

Unit 1 Pre-Knowledge Check Assessment: Overcoming Personal Barriers in the Workplace

The pre-knowledge check assessment for Unit 1 will be developed as an e-learning module using Articulate Rise. The assessment questions and scenarios are outlined in this document.

Part 1: Knowledge Check

- What are personal barriers in the workplace? Provide three examples.
- How can personal barriers affect one's job performance and career progression?
- What are some ways to identify personal barriers in the workplace?
- What are some common strategies for overcoming personal barriers in the workplace?
- What is the "bamboo ceiling"? How does it relate to personal barriers in the workplace?

Part 2: Scenario-based Questions

Read the following scenario and answer the questions below:

Samantha is a young professional who has been working in the same company for three years. Despite her hard work and dedication, she feels like she's hit a wall in her career progression. She's not sure why she's not getting promoted, and she's starting to feel demotivated.

- What might be some personal barriers that Samantha is facing in her workplace?
- What are some strategies Samantha can use to overcome her personal barriers and advance in her career?
- Why is it important for Samantha to seek help from mentors or accountability advisors?

Part 3: Self-Reflection

Reflect on a time when you faced personal barriers in the workplace.

- What were the barriers, and how did you overcome them?
- What did you learn from that experience?
- What are some areas related to personal barriers in the workplace that you would like to learn more about in this unit?

Grading Rubric and Guide

Part 1: Knowledge Check (10 points total)

- Provides three accurate examples of personal barriers in the workplace **(3 points)**
- Describes how personal barriers can affect job performance and career progression **(2 points)**
- Provides at least two ways to identify personal barriers in the workplace (2 points)
- Describes at least two common strategies for overcoming personal barriers in the workplace **(2 points)**
- Provides a correct explanation of the "bamboo ceiling" and its relation to personal barriers in the workplace **(1 point)**

Reference Response

Personal barriers in the workplace are internal obstacles that prevent individuals from achieving their goals and potential at work. Examples include self-doubt, imposter syndrome, lack of confidence, fear of failure, and unconscious bias.

Personal barriers can affect one's job performance and career progression by hindering their ability to take risks, make decisions, and demonstrate their skills and abilities. This can lead to missed opportunities for growth and advancement.

Ways to identify personal barriers in the workplace include self-reflection, feedback from others, identifying patterns of behavior or thinking, and seeking outside help.

Common strategies for overcoming personal barriers in the workplace include setting goals, seeking feedback and support, practicing self-care, learning new skills, and adopting a growth mindset.

The "bamboo ceiling" refers to the invisible barriers faced by Asian Americans in the workplace, such as stereotypes, bias, and discrimination. It relates to personal barriers in the workplace because it can affect one's confidence, self-worth, and ability to advance in their career.

Part 2: Scenario-based Questions (10 points total)

- Identifies at least two accurate personal barriers that Samantha might be facing in her workplace **(2 points)**
- Provides at least two strategies that Samantha can use to overcome her personal barriers and advance in her career **(4 points)**
- Explains why it is important for Samantha to seek help from mentors or accountability advisors **(2 points)**
- Demonstrates understanding of the scenario and accurately answers the questions **(2 points)**

Reference Response

Samantha might be facing personal barriers such as self-doubt, imposter syndrome, lack of confidence, fear of failure, or unconscious bias.

Samantha can use strategies such as seeking feedback and support, practicing self-care, learning new skills, setting goals, and adopting a growth mindset to overcome her personal barriers and advance in her career.

It is important for Samantha to seek help from mentors or accountability advisors because they can provide guidance, feedback, and support in navigating personal barriers and achieving career goals.

Part 3: Self-Reflection (5 points total)

- Provides a thoughtful reflection on a time when the student faced personal barriers in the workplace **(2 points)**
- Describes the barriers faced and the strategies used to overcome them **(2 points)**
- Demonstrates understanding of the importance of overcoming personal barriers in the workplace **(1 point)**

This question is self-reflective and will vary from person to person. Some possible areas to learn more about in this unit include identifying personal barriers, developing strategies for overcoming personal barriers, seeking feedback and support, and adopting a growth mindset.

Overall Score: 25 points