



**Paul Smit**

**Bachelor of Arts in Social Sciences (1996)**

**Study- and Career Guidance – Educational management -**

**Human Resource Guidance and Management**

**Career Movement Guidance (literally)**

**Advisor – counsellor – trainer – teacher    Study – and careerguidance  
Behavioural analysis - Talent identification - Talent coaching**

[www.paulsmitconsultancy.nl](http://www.paulsmitconsultancy.nl)  
[paulsmitlob@outlook.com](mailto:paulsmitlob@outlook.com)

**2005 - present**

**Study - and career guidance counsellor – dean Trevianum Schools Sittard (Netherlands)**

- Coordination and execution (dual) career guidance programs for 65 classes on 3 different school levels – all pre bachelor education - HAVO - Atheneum - Gymnasium
- dual career guidance 240 student-athletes (Trevianum is a topsport talent school)

**2012 - present**

**PS Consultancy – collaboration with van Mulken Training (partner)**

- Adults - study- and Career Guidance
- Topsport - Talent - and dual career guidance
- Students – Study choices – Career planning – Learning strategies - Studyskills

**Feb. 2021 - oct. 2022**

**Regional contact advisor – Policy advisor – Pro-careerguidance for every (pre) bachelor school in our provence - Expertisepunt LOB (OC&W) – Provence of Limburg (Netherlands)**

**Typology & Motricity expertise in psycho diagnostics**

**ActionTypes® Suisse - International Practitioner (Paris-Amsterdam 2017)**

- <http://welcome.actiontypes.com>

**JungianType Academy Netherlands**

- <https://www.jungiantypeacademy.nl/>

**ActionTypes® (Suisse) - Human with Action Types (HAT - Select Group Europe) - 2020**

**ActionTypes® (Suisse) Practitioners Courses (Paris-Amsterdam) - 2017**

**ActionTypes® (Suisse) Bridge Course - 2015**

**ActionType basic courses Erp (NL) – Deep motivational Drivers - 2014**

**ActionType basic courses Erp (NL) - 2012**

**JTI courses and licensing - Papendal (NL) - elite sports center Netherlands - 2010**

## **Study**

**University of Applied Sciences HKLS Tilburg (AMA) 1992 - 1996**

**Bachelor behavioural science - Social sciences – HRM – Career Counselling**

**Essay/Thesis 'Preventing school dropout in early education years' (1996)**

## **Advise & Consultation offices**

**Adviesbureau voor Studie en Beroep - ABBS 1992 - 1994**

**Adviesbureau voor Studie en Beroep - RDC 1994 - 1996**

**Adviesbureau voor Studie en Beroep - AOB 1996 - 1998**

**Adviesbureau voor Studie en Beroep - Profiel ASL (1998-2005)**

## **Secondments**

• **ROC Arcus College Heerlen – Career guidance MBO 16+**

• **Stella Maris College Valkenburg – Career guidance – dean VMBO-MBO 12-16**

• **Serviam Lyceum Sittard HAVO-VWO – Career guidance VO-HO 15-19**

• **Bisschoppelijk College Sittard HAVO-VWO – Career guidance VO-HO 15-19**

• **Trevianum Scholengroep Sittard HAVO-VWO – Career guidance VO HO 15-19**

## **Networks and 'sidesteps'**

**Labour market projects - Assessments and Outplacement guidance - 1994 - 1998**

**Secondary – Higher Education collaboration projects - 1996 - present**

**Individual guidance adults - 2012 - present**

**Talent networks – guidance high gifted students [www.Talentstimuleren.nl](http://www.Talentstimuleren.nl) 2019 - present**

## **Elite- en Topsport**

**Dual Career Guidance in elite and top sport - 2009 - present**

**Supporting top sport clubs and national selections - 2010 - present**

**Official UEFA Trainer Coach youth C- level license (football)**

## **International**

**Transition guidance Dutch-Caribbean secondary – to Dutch Higher Education 2020 - present**

- **Following and contributing to EU - Erasmus+ projects**

- **Dual Career Guidance - 2008 - present**

## **Registered**

**Registered BKA 1996 - 2019**

**Was member of VvSL – Dutch association of schooldeans and career guidance coaches**

**I am a member of BiOND – Dutch association of schooldeans and career guidance coaches**

## **Communication**

**Dutch (native speaker) - English (skilled to fluent) – German (average)**

# In English

## Field of expertise

'Career Orientation and Guidance' and 'Dual Career Orientation and Guidance in (elite) Sports'

## What I am

I am a registered behavioural analyst and - counsellor in HRM specialised in psychometrics and diagnostic testing. I have a bachelors degree in social sciences and 28 years of experience in the field.

## What I do

I profile and coach adults who struggle with career dilemma's: motivational-, leadership -, transition, developmental and or 'stuck in a loop' issues. I profile, teach, coach, train and guide pupils, students, (dual career) athletes and work with their parents, coaches and trainers. I provide guidance packages for different groups, young and adult, that are centred around a biometrical (physical) testing protocol. I give guidance in teams, classes, groups, workshops or in individual one-on-one learning courses and training sessions.

## What I did

I worked for HR consultancy companies, worked with different age group on all levels, worked for almost every school in the Provence, worked for several sport clubs and worked for myself.

## Where am I active and who do I work for?

I work part time as a (dual)career counsellor and a talent coach for a topsporttalentschool. Next to this job I guide individual clients above the age of 15 as a freelancer and social entrepreneur. I can also be hired to do profiling and coaching jobs for HR - and outplacement companies. I can work for schools (secondary- higher education) doing interim jobs or projects. I can work for clubs, sportunions or companies. Furthermore I share knowledge in different (International) sport- and educational communities.

## What do I use?

I use physical- / motor profiles and aptitude-, personality tests, questionnaires, type Indicators, selfdirected searches and interview techniques to construct detailed personal profiles. Most of the material used in courses and in career guidance is presented in English. So the preferred language in guidance is either Dutch or English.

The online questionnaires and type reports I use are available in these languages: Danish, English, German, Norwegian, Dutch, Swedish, Lithuanian, Finnish, Latvian, Georgian, Estonian, Spanish, Portugese, French, Italian, Mandarin

## Where do we focus on?

We focus on career steps; matching studies and future possibilities. But more on becoming confident in understanding and using your learning strategy, leadership style, abilities, aptitudes, competences, motivational drivers and more.

## What is the profit?

It will make you better, stronger, more confident, assertive and passionate. It will boost your selfregulation skills and get you to your next level.

## What do athletes in top- and elite sports ask of me?

To provide them with a valid and practical MOTOR! – and Type profile. It makes athletes more aware of how to use their potential and skills and it will improve communication between athlete and trainer/coach. And they ask for guidance when

finding themselves struggling in 'dual career situations' or in a 'life after sports' orientation phase.

Experience elite sports

Professional Football (Netherlands, Germany), Professional Handball (International), National Teams Handball, Topsporttalentschool (guidance of 250 young talented athletes). UEFA TC3 (youth) License Football

What groups in my opinion are in serious need of respectful attention?

Innovators, artists (PopSport), refugees, school dropouts, holistic thinkers, unhappy seekers, planet saviours, free minders, people that 'understand and get it' but are ignored.