WHO WE ARE

FUNDACJA CENTRUM AKTYWNOŚCI TWÓRCZEJ

summarising project outocmes

OUR MAIN ACTIVITIES ARE FOCUSED ON SUPPORTING THE DEVELOPMENT OF CHILDREN AND YOUTH, EQUALIZING EDUCATIONAL OPPORTUNITIES AND PROMOTING CULTURE. WE STRIVE TO FORM A SOCIETY THAT ENGAGES IN THE AFFAIRS OF ITS COMMUNITY. WE TAKE CARE TO PROMOTE THE IDEA OF VOLUNTEERING & SOCIAL ACTIVITY. OUR GOALS ARE REALIZED BY ORGANIZING WORKSHOPS, TRAININGS, CONFERENCES, HAPPENINGS, CONCERTS AND FESTIVALS.

GET INTERESTED IN VOLUNTEERING AND BECOME A POSITIVE FREAK

Volunteers are people with fewer opportunities who are willing and able to work with young people and children to promote interculturalism, European values and multilingualism.

POSITIVE VIBES

PROJECT DATES

01-08-2018
31-07-2020



BEFORE THE ACTIVITY

Recruitment :

WE'VE RECRUITED 63 PARTICIPANTS 52 TO PARTICIPATE IN POLAND AND 11 PARTICIPANTS TO PARTICIPATE OUTSIDE POLAND



It is fair to say recruiter's job is more difficult today than one year ago, with more recruiters than ever before, it is becoming increasingly obvious that high levels of training are required to succeed in modern recruiting roles. It is imperative now, more than ever, that recruiters incorporate new and creative means of improving the entirety of the candidate life-cycle. It's important for recruiters to pay attention to the changing trends within the industry than traditional Skype methods. Platforms such as ZOOM, Hangouts, Messenger, GoogleDUO, Meet-from Google and Housepary best for group calls.

Recruiter must find out a Social Platform that works the best for the candidate and make adjustments consequently to accommodate the participant

“ SOCIAL MEDIA SHOULD BE KEPT TO BE IN TOUCH WITH MY FRIENDS & FAMILY, ONE PARTICIPANT SAYS, ONE HAS TO LEARN HOW TO BALANCE REAL LIFE AND ONLINE USE NOWADAYS, SCROLLING THROUGH POINTLESS THINGS ON INSTAGRAM OR ALWAYS SHOUTING A VIDEO OF ALL WE DO, MEANS I AM NEVER REALLY THERE IN PERSON ENJOYING THE REAL STUFF.”

It is likely one will experience a certain amount of anxiety at an interview, and that's not necessarily a bad thing. But if it is debilitating or keeps one from moving forward if cancelling, rescheduling happens often. It can denote that one either of the following: Applicant has better offer , or Anxiety

Half of all Positive Vibes participants were anxious about interviews and were using postponing tactics to gain more time. The negative impact of anxiety on interview performance seems to be smaller for younger applicants. This could mean that, despite their participant anxiety, younger applicants who are highly motivated to get on a project may well be able to overcome their anxiety due to the fact they have not been rejected previously and they don’t associate the level of anxiety with dissolution rather euphoria or excitement.

So if we portrait the interview in a manner participant feels exceptional, excited, best qualified for the role it will prevent drop outs. The crucial responsibility of the sending organisation has always been preparation of the volunteer and keeping in touch with the volunteer during the entire period of voluntary service. The sending organisation’s responsibility is to be accessible to the volunteer, but let’s draw attention for a minute that most drop outs or last minute irreversible changes happened when participants had not had sending organisation prior. They were introduced for the purpose of documentation.

For example, they could be compensating for drop outs by preparing well for their interview. Not having enough information abut a project , task, activities contributes to the anxiety and performance of participant.

Another aspect to bare in mind is that majority of applicants are using English language as a secondary language, one area that motivates them to apply for international project is the fact they will be involved with an international team where they will be forced to speak English on regular basis. So by saying that, we are acknowledging role of the sending organisation is still so much needed regardless of the new modernised platforms, where participants can select for themselves or be matched to a project. There is certain human connection aspect that is missing and contributes to anxiety.

To improve recruiter can try to

AUDIO RECORDINGS

Listen to audio recordings of applicants going through job interviews, their emotions and worries.

VIDEO CALL

Identify whether the applicant feels anxious, whether they can answer questions and if they're able to present his/her own ideas. To divert the anxiety, we can use terminology as a VIDEO call rather than Interview.

SET EXPECTATIONS

Set expectations, ask participants to write down the questions they'd like answered during the VIDEO call, divert the focus from interview to " we will make time for you, to answer your questions"

LANGUAGE

Participants that have poor level of foreign language, may feel more comfortable to send a video recording of them describing themselves and skills that they have.

INFO PACK

On organisational level: we've learnt that making Info Packs separately for foundation work and mobility tasks, helps on minimising dropouts.

Advertising task related activities on social media with real life volunteers, short MP4 clips portraying every day life.



There's a willingness to try new things. We don't see technology as a bad thing unless it's taking the place of real interactions and connections between people. " "iGen" refer to kids born between 1995 and 2012 who have grown up with smartphones and the Internet. From the nature of their social interactions to their real life disputes or communication. This behaviour shows that connected youth are less likely to engage in a whole host of behaviours their tech-free predecessors did a lot of: apologising , cooking together, play board games, meditating and reflecting.It can be easy for individuals to misunderstand or misinterpret others, and these misunderstandings may lead to arguments or tension in personal, or professional relationships.

DURING ACTIVITY

Adaptation week:

MONDAY
10:00 Name Games -
11:00 Foundation presentation
12:00 Team Building -
13:00 City Game -
14:00 BOARD LUNCH - NEW Volunteers
15:00 Rules (Money)/ Procedures(Office) - work ethic
16:00 Paperwork , CIGNA -

TUESDAY
10:00 NEW culture new Vision
12:00 Our Cultural awareness
13:00 LUNCH
14:00 Energisers / Team building / Ice breakers
14:30 Fears Expectations
15:00 My boundaries / comfort ZONE -

WEDNSDAY
10:00 Communication Methods
12:00 Language assessment -
13:00 LUNCH
14:00 Formal -Informal - NON formal - education
15:30 ESC/ Mentor

THURSDAY
10:00 Language assessment -
11:00 Finances / reimbursement
13:00 LUNCH
14:00 Share your Secret Talent
15:00 Promo ACTIVITY , make welcome video / picture - ALL for social media

FRIDAY
09:00 personality TEST -
10:00 leadership skills -
11:00 reimbursements VO2 , - check up
12:00 LUNCH
13:00 Youth Pass -
14:00 Office Administration , Recycling - Equipmen managment
15:00 Evaluation -

ACTIVITIES

Volunteer experience adds to a resume, stands out over job candidates who don't take the time to give back to society. Gets one out of the comfort zone, but it will also enrich life and gives one a broader purpose of direction. Positive Vibes project offered an opportunity to bring people in to our social network that otherwise wouldn't get to meet and learn from those who come from different walks of life. In addition to likely having shared concerns for the environment, animals, children, healthy living and eating. Engaging in team-oriented activities, and a compulsion to contribute to the well-being of others, visiting schools and university, other non-governmental foundations devoting efforts to support under-privileged families. Volunteer work : Beyond the good deeds that can be done by volunteering,

becoming a volunteer can be valuable for your personal growth and well-being. The more opportunities one takes, benefits from learning new skills and gaining knowledge, furthermore fully can develop as a person. To summarise some of the activities

- **SATURDAY MORNING BRUNCH COOKING WITH LOCAL YOUTH**
- **FOREST LITTER CLEARING UP**
- **BUDGET COOKING WITH INTERNATIONAL FLAVOUR, UNDER-PRIVILEGED FAMILIES.**
- **HUMAN RIGHTS WORKSHOPS**
- **FLASH MOBS**
- **BOARDGAMES WITH YOUTH**
- **EUROPEAN WEEK EVENT**
- **LANGUAGE SPEED DATING**
- **LANGUAGE CAFE**
- **VISITING SCHOOLS AND DISABILITY INSTITUTION**

WE'VE LEARNT THAT:

- **COMMUNICATION**
- **THE ABILITY TO PLAN AND PRIORITISE WORK**
- **TIME MANAGEMENT**
- **IMPROVED INTERPERSONAL SKILLS**
- **TEAMWORK**

Are a set of skills that aren't taught to us via the traditional educational system, they are a set of skills that are acquired by improvement. Step by step and interactive ways.



COMMUNICATION.

Even if two parties share the same language, differences in culture may hinder effective communication. One's culture may often have an impact on the way one thinks and feels about the world, and two individuals who speak the same language but have different cultural backgrounds may come away from a conversation with entirely different views of the exchange. When an individual is not a native speaker and an exchange takes place, misunderstanding or errors in translation may further delay good communication.

- **MISINTERPRETATION OF ANOTHER PERSON'S STATEMENTS OR MOTIVATION**
- **FAILURE TO UNDERSTAND ANOTHER PERSON'S POINT OF VIEW**
- **CULTURAL BARRIERS**
- **LINGUISTIC DIFFERENCES**
- **INACCURATE ASSUMPTIONS AND STEREOTYPES**
- **POOR LISTENING SKILLS**

HERE ARE SOME EXERCISES TO PRACTICE

1.Speed Dating

This exercise is a good way to help participants develop more empathy, consider other perspectives, build their communication and negotiation skills.

First, make sure you have enough people for at least two teams, two circles facing each other. Participants will rotate clockwise while mediator will introduce topic and time to be spoken about.

Afterward, you can use these questions to guide discussion on the exercise:

- **Which negotiation strategies worked? Which didn't?**
- **What could they have done better?**
- **What other skills, such as active listening or empathy, did they need to use?**

2.Listen and Draw

This game is easy to play but not so easy to "win." It requires participants' full attention and active listening.

Gather your group of participants together and hand out a piece of paper and a pen or pencil to each player. Tell them you will give them verbal instructions on drawing an object, one step at a time.

For example, you might give them instructions like:

- **DRAW A SQUARE, MEASURING 5 INCHES ON EACH SIDE.**
- **DRAW A CIRCLE WITHIN THE SQUARE, SUCH THAT IT FITS EXACTLY IN THE MIDDLE OF THE SQUARE.**
- **INTERSECT 2 LINES THROUGH THE CIRCLE, DIVIDING THE CIRCLE INTO 4 EQUAL PARTS.**

3.Communication Origami

To help people understand that we all hear and interpret things differently, even if we are given the exact same information.

Here's how it works:

Give one sheet of standard-sized paper (8.5 x 11 inches) to each participant.

Tell your participants that you will be giving them step-by-step instructions on how to fold their piece of paper into an origami shape.

Inform your participants that they must keep their eyes and mouths closed as they follow instructions; they are not allowed to look at the paper or ask any clarifying questions.

Give the group your instructions on how to fold the paper into the origami shape of your choice.

Once the instructions have all been given, have everyone open their eyes and compare their shape with the intended shape.

THE ABILITY TO PLAN AND PRIORITISE WORK

There is no right or wrong way to answer this question. The way some do things is ultimately up to them. People are different, so what works for you may not work for someone else. Still, there are some guidelines that can help you in prioritising your work and answering questions about your time management skills.

Lüscher colour test: It was originally created to categorise four basic learning styles using the colours blue, red, gold and green to identify the strengths and challenges of these core personality types. The key to productivity is good time management In this modern world, a lot of things can distract us from doing our work. These includes camera phones, mobile devices, gadgets, the World Wide Web (especially Facebook and Instagram), the four colour test gives an understanding on how can we be more efficient and productive, it will also help alleviate stress in life if we understand that team members can have different approach to things. Learning how to prioritise is not an impossible task; just have to determine what needs to be done and how much time one needs to do it within.



TIME MANAGEMENT

Here we concentrating on one most basic and common skill, being on time and take responsibility for being late.
One of the common attributes of all successful people is that they view their time as a precious resource. When you are late for appointments with people who value their time, will have wasted one of their most valuable assets and there is a good chance they will view someone as rude, irresponsible and disrespectful.
Positive reinforcement means giving something to the subject when they perform the desired action so they associate the action with the reward and do it more often, rather than punishing those who run late or don't value to start on time, reward all that start on time.

1.DO IT FAST.

Delay kills the reward buzz
Instant reward, right at the moment you get the good news, is way more powerful than anything that comes later.

2.DO IT PUBLICLY.

Recognition matters more.
Good people want praise and peer recognition, volunteer of the month is a good system.
Rewards can be as simple as home cooked meal, personalised appraisal is the most valuable.

3.GOOD PEOPLE WANT MORE RESPONSIBILITY.

This third point: has a double whammy to it.
If we can reward success with more trust and responsibility, we can improve your team at the same time.
An incentive system (check out our reward stickers farther down used for Language Cafes)

IMPROVING INTERPERSONAL SKILLS

It's important to develop interpersonal skills because:

- **You interact with others regularly**
- **It's essential for networking**
- **Career development relies on this**
- **Employees look for these skills**

Practice listening to our colleagues without interrupting them, regular evaluations and task related reflections to practice. One Doesn't have to be incredibly sociable but one must develop some type of role on rotation basis within team so that the workplace is pleasant for everybody.
Maintaining a regular tidy up and stock take behaviour, contributes to responsibility and prioritising essential functions that otherwise can be forgotten.

Self-awareness is the ability to accurately recognise your: emotions, strengths, limitations, actions and understand how these affect others around you. Writing a letter to yourself at the beginning of the mobility and then comparing to own attributes and experiences at the end of mobility, helps because those element aren't lost but are written down. Ability to stand up for what you believe in – is central to any interpersonal skills. Integrity enables to measure your choices and decisions when dealing with others against the benchmark of your personal values, in other words shaping one's personality.

TEAM WORK

The key is to give your team the right conditions to develop and grow. There are so many ways to reach each other in the modern age. Try to use the most suitable tool to communicate for your specific needs, whether that's email, a chat tool, phone call, or face to face. Encourage informal meetings, information sharing, and huddles between team members. People shouldn't have to wait for a weekly catch-up meeting to get together. Collaborative team members are comfortable communicating as and when they need to. Exercise together, referring to team building exercises. These don't have to be complex , cultural experiences, bawling , volleyball etc. Establish team rules right from beginning, establishing rules early is best, but be willing to consider changing them if they are hindering rather than helping the team.

Make them visually accessible, write them down from the beginning with every team member that arrives, team members must take part to establish the rules.



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EVALUATION

Evaluation as an invaluable tool to improve a program.
It involves collecting and analysing information about a program's activities, characteristics, and outcomes.
Its purpose is to make judgments about a program, to improve its effectiveness, and/or to inform programming decisions.
It is important to periodically assess and adapt your activities to ensure they are as effective as they can be.
Evaluation can help to identify areas for improvement and ultimately help you realise your goals more efficiently.
Additionally, when one shares results about what was more and less effective, it help advance interpersonal skills, evaluations fall into one of two broad categories.

FORMATIVE

Formative evaluations are conducted during project development and implementation and are useful if you want direction on how to best achieve your goals or improve your project.

SUMMATIVE

Summative evaluations should be completed with participants/ partners once the project is well established and will tell you to what extent the project is achieving its goals, what can be modified and what learning outcomes is one gathering out of it. These outcomes are the short-term and medium-term changes in project, participants endorse result directly from the project

**MENTORSHIP ENABLES TO DEMONSTRATE PROGRAM'S SUCCESS OR PROGRESS.
THE INFORMATION ONE COLLECTS ALLOWS TO BETTER COMMUNICATE THE PROGRAM'S IMPACT TO OTHERS, WHICH IS CRITICAL FOR PUBLIC RELATIONS, STAFF MORALE, AND ATTRACTING AND RETAINING SUPPORT FROM CURRENT AND POTENTIAL FUNDERS.**

SESSION 1	ADAPTATION	ADAPTATION , GETTING TO KNOW EACH-OTHER, THE CITY OUR WORK AND FOUNDATION , THE ESC PLATFORM
SESSION 2	ASSESSMENT	ASSESS THE NEEDS OF YOUNG PEOPLE (PARTICIPANTS) CORRECTLY TO PLAN AND DELIVER PROGRAMMES RELATED TO AREAS SUCH AS HEALTH, FITNESS, SMOKING, DRUGS, VIOLENCE, RELATIONSHIPS AND BULLYING
SESSION 3	SOCIAL INCLUSION	SUPPORT INDIVIDUALS, ENCOURAGING GREATER SOCIAL INCLUSION, SET TARGETS FOR PROGRESSION AND REGULARLY MONITOR AND REVIEW THE QUALITY OF THE LOCAL YOUTH WORK
SESSION 4	LIFE LONG LEARNING	USES SOURCES OF INFORMATION ON DIFFERENT FORMS OF LIFELONG LEARNING, BENEFITS OF LIFELONG LEARNING IN PERSONAL AND PROFESSIONAL DEVELOPMENT
SESSION 5	PERSONAL DEVELOPMENT	PLANNING YOUR OWN DEVELOPMENT AND MAKING AN, DETERMINES THE AREA OF EDUCATIONAL AND PROFESSIONAL DEVELOPMENT
SESSION 6	PERSONAL AND WORK ETHIC	DETERMINE OWN VALUE SYSTEM (INCLUDING VALUES RELATED TO WORK AND PROFESSIONAL ETHICS BUILD A STRONG SUPPORT NETWORK WITH PEOPLE THAT SURROUND YOU
SESSION 7	FUTURE PLANNING	MAKE DECISIONS ON FURTHER EDUCATION AND/OR EMPLOYMENT
SESSION 8	OCCUPATION AND LABOUR MARKET	NATIONAL AND EUROPEAN LABOUR MARKET AND THE ROLE OF THE MARKET IN THE CONTEXT OF PROFESSIONAL CHOICES.

A well-planned and carefully executed evaluation will reap more benefits for all partners. Though you may feel that you lack the time, resources, and expertise to carry out an evaluation, learning about evaluation early-on and planning carefully will help you navigate the process.

AFTER ACTIVITY

Focus

Post-Implementation Reviews, benefits from the project's outcome. Post Implementation Review is when members of the project team remember the most – shortly after the project has been delivered, and when most of the problems have been ironed out. Start to list ideas and observations while they are still fresh in people's minds.

Document success – Document practices and procedures that led to project successes, and make recommendations for applying them to similar future projects

Look with hindsight – Pay attention to the "unknowns" (now known!) that may have increased implementation risks. Develop a way of looking out for these in future projects.

Be future-focused – Remember, the purpose is to focus on the future, not to assign blame for what happened in the past.

This is not the time to focus on any one person or team. Post mobility up to month time it is best to contact participants to check on them how they are doing, how are they integrating back in the community and whether they are in employment or study. We suggest an evaluation check up for all sending organisations to contact their participants.



POST MOBILITY EVALUATION

1. ORGANISATION

CONSIDER THE FOLLOWING:
DID THE OVERALL ORGANISATION STRUCTURE WORK ?
BALANCE OF RESOURCES FROM KEY AREAS?
THE ORGANISATIONAL STRUCTURE AND HIERARCHY OF THE TEAM (AS A SEPARATE UNIT & AS PART OF THE OVERALL ORGANISATION)

WHAT WENT WELL?

WHAT COULD HAVE BEEN DONE EVEN BETTER ?

Among the questions can be:
1) What did you feel during the volunteering? How was it for you?
2) Why did you feel like that?
3) What does this experience tell you?
4) What practical link do you see between theory and your experience?
5) What is the connection with your real life and project you are working on?
6) What can you do differently?
7) What can you do in the future to be better?

2. TEAMWORK & COMMUNICATION

ONSIDER THE FOLLOWING AREAS:
INTERNAL COMMUNICATION (WITHIN THE PROJECT TEAM)
EXTERNAL COMMUNICATION (WITH OTHER PROJECTS, SUPPLIERS, SUPPORT GROUPS)
WERE KEY DECISION MAKERS EASILY ACCESSIBLE ?
WAS INFORMATION EXCHANGED BETWEEN DIFFERENT AREAS (I.E. PROBLEMS SHARED) ?



3. DEVELOPMENT PROCESS

**CONSIDER THE FOLLOWING:
THE KEY STAGES THAT HAD TO BE FOLLOWED
METHODS USED
DEFINITION OF STAGE OBJECTIVES & THE PRACTICALITY OF ACHIEVING THESE
BENEFITS/ PROBLEMS ENCOUNTERED BY FOLLOWING THIS PROCESS.**

OBJECTIVES:

It is important for both organisations to evaluate the effectiveness of the project in realising the proposed benefits as outlined. People automatically evaluate faces on multiple trait dimensions, and these evaluations predict important social outcomes.

Using a data-driven statistical evaluation reduces the importance of activities and actions importance as behavioural studies show that important social judgments, motivates young people to stay active citizens .

METHODS:

Compare planned activities VS achievable according to the SMART method.

-Specific
-Measurable
-Achievable
-Relevant
-Time specific

RESULTS:

Benefits that either positively or negatively impact the community recommendations for future projects GROW frame work. Disseminate such resoults regularly

-Goal
-Reality
-Options
-Way forward



"THE CLEAR MODEL SUPPORTS ADULT LEARNING AND TRANSFORMATION PROVIDES A STRUCTURE FOR THE MEETING AND A SET OF QUESTIONS FOR THE VOLUNTEER TO REFLECT ON THEIR WORK, WHICH WOULD LEAD TO A MEANINGFUL INSIGHT AND A PLAN FOR INCORPORATING THE NEW COMPONENTS"

A BIG THANK YOU TO ALL THE ORGANISATIONS INVOLVED IN MAKING THIS PROJECT.

- PROJEKTE VULLNETARE NDERKOMBETARE
-Verein4YOUgend
-SAGLAM DUSUNCE GENCLER TESKILATI ICTIMAI BIRLIYI
-NATIONAL ASSEMBLY OF YOUTH ORGANIZATIONS OF REPUBLIC OF AZERBAIJAN PUBLIC UNION
-CENTRE EUROPEEN ROBERT SCHUMAN,ASSOCIATION
-Centre Régional Information Jeunesse Nouvelle-Aquitaine - site de Poitiers
-AROEVEN Midi-Pyrénées
-CONCORDIA
-Parcours Le Monde - IDF
-Parcours le monde - Sud Es
-Centre Régional Information Jeunesse Champagne-Ardennet
-Civil Forum for Peace
-YOUTH ASSOCIATION DRONI
- Jugendbildungsstätte Unterfranken
-NEOI ELLADOS SE EYROPAIKI DRASI
-ORFEAS A.M.K.E.
-SOCIAL YOUTH DEVELOPMENT CIVIL NONPROFIT SOCIETY
-KINONIKI SINETAIRISTIKI EPICHERISIELLINIKI SYMMETOCHI NEON
-Hírös Agóra Kulturális és Ifjúsági Központ Nonprofit Kft.
-Talentum Alapítvány az Önkéntesség Támogatásáért
-Donegal Youth Service Ltd
-CEMEA DEL MEZZOGIORNO ONLUS
-SCAMBIEUROPEI
-ASSOCIAZIONE CULTURALE STRAUSS
-ZEMGALES NEVALSTISKO ORGANIZACIJU ATBALSTA CENTRS BIEDRIBA
-ASSOCIATION FOR SUSTAINABLE DEVELOPMENT SFERA MACEDONIA BITOLA
-ProAtlântico - Associação Juvenil
-Interregional youth social movement of support of voluntary initiatives SFERA
-ASOCIACION MUNDUS - UN MUNDO A TUS PIES
-Consejo de la Juventud Comarcal de Calahorra
-FUNDACIO CATALUNYA VOLUNTARIA
-ASOCIACION ARRABAL AID
-Le Quai Culturel
-Akdeniz Ucuncu Goz Egitim ve Genclik Dernegi
-Gonullu Hareketi Dernegi
-All-Ukrainian Association for Youth Co-operation Alternative-V
-GROMADSKA ORGANISATSIA HARKIVSKA ASOTSIATSIA DLYA AKTIVNOY MOLODI STELLA
-INTERNATIONAL VOLUNTARY SERVICE

