and economic know how	<ul style="list-style-type: none"> <li>• Can you estimate the costs of turning an idea into action?</li> <li>• Can you create a financial plan?</li> <li>• Can you manage financing to make sure that an action can last long term?</li> </ul>	
10	FMobilising others: inspire, enthuse and get others on board	<ul style="list-style-type: none"> <li>• Can you communicate your ideas to others?</li> <li>• Can you inspire and enthuse other people about your ideas?</li> <li>• Can you persuade others to provide the support you need to put an idea into action?</li> </ul>	
11	Taking initiative: go for it	<ul style="list-style-type: none"> <li>• Are you someone who is willing to take up new challenges?</li> <li>• Are you someone who will try out a new idea?</li> <li>• Are you able to work independently to achieve goals, stick to intentions and carry out planned tasks?</li> </ul>	

	<b>COMPETENCE</b>	<b>DEFINITION</b>	Your mark from 1 to 5
12	Planning & management: prioritize, organise and follow-up	<ul style="list-style-type: none"> <li>• Do you set yourself goals?</li> <li>• Are you good at planning priorities and designing an action plan?</li> <li>• Are you able to easily adapt if changes in plans are needed?</li> </ul>	
13	Coping with uncertainty, ambiguity & risk: making decisions dealing with uncertainty, ambiguity and risk	<ul style="list-style-type: none"> <li>• Are you comfortable making decisions when things are uncertain or you only have some of the necessary information?</li> <li>• Do you feel able to weigh up the risks and benefits of following different actions?</li> <li>• Do you feel comfortable in situations where circumstances are changing quickly?</li> </ul>	
14	Working with others: team up, collaborate and network	<ul style="list-style-type: none"> <li>• Do you feel comfortable working with others in group projects?</li> <li>• Do you like meeting and networking with new people?</li> <li>• Do you feel comfortable solving conflicts that may arise when working in groups?</li> </ul>	
15	Learning through experience: learn by doing	<ul style="list-style-type: none"> <li>• Do you look back and try to learn from things you do in life, your experiences?</li> <li>• Do you recognise your successes?</li> <li>• Do you turn failures into positives by learning from them?</li> <li>• Do you learn from others e.g. the people around you or mentors in your life?</li> </ul>	



## Food for thought

Go through your marks and write down the areas where they were below 3 that you need to improve.

## Critical areas needing improvement and growth

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
<b>Ideas &amp; Opportunities</b>	<p>4 ways to spot more business opportunities:  <a href="https://www.entrepreneur.com/article/298594">https://www.entrepreneur.com/article/298594</a></p>	4 ways to spot more business opportunities: Don't wait for the opportunity go find the opportunity, whether it's a trading opportunity or a simple small business opportunity.
- Spotting opportunities  - Use your imagination and abilities to identify opportunities for creating value  - Creativity  - Develop creative and purposeful ideas  - Vision  - Work towards your vision of the future  - Valuing ideas  - Make the most of ideas and opportunities  - Ethical & sustainable thinking  - Assess the consequences and impact of ideas, opportunities and actions	<p>11 creative ways to generate great business ideas:  <a href="https://istarthub.net/11-creative-ways-to-generate-great-business-ideas/">https://istarthub.net/11-creative-ways-to-generate-great-business-ideas/</a></p>	11 creative ways to generate great business ideas: Ideas give the start to everything. Though it may seem quite easy to generate cool business ideas, sometimes you just cannot find inspiration for this. Or lack of information prevents you from coming up with a really successful idea for your next startup.
	<p>Vision, the starting point in defining your business:  <a href="https://www.covenantgroup.com/vision-the-starting-point-in-defining-your-business/">https://www.covenantgroup.com/vision-the-starting-point-in-defining-your-business/</a></p>	Vision: the starting point in defining your business: Your Vision is your mental picture of the direction in which you want to take your business. It is the goal for your business towards which you are working.
	<p>How to evaluate your business idea:  <a href="https://www.covenantgroup.com/vision-the-starting-point-in-defining-your-business/">https://www.covenantgroup.com/vision-the-starting-point-in-defining-your-business/</a></p>	How to evaluate your business idea? As entrepreneurs, we all dream about coming up with 'the next big thing.' But as every small business owner will tell you, these early stages can make or break your company.
	<p>A simple guide to sustainable business practices for aspiring entrepreneurs:  <a href="https://ecowarriorprincess.net/2019/09/guide-sustainable-business-practices-aspiring-entrepreneurs/">https://ecowarriorprincess.net/2019/09/guide-sustainable-business-practices-aspiring-entrepreneurs/</a></p>	A simple guide to sustainable business practices for aspiring entrepreneurs
	<p>Global market opportunity assessment:  <a href="https://globaledge.msu.edu/content/onlinecoursemodules/26/global-market-opportunity-assessment/player.html">https://globaledge.msu.edu/content/onlinecoursemodules/26/global-market-opportunity-assessment/player.html</a></p>	Learning module on assessing opportunities for global growth.

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Creativity in learning-about and learn by doing activities:</p> <p><a href="https://www.oercommons.org/courses/developing-new-products-and-services/view">https://www.oercommons.org/courses/developing-new-products-and-services/view</a></p>	<p>Developing New Products and Services includes the following topics: entrepreneurship, technology and product life cycles, product and service versioning, product line optimization, creativity, lock-in real options, business valuation, and project management.</p>
	<p>How to create a vision board:</p> <p><a href="https://www.oercommons.org/authoring/56868-how-to-create-a-vision-board/view">https://www.oercommons.org/authoring/56868-how-to-create-a-vision-board/view</a></p>	<p>The participants will:</p> <ol style="list-style-type: none"> <li>1. Reflect on goals for themselves for a set point in the future</li> <li>2. Use the art form of collage to manipulate materials and create artwork that symbolizes those goals and visions</li> </ol>
	<p>The value of business models:</p> <p><a href="https://www.oercommons.org/courses/the-value-of-business-models/view">https://www.oercommons.org/courses/the-value-of-business-models/view</a></p>	<p>By the end of this course, you will be able to structure your thinking and communicate your business model ideas and learn how to improve your own business.</p>
	<p>Business ethics:</p> <p><a href="https://www.oercommons.org/courses/business-ethics-2/view">https://www.oercommons.org/courses/business-ethics-2/view</a></p>	<p>Business Ethics is designed to meet the scope and sequence requirements of the single-semester business ethics course. This title includes innovative features designed to enhance student learning, including case studies, application scenarios, and links to video interviews with executives, all of which help instill in students a sense of ethical awareness and responsibility.</p>
	<p>A Where does creativity hire?</p> <p><a href="https://www.ted.com/talks/amy_tan_where_does_creativity_hide#t-8292">https://www.ted.com/talks/amy_tan_where_does_creativity_hide#t-8292</a></p>	<p>TED Talk with transcript/subtitles available in 48 languages. The talk describes how we can utilize our human nature and previous experiences to spot opportunities in life and how we value these opportunities and certain situations. Includes Neuropsychology and research debating nature/nurture of human creativity and how we acquire this.</p>
	<p>5 ways to unlock your entrepreneurial creativity?</p> <p><a href="https://www.entrepreneur.com/article/332213">https://www.entrepreneur.com/article/332213</a></p>	<p>This article guides potential entrepreneurs to become more creative by providing tips and tricks to follow in their business journey. A good starting point for any Pre-startup entrepreneur.</p>

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Why introspection matters?  <a href="https://www.youtube.com/watch?v=s-NiJzwdNOY">https://www.youtube.com/watch?v=s-NiJzwdNOY</a></p>	<p>A video that explains why introspection of yourself and your vision matters. It is important to know your own interests, passions and value of your business idea to be able to make the most of opportunities. Recognizing the importance and added value of yourself as well as your business helps to motivate yourself.</p>
	<p>The battle between your present and your future self:  <a href="https://www.ted.com/talks/daniel_goldstein_the_battle_between_your_present_and_future_self#t-1247">https://www.ted.com/talks/daniel_goldstein_the_battle_between_your_present_and_future_self#t-1247</a></p>	<p>A video that explores the way that every decision we make leads to a consequence and contributes to our future. Each action we take can lead us down a different path. States the importance of having a clear vision and assessing each action we take and how this can impact on our longer-term goal and future self.</p>
	<p>How to create a killer personal brand?  <a href="https://good.co/blog/personal-brand-worksheet/">https://good.co/blog/personal-brand-worksheet/</a></p>	<p>This article, combined with its free worksheet, can help Pre-startups to be creative and use their artistic and passionate nature to create an amazing brand for their potential business! It offers step-by-step guidance of how to create appealing branding and also offers "do's and don'ts" tips for new businesses.</p>
	<p>How to get better at spotting opportunities:  <a href="https://hbr.org/2013/05/how-to-get-better-at-spotting">https://hbr.org/2013/05/how-to-get-better-at-spotting</a>  6 proven way to increase your creativity:  <a href="https://www.forbes.com/sites/deeppatel/2017/07/30/6-proven-ways-to-increase-your-creativity/#1e2747fa4295">https://www.forbes.com/sites/deeppatel/2017/07/30/6-proven-ways-to-increase-your-creativity/#1e2747fa4295</a></p>	<p>This article from HBR develops the concept of "promotion focus" in order to identify new opportunities. This video from Forbes explains that by focusing on some activities and developing patterns, you will develop your creativity.</p>
	<p>Time capsule:  <a href="https://www.youtube.com/watch?time_continue=103&amp;v=MV5lzMclx7Y&amp;feature=emb_logo">https://www.youtube.com/watch?time_continue=103&amp;v=MV5lzMclx7Y&amp;feature=emb_logo</a></p>	<p>This short video from 1987 shows how Apple would run the computer world in 1997. It is interesting to see how in the 80's they were imagining the future.</p>

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>What's the value of an idea?  <a href="https://www.entrepreneur.com/article/273649">https://www.entrepreneur.com/article/273649</a></p>	This article explains that too often we value execution rather than ideas but it is not so easy to be able to imagine new ideas.
	<p>Sustainable thinking, Museo Salvatore Ferragamo:  <a href="https://www.ferragamo.com/shop/fra/fr/sf/world-of-ferragamo-125030">https://www.ferragamo.com/shop/fra/fr/sf/world-of-ferragamo-125030</a></p>	Exhibit about Ferragamo work using recycling materials to develop high quality products.
	<p>Where good ideas come from:  <a href="https://youtu.be/NugRZGDbPFU">https://youtu.be/NugRZGDbPFU</a></p>	"Where good ideas come from" Ted Talk by the author Steve Johnson and animated by the RSA about how ideas are generated and creative collaboration leads to innovation.
	<p>Brainstorming techniques and ideas to help generate creativity individually or as a group:  <a href="https://youtu.be/-QIGWlxp_Co">https://youtu.be/-QIGWlxp_Co</a></p>	Brainstorming techniques and ideas to help generate creativity individually or as a group and value ideas.
	<p>French entrepreneur support website :  <a href="http://www.100journospourentreprendre.fr/entreprendrepasapas/7-astuces-pour-booster-sa-creativite-entrepreneuriale/">http://www.100journospourentreprendre.fr/entreprendrepasapas/7-astuces-pour-booster-sa-creativite-entrepreneuriale/</a></p>	Article from French entrepreneur support website on ways to boost creativity and ideas generation.
	<p>How to support business opportunities and make most of them: <a href="https://www.entrepreneur.com/article/298594">https://www.entrepreneur.com/article/298594</a></p>	Article on how to spot business opportunities and make the most of them.

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
<b>Resources</b> <ul style="list-style-type: none"> <li>- Self-awareness &amp; self efficacy</li> <li>- Believe in yourself and keep developing</li> <li>- Motivation &amp; perseverance</li> <li>- Stay focused and don't give up</li> <li>- Mobilising resources</li> <li>- Gather and manage the resources you need</li> <li>- Financial &amp; economic literacy</li> <li>- Develop financial and economic know-how</li> <li>- Mobilising others</li> <li>- Inspire, enthuse and get others on board</li> </ul>	Self-awareness and self-efficacy: <a href="https://startupnation.com/start-your-business/develop-powerful-belief/">https://startupnation.com/start-your-business/develop-powerful-belief/</a>	11 Strategies to Develop a Powerful Belief in Yourself
	Motivation and perseverance: <a href="https://www.vectormarketing.com/app/vector-blog/the-key-to-success-is-perseverance">https://www.vectormarketing.com/app/vector-blog/the-key-to-success-is-perseverance</a>	Entrepreneurial Mindset: The Key to Success is Perseverance
	Mobilising resources: <a href="https://smallbusiness.chron.com/5-resources-need-succeed-start-business-23.html">https://smallbusiness.chron.com/5-resources-need-succeed-start-business-23.html</a>	5 resources you need to succeed to start a business
	Financial and economic literacy: <a href="https://www.quora.com/As-a-beginner-how-do-I-start-to-learn-finance-and-economics">https://www.quora.com/As-a-beginner-how-do-I-start-to-learn-finance-and-economics</a>	As a beginner how do I start to learn finance and economics?
	Mobilizing others: <a href="https://blog.close.com/how-to-inspire-others-to-be-more-entrepreneurial">https://blog.close.com/how-to-inspire-others-to-be-more-entrepreneurial</a>	How to inspire others to be more entrepreneurial
	Grit and perseverance: <a href="https://www.oercommons.org/courses/grit-and-perseverance/view">https://www.oercommons.org/courses/grit-and-perseverance/view</a>	Grit in psychology is a positive, non-cognitive trait based on an individual's passion for a particular long-term goal or end state coupled with a powerful motivation to achieve their respective objective. This perseverance of effort promotes the overcoming of obstacles or challenges that lie within a gritty individual's path to accomplishment and serves as a driving force in achievement realization.

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Drive folders:  <a href="https://drive.google.com/drive/folders/0B79cGEycvdRIfmZVUTcwN1MweWhcW9FaXNqlTNpMVU1dlBQR2Z2aDBKeFNIYVQxakxOMOO">https://drive.google.com/drive/folders/0B79cGEycvdRIfmZVUTcwN1MweWhcW9FaXNqlTNpMVU1dlBQR2Z2aDBKeFNIYVQxakxOMOO</a></p> <p>RESources, Sustainable Schools-resource consumption:  <a href="https://www.oercommons.org/authoring/54553-re-sources-sustainable-schools-resource-consumption/view">https://www.oercommons.org/authoring/54553-re-sources-sustainable-schools-resource-consumption/view</a></p>	Students will compare and contrast renewable and non-renewable resources, and construct an argument from evidence showing how human populations affect the consumption of natural resources.
	<p>Financial Education learning standards:  <a href="https://www.k12.wa.us/student-success/resources-subject-area/financial-education/financial-education-k-12-learning-standards">https://www.k12.wa.us/student-success/resources-subject-area/financial-education/financial-education-k-12-learning-standards</a></p>	“understand the importance of work and finance and how performance, effort, and decisions directly affect future career and educational opportunities.”
	<p>Reaching a compromise:  <a href="http://www.oercommons.org/courses/reaching-a-compromise-everyday-leadership/view">http://www.oercommons.org/courses/reaching-a-compromise-everyday-leadership/view</a></p>	This OER / CC-licensed video clip on leadership, health management, and compromise is one of more than 400 OERvideos on leadership and management, shot in more than 12 countries.
	<p>Where to find motivation when you need it?  <a href="https://www.headwaycapital.com/blog/find-motivation-need/">https://www.headwaycapital.com/blog/find-motivation-need/</a></p>	Article with info graphics and diagrams to help people learn what type of person, and therefore what type of motivation you need to stay focused and not give up!
	<p>Why a lack of self-awareness could ruin your career?  <a href="https://www.inc.com/ilya-pozin/lack-of-self-awareness-could-ruin-your-career.html?cid=search">https://www.inc.com/ilya-pozin/lack-of-self-awareness-could-ruin-your-career.html?cid=search</a></p>	Article that emphasizes the importance of being self-aware and its direct effect on work/careers and professional development. It is essential to be self-aware in a business world, especially when aspiring to create own business. Provides 4 top tips as a checklist to assess and reflect on an individual's self-awareness.

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>How the biggest failure can turn into the biggest success?  <a href="https://www.forbes.com/sites/deniserestauri/2017/06/28/how-the-biggest-failure-can-turn-into-the-biggest-success/#29a15c534636">https://www.forbes.com/sites/deniserestauri/2017/06/28/how-the-biggest-failure-can-turn-into-the-biggest success/#29a15c534636</a></p>	<p>This podcast episode allows us to reflect on past situations and methods we have tried that may have failed. In order to improve our strategy and do better next time - reflection is key! We can mobilize our already existing resources as well as building upon life experiences to succeed and turn ourselves into a huge success!</p>
	<p>Fundamentals Finance basics:  <a href="https://www.globalfinanceschool.com/blog-post/fundamentals-finance-basics">https://www.globalfinanceschool.com/blog-post/fundamentals-finance-basics</a></p>	<p>Article introducing the fundamentals of finance to familiarize people with terminology and enhance their economic literacy.</p>
	<p>How great leaders inspire action?  <a href="https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action/transcript?language=en">https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action/transcript?language=en</a></p>	<p>TED Talk with subtitles/narration available in 48 languages. The talk describes how good leaders are able to inspire and encourage others around them to work towards the same goal. Mobilizing others through inspiration and good communication to get others on board with their vision.</p>
	<p>Increase your self-awareness with one simple fix:  <a href="https://www.ted.com/talks/tasha_eurich_increase_your_self_awareness_with_one_simple_fix">https://www.ted.com/talks/tasha_eurich_increase_your_self_awareness_with_one_simple_fix</a></p>	<p>Ted talk on positive psychology</p>
	<p>Powerful inspirational true story...Never give up!  <a href="https://www.youtube.com/watch?v=kZIXWp6vFdE">https://www.youtube.com/watch?v=kZIXWp6vFdE</a></p>	<p>Inspirational video of an athlete injured but who decides to finish his race</p>
	<p>What makes an entrepreneur ecosystem?  <a href="https://salon.thefamily.co/what-makes-an-entrepreneurial-ecosystem-815f4e049804">https://salon.thefamily.co/what-makes-an-entrepreneurial-ecosystem-815f4e049804</a></p>	<p>This article from a French VC explains what is an entrepreneurial ecosystem and how finance should play its part to develop businesses</p>

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Super inspiring leaders have these 33 characteristics:  <a href="https://www.business2community.com/infographics/super-inspiring-leaders-have-these-33-characteristics-infographic-02190082">https://www.business2community.com/infographics/super-inspiring-leaders-have-these-33-characteristics-infographic-02190082</a></p>	Infographic revealing characteristics of inspiring leaders
	<p>Mobilizing resources for startups types problems and solution entrepreneurship business:  <a href="https://www.businessmanagementideas.com/startups/mobilizing-resources-for-startups-types-problems-and-solution-entrepreneurship-business/18188">https://www.businessmanagementideas.com/startups/mobilizing-resources-for-startups-types-problems-and-solution-entrepreneurship-business/18188</a></p>	This article explains what kind of resources an entrepreneur should mobilize in order to develop his start up
	<p>Self-efficacy for entrepreneurs:  <a href="https://pt.coursera.org/lecture/corporate-entrepreneurs-opportunity/do-you-have-high-self-efficacy-cSNec">https://pt.coursera.org/lecture/corporate-entrepreneurs-opportunity/do-you-have-high-self-efficacy-cSNec</a></p>	Coursera video on self-efficacy for entrepreneurs
	<p>Entrepreneurship setting  <a href="https://www.erudit.org/fr/revues/ipme/2018-v31-n2-ipme03869/1049964ar.pdf">https://www.erudit.org/fr/revues/ipme/2018-v31-n2-ipme03869/1049964ar.pdf</a></p>	Scholarly article on ethical entrepreneurship setting out the definitions, trends, aspects (in French).
	<p>L'importance de la persévérance pour atteindre le succès :  <a href="https://nospensees.fr/limportance-de-la-perseverance-pour-atteindre-le-succes/">https://nospensees.fr/limportance-de-la-perseverance-pour-atteindre-le-succes/</a></p>	Article about perseverance to attain your goals (in French)
	<p>Mobilizing resources:  <a href="http://siteresources.worldbank.org/INTKYRGYZ/Resources/Resource_Mobilization.pdf">http://siteresources.worldbank.org/INTKYRGYZ/Resources/Resource_Mobilization.pdf</a></p>	World Bank document on how to go about mobilizing resources

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>2 ways to mobilize people around you:  <a href="https://leadershipfreak.blog/2013/05/25/12-ways-to-connect-and-mobilize-people/">https://leadershipfreak.blog/2013/05/25/12-ways-to-connect-and-mobilize-people/</a></p>	Article with tips and advice on how to mobilize people around you.
<b>Into Action</b> <ul style="list-style-type: none"> <li>- Taking the initiative</li> <li>- Go for it</li> </ul>	<p>Taking the initiative:  <a href="https://www.entrepreneur.com/article/252444">https://www.entrepreneur.com/article/252444</a></p>	8 Initiatives That Can Supercharge Your Startup
<ul style="list-style-type: none"> <li>- Planning &amp; management</li> <li>- Prioritise, organise and follow up</li> <li>- Coping with uncertainty, ambiguity &amp; risk</li> <li>- Make decisions dealing with uncertainty, ambiguity and risk</li> <li>- Working with others</li> <li>- Team up, collaborate and network</li> <li>- Learning through experience</li> </ul>	<p>Planning and management:  <a href="https://www.entrepreneur.com/article/219424">https://www.entrepreneur.com/article/219424</a></p> <p>Coping with uncertainty, ambiguity and risk:  <a href="http://ecosystemapp.net/wp-content/uploads/2017/08/13-Coping-with-uncertainty-ambiguity-and-risk.pdf">http://ecosystemapp.net/wp-content/uploads/2017/08/13-Coping-with-uncertainty-ambiguity-and-risk.pdf</a></p>	How Business Planning Leads to Better Management Coping with uncertainty, ambiguity and risks: For an entrepreneur, every day there is something new, something changing, so a good entrepreneurial mind will adapt and shift. Being able to cope with uncertainty means being able to learn to adapt.
Learn by doing	<p>Working with others:  <a href="https://www.entrepreneur.com/article/314929">https://www.entrepreneur.com/article/314929</a></p>	7 ways to get better at working with others: Success is impossible without communication and collaboration. While your business idea might begin in your head, in order to scale your company, you're going to need other people to help realize and execute your vision.
	<p>Learning through experience:  <a href="https://smallbiztrends.com/2015/06/learning-by-doing-entrepreneurship.html">https://smallbiztrends.com/2015/06/learning-by-doing-entrepreneurship.html</a></p>	Learning by doing and entrepreneurship
	<p>Problem solving module:  <a href="https://www.oercommons.org/courseware/module/15331/overview">https://www.oercommons.org/courseware/module/15331/overview</a></p>	By the end of this section, you will be able to: Describe problem solving strategies; Define algorithm and heuristic; Explain some common roadblocks to effective problem solving

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	Principles of management: <a href="https://www.oercommons.org/courses/principles-of-management-3/view">https://www.oercommons.org/courses/principles-of-management-3/view</a>	This course is organized around the well-established planning, organizing, leading, and controlling framework (or, simply, P-O-L-C). Three underlying themes carry throughout: strategic thinking, entrepreneurial thinking, and active management.
	Strategic planning: <a href="https://www.oercommons.org/courses/strategic-planning/view">https://www.oercommons.org/courses/strategic-planning/view</a>	This course provides an overall understanding of how to do a strategic plan. The course outlines the entire strategic planning process.
	The Gratitude Tree: <a href="https://www.oercommons.org/authoring/56862-gratitude-tree/view">https://www.oercommons.org/authoring/56862-gratitude-tree/view</a>	The participants will: 1. Reflect on the blessings they have in their lives 2. Create art elements using line, color and symmetry with nature as their inspiration
	Learning, Thinking and Doing: <a href="https://www.oercommons.org/courses/learning-thinking-and-doing">https://www.oercommons.org/courses/learning-thinking-and-doing</a>	How do we learn? Understanding 'how' is the key to learning more effectively. This unit looks at the three main categories of theories: the acquisitive, constructivist and experiential models of learning. There is no right way to learn but developing an active approach will ensure that you are open to new ideas.
	Working with others: <a href="https://www.oercommons.org/courses/key-skill-assessment-unit-working-with-others">https://www.oercommons.org/courses/key-skill-assessment-unit-working-with-others</a>	Working in a group is about communicating effectively, contributing ideas, listening and receiving feedback, and leading or following as appropriate. Developing your skills means thinking about and planning the tasks the group needs to do, negotiating with others to develop shared goals and purpose, collaborating to achieve agreed results and then reviewing the approach.
	10 rules of success for entrepreneurs: <a href="https://oercommons.s3.amazonaws.com/media/courseware/relatedresource/file/Lesson_8_-10_Rules_of_Success_for_Entrepreneurs.pdf">https://oercommons.s3.amazonaws.com/media/courseware/relatedresource/file/Lesson_8_-10_Rules_of_Success_for_Entrepreneurs.pdf</a>	PDF document with a toolkit of 10 essential rules for aspiring entrepreneurs in business. These 10 rules help guide entrepreneurs to get into action and take the initiative when embarking on their entrepreneurial journey.

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Finish what you start manifesto:  <a href="https://personalexcellence.co/blog/finish-what-you-start-manifesto/">https://personalexcellence.co/blog/finish-what-you-start-manifesto/</a></p>	Short article detailing 10 top tips to ensure good work management and progress. The tips help you to prioritize tasks and follow up tasks to finish what you started and celebrate your progress in your entrepreneurial journey!
	<p>5 tips for successful networking for entrepreneurs:  <a href="https://medium.com/@Pcgmontgomery/5-tips-for-successful-networking-for-entrepreneurs-9ce96404ecd8">https://medium.com/@Pcgmontgomery/5-tips-for-successful-networking-for-entrepreneurs-9ce96404ecd8</a></p>	Article that provides 5 essential tips for entrepreneurs who want to network like a pro! This resource gives practical advice on how to make great connections with like-minded people, as well as, spot potential business opportunities.
	<p>Understanding action learning:  <a href="https://managementhelp.org/training/methods/action-learning.htm">https://managementhelp.org/training/methods/action-learning.htm</a></p>	A series of webpages and articles explaining the importance of action learning. The resources encourage individuals to learn through experience and question situations/challenges they face in order to find action points to test them and if successful, incorporate this experience into their life to excel in business and entrepreneurialism.
	<p>How to stop caring about things that don't matter:  <a href="https://www.youtube.com/watch?v=FCp5mu913Q">https://www.youtube.com/watch?v=FCp5mu913Q</a></p>	An interview with a famous writer that provides us with a new way of looking at opportunities and challenges in our life. It encourages us to not care or stress over uncertainty, ambiguity or risk. Instead, we should focus our attention and work to things that we can do to bring a positive change and develop ourselves to grow professionally as well as personally.
	<p>How to be proactive and take initiative?  <a href="https://www2.deloitte.com/c/en/pages/careers/articles/how-to-be-proactive-and-take-initiative.html">https://www2.deloitte.com/c/en/pages/careers/articles/how-to-be-proactive-and-take-initiative.html</a></p>	This article from Deloitte gives steps to get better in proactivity
	<p>Management and entrepreneurship planning: <a href="https://fr.slideshare.net/RajendraPrasad34/management-and-entrepreneurship-planning">https://fr.slideshare.net/RajendraPrasad34/management-and-entrepreneurship-planning</a></p>	Slideshow on management and entrepreneurship

## ELYME Pre-startup 1 - SESSION 1

### OERs list for EntreComp competences

Competence	OERs	Brief Description
	<p>Risk intelligent decision making:  <a href="https://www2.deloitte.com/us/en/insights/deloitte-review/issue-7/risk-intelligent-decision-making.html">https://www2.deloitte.com/us/en/insights/deloitte-review/issue-7/risk-intelligent-decision-making.html</a></p>	<p>This article from Deloitte presents Risk intelligence and how to deal with uncertainty</p>
	<p>Turning design thinking to design doing:  <a href="https://ssir.org/articles/entry/turning_design_thinking_to_design_doing">https://ssir.org/articles/entry/turning_design_thinking_to_design_doing</a></p>	<p>Stanford article on Design Thinking and design doing</p>
	<p>Simple habits to help your work well with others:  <a href="https://www.forbes.com/sites/joshsteimle/2015/02/18/30-simple-habits-to-help-you-work-well-with-others/#13f1885864b5">https://www.forbes.com/sites/joshsteimle/2015/02/18/30-simple-habits-to-help-you-work-well-with-others/#13f1885864b5</a></p>	<p>Tips from Forbes on how to work well with your entourage</p>
	<p>Psychology-based business training shown to boost small businesses:  <a href="https://youtu.be/DJLBKsi957Y">https://youtu.be/DJLBKsi957Y</a></p>	<p>World Bank video showcasing psychological training to boost small business entrepreneurship and motivation.</p>
	<p>Don't manage time, manage focus:  <a href="https://youtu.be/R7cUvp3XnYs">https://youtu.be/R7cUvp3XnYs</a></p>	<p>Ted talk on time management and priorities.</p>
	<p>5 ways to cope with uncertainty:  <a href="https://www.realsimple.com/work-life/life-strategies/cope-uncertainty">https://www.realsimple.com/work-life/life-strategies/cope-uncertainty</a></p>	<p>Article with tips and techniques to help cope with uncertainty</p>
	<p>30 simple habits to help you work well with others:  <a href="https://www.forbes.com/sites/joshsteimle/2015/02/18/30-simple-habits-to-help-you-work-well-with-others/#2468897364b5">https://www.forbes.com/sites/joshsteimle/2015/02/18/30-simple-habits-to-help-you-work-well-with-others/#2468897364b5</a></p>	<p>Forbes article on how to work well with other people.</p>
	<p>How we all learn naturally:  <a href="https://www.youtube.com/watch?v=aF63HHVbpQ8">https://www.youtube.com/watch?v=aF63HHVbpQ8</a></p>	<p>Sprouts video on learning by doing</p>