



Project funded by the European Union within the framework
of the Erasmus Plus Youth in Action Programme

YOUTH EXCHANGE OPEN MINDED + ACTIVE + CREATIVE = HIRED

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FINAL EVALUATION NARRATIVE REPORT

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WARSAW, POLAND

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PROJECT BACKGROUND

The project “Open Minded + Active + Creative = Hired” was an answer of 5 cooperating NGOs for situation of young people in their countries, especially according to necessity of making them more open minded, active and creative in daily social life and on labor market. Set of activities prepared taking into account needs and expectations of 40 participants from Croatia, Hungary, Latvia, Poland and Romania. Aims of participating organizations was to create and develop a group of young people, who after 9 days of diversified learning process, will be able to share gained knowledge, skills and attitudes with their peers in all 5 countries.

In frames of the project 40 young people (including 5 team leaders) from 5 countries of the European Union, aged 18-26, interested in broadening horizons, finding out new attitudes and looking for personal development, participated all together in international Youth Exchange under Erasmus+ Youth in Action Programme that took place in Warsaw in Poland. Each of them with different background, different experience and values to share with others, fully ready for participation, new challenges, possibilities as well as personal and professional improvement.

The main activity took place in Warsaw in dates 12-20.03.2016 (+ travel days), during which young people had the opportunity to take part in a program consisting of three interconnected blocks – ‘Open Minded’, ‘Active’, ‘Creative’, which implementation allowed them to develop themselves and increase their chances for employment and making effective personal and professional initiatives in the future. 9-day project allowed participants for acquisition of new knowledge, skills and attitudes. It helped them in better understanding of individual and group development process as well as in increasing their contribution to the life of their societies.



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Objectives of the project:

- 1) Activation and stimulation of creativity of young people;
- 2) Demonstration of the range of existing opportunities and possibilities created by the development of international cooperation and to encouraging young people to take the initiative and create reality as students and teachers, workers and employers at the same time;
- 3) Strengthening intercultural dialogue by showing in common elements, values and interests of all Member States of the European Union;
- 4) Increasing the openness of young people as citizens of the European Union to other societies and their cultures;
- 5) Showing Poland and Polish society as an example of openness for pragmatic development of cooperation, especially including economic relations;
- 6) Showing the enormous role of young people contributing to exploit existing relationships and its development for improving the prospects of life in a changing Europe;
- 7) Promotion of non-formal learning, and to show the opportunities offered by information and communication technologies in navigating the modern states and societies;
- 8) Promotion of language learning as a way of job finding in foreign markets and gaining experience and competences there.

Results:

- 1) Construction of open, active and creative group of young people;
- 2) Increase of their awareness of the existing possibilities and opportunities, as well as their potential (self-esteem, self-confidence, etc.);
- 3) The improvement of knowledge of foreign languages, being ready for taking challenges on, openness for changes and diversity;
- 4) The development of interpersonal and social competence – development of key competences included in the soft skills associated with moving within groups and communities;
- 5) The acquisition of new knowledge and experience with you met and developed attitudes, including the wider enterprise;
- 6) Development of multicultural friendly environment based on dialogue and mutual understanding.




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PROGRAMME' ELEMENTS DAY BY DAY

DAY 1, MARCH 12, 2016

SESSIONS 1 & 2: WELCOMING, PROJECT INTRODUCTION, METHODOLOGY AND ICE-BREAKING

Objectives:

- To introduce the project, methodology and agenda in details;
- To start cooperation through overcoming first group challenge task;
- To get familiar with each other and to create a working atmosphere;
- To establish in common rules.

Activities:

1. Official introduction to project – programme and methodology

Introduction with explanation and description of all details for the project, it's objectives, as well as each of the elements of the program in details to let participants know, what are the links between activities and to build in their minds idea of a logic process that they are going to pass during next 8 days of Youth Exchange. Introduction contained also part dedicated to methodology and explanation of all of the approaches used during activities so Holistic Approach, Experiential Learning, Diversified Learning, Learning through Challenges, Process-oriented Learning and others. Another part was focused on Warsaw as the main venue where participants could find everything what they need from private and professional point of view. At the end coordinator introduced Youthpass to let participants follow the whole learning process from the beginning till the end.



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2. 3-task set



Participants individually or divided into first mixed groups faced first 3 tasks: '60 seconds – is it one minute?', 'What have you said?' and 'Devils on the tip of the pin'. Trying to feel the sense of time, to communicate effectively as well as to cooperate in first not really comfortable and easy simulation participants overcame first barriers and pointed out basements that were useful for the rest of the

project. Activities showed them important elements of the project according to sense of time, respecting each other point of view as well as cooperating in different situations.

3. Mission (im)Possible

Participants as one big team had to accomplish 15 different tasks in 30 minutes and present received results in next 15 minutes. List of tasks included making photos, shooting videos, writing poems, inventing and creating different elements, finding in common fears and expectations, cooperating in pairs, smaller groups or with everyone at the same time.

Task: Make a strategy and prepare plan including given conditions – possibility to work under pressure of time in new multinational team in which participants had to find group leaders, divide tasks, cooperate, overcome their barriers.



Thinking individually participants had to find out in common rules, that in their opinion would be useful during the whole duration of the Youth Exchange. Establishing those rules together, one by one, helped in creating friendly atmosphere of mutual understanding as well as in feeling group responsibility for learning process and for helping each other next days.

4. In Common Rules



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Outcomes:

Participants met their peers in real and had a chance to make first personal impression through participation in introduction and team building activities and additionally natural talks in meantime. Young people got to know in details what is the plan for each day of activity and understood fully the logic sense of the order of activities. They understood elements of non-formal education and its instruments f.e. Youthpass as well as approaches with all of specific approaches as holistic approach, learning by challenging, learning by doing, experiential learning etc. It allowed them to understand the whole process as well as their responsibility for their own education and learning process which always has to be finalized by self-evaluation process.

They also had a chance to see how it is to work in quite big, diversified and multinational team when the time is limited, there is a lot of ideas, points of view and other elements to deal with. They had possibility to fulfil first tasks and utilize all human resources that they had and integrate between each other while overcoming barriers and first challenges. Participants had a chance to find in common elements, to define fears and expectations, to break existing barriers making good first impression and presenting themselves in the best possible way.



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DAY 2, MARCH 13, 2016

SESSION 1: NAME GAMES & ICEBREAKING & TEAMBUILDING

Objectives:

- To learn each other names better;
- To break last barriers;
- To continue getting to know each other on individual and group level;
- To create friendly environment of mutual understanding;
- To go out of the comfort zone and broaden everyone's limits.

Activities:

1. Each of us is unique – version 2.0

Game played in a way of looking for uniqueness of each team member combined with memory training and a classic name game. After thinking about the thing that makes everyone individually unique from different perspectives, to find something special, what would help others to remember it. Next participants in the circle had to say their uniqueness and additionally repeat name, nationality and uniqueness of 2 participants being before.

Task: present oneself, show uniqueness

Aim: open to others, break barriers, remember names.



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2. Onion of diversity



Activity based on methodology of 'speed dating'. During 10 1,5-minute rounds participants in 2 circles had opportunity to talk with 10 different people about 10 different topics – food, house, sport, travelling, education, hometown, hobby, work, dreams, country. Participants got time to talk to each other about their professional background, private life, habits, wishes and dreams etc.

Task: to find as specific in common things with others as it is possible and present it after all in front of the rest of the group.

Aim: find out topics to talk and develop with others later, break barriers, find common interests, build mutual understanding.

3. Theatre Performance

Participants divided into 6 smaller mixed teams had to prepare a theatre performance for a given topic during limited time. Task was to prepare it in this way, to let others know what was it about with all important elements, but without using key words during drama. Other teams later had a chance to choose the ending of drama from the proposals of others and perform it at the end.



Task: to deal with pressure of time, different ideas, problems, as well as prepare and plan performance during 10 minutes, react on different proposals and adapt to them, show it in front of rest of participants to let them know all key elements.

Aim: to go out of the comfort zone, break barriers, stimulate creativity.

Outcomes:

Participants further got to know each other names, personal and professional backgrounds. Participant found out soul mates, people with whom they can understand each other without words. Moreover, participants broke their barriers by starting thinking 'out of the box' and showing themselves in theatre performances, which provides them a lot of fun during preparation as well as presentation in public. Activities let participants to have a chance to create friendly environment and open themselves to others.



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SESSION 2: INTERCULTURAL LEARNING

Objectives:

- To identify, reflect and share problems and challenges of international cooperation, contacts between cultures
- To define steps in building effective and pragmatic contacts
- To show participants how important is to avoid prejudices, stereotypes etc. in today's world to utilize new opportunities

Activities:

1. Introduction and individual space for reflection

Participants individually had opportunity to think and make personal choice on characteristics with whom they would like to spend time in abstractive situation based on partial information. The activity was based on prepared abstract characters, life and professional experience of participants, culture background that they have.

Task: make a choice based on partial information.

Aim: Give an open space to reflect and analyse personal way of thinking.



2. Group work based on individual choice



Participants had a chance to talk, compare choices and then to decide in groups if they are able to reach compromise or not, based on given abstractive people with whom they would like to spend time, to cooperate and to work together.

Task: discuss in smaller groups, check if compromise is possible.

Aim: compare points of view based on personal experience and ideas.



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3. Discussion

Discussion moderated by project coordinator about choices of participants and teams – step by step from one point of view to another up to group conclusion. Task: share points of view and ideas with others, understand different points of view, find conclusion. Aim: Point out necessity of avoiding prejudices and existing barriers to utilize the full potential of international cooperation and opportunities.



Outcomes:

Participants got to know and experienced the different realities in which marginalised and not marginalised groups are in. The realities reflected on the challenges, disadvantages, privileges and discrimination. Participants shared the realities in their countries, their personal experience, from their life and define what is important for developing effective international and multicultural cooperation – mutual understanding, what should be the background of each international initiative, how to utilize existing opportunities and avoid obstacles like prejudices.

SESSION 3: EFFECTIVE TEAM BUILDING

Objectives:

- To define key elements of effective team;
- To understand idea of team structure and nowadays roles of team members;
- To find rules which may be useful for teamwork within project;
- To use personal experience and find out background for team work rules.



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Activities:

1. Group Work – Effective teambuilding

After all the team building exercises and understanding intercultural environment conditions, participants divided into 6 groups had to reflect on the experience of working together during the day and establish the group working rules and elements using presented model of 'Effective Team Work'.

Task: To exchange experience, to find out team key elements.

Aim: To make team work process deeper and to give to it concrete background.



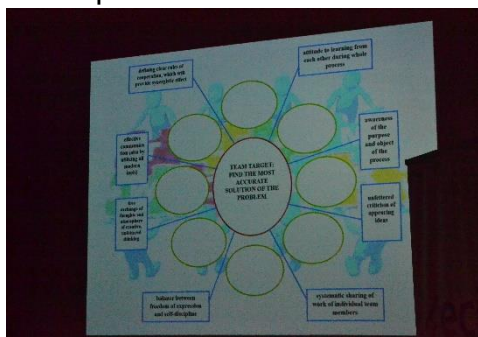
2. Discussion – group model building and summary

Participants based on group conclusions discussed openly about structural effective team-work, which systematized knowledge, experience and feelings from previous team-building activities and from previous work of participants during other initiatives. Participants had a chance to define all skills of effective team member related to the

process of team building, where they found among others being open minded, active and creative.

Task: To share points of view, to find the most important elements of effective teams and skills of good team member.

Aim: To find out elements which were later used in practice during whole duration of the Youth Exchange.



Outcomes:

Participants found out important elements of team work that they have used before, but at the same time have never defined them and pointed out as a background for effective teambuilding and work with others as well as mutual understanding. Marking most necessary elements of abstractive team, key competences of abstractive team members, participants had a chance to build theoretical model useful for practical implementation during next days. It positively influenced on finalization of teambuilding process and strengthening in common rules, helping in reaching aims and objectives of the project, of the group in total and of each participant individually.

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Summary of Daily Evaluation

What did we like the most?

- Time management in the project
- Theatre exercise/Drama with a lot of fun
- Working in different teams; Changing groups on activities
- Atmosphere that let us feel relaxed, amused, entertained and challenged
- Food
- Weather
- Energizers
- Meeting new people
- Rules of teamwork
- Train game
- Facilitators and leaders
- Many different tasks



What would we like to improve?

- Being more open
- Our public speaking
- Communication between some of us
- Light in the restaurant
- More energizers
- To have more, but shorter breaks

What did we learn?

- Names of each other
- To think in new, different, creative ways
- That acting is not so difficult and stressful
- How to adapt in many new groups
- Being open minded for other ideas
- How to make decisions based on different ideas and reasons
- Communication skills
- How to get out of the comfort zone
- Interesting things about others
- Different ways of learning
- New vocabulary
- How unique we are!



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DAY 3, MARCH 14, 2016



Energizer – ‘Picasso’ exercise & Secret friend

The participants draw each other's portraits in a collective exercise which asked them to draw only specific parts of the portraits to allow more than one person to contribute in portrait.

Task: Draw concrete elements of someone's face.

Aim: To energize group, to stimulate creativity.



SESSION 1: INTRODUCTION TO ‘ACTIVE’ PART

Objectives:

- To create definitions of being active and of the sense of entrepreneurship;
- To use creativity and potential of participants during effective brainstorming;
- To introduce the topic of being active and show connection with entrepreneurship.

Activities:

1. Creative brainstorming – Active? Let's define!

Each team using the method of creating brainstorming had to build definitions of being active and of entrepreneurship in 3-steps process. In first moment groups, using any language that they know, put to each letter all associations to words ‘ACTIVE’ and ‘ENTREPRENEURSHIP’. Next step was to choose for each letter, one the most accurate association – no suggested



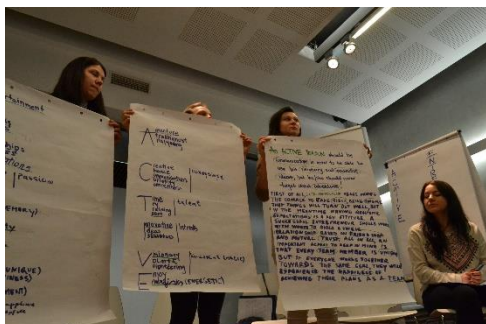
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method – could be compromise, could be voting, etc. Last step was to build definitions of both words using chosen key words.

Task: to build 2 definitions using creative brainstorming method.

Aim: to present one of the methods of team work, to stimulate creativity and thinking out of the box, to bring group decision-making process to another level, to show young people their potential.

2. Presentation of definitions



Each group presented 2 definitions, one related to word 'ACTIVE', and another one to word 'ENTREPRENEURSHIP'. After all participants had time for questions and discussion about different ideas and about their common work results.

Task: to present group work results, to react on questions, to discuss openly.

Aim: to go out of the comfort zone.



Outcomes:

Each team made 6 definitions of words 'ACTIVE' and 'ENTREPRENEURSHIP'. Process of its creation improved skills of creative thinking and group working using brainstorming method. While working, participants had to adapt to different conditions, knowing only partial information during the task and think completely open, without information what is the final result of activity. It helped them in filling each step of session using their creativity, exchanging many different ideas, experience, etc. Final result of the activity showed participants possibilities of brainstorming as well as potential that has to be excavated from themselves.

SESSION 2: HOW TO ACTIVATE YOUTH?

Objectives:

- To identify, reflect and share problems and challenges of young people in participating countries;
- To define steps in Youth participation, problems and opportunities for Youth also those under Erasmus+ Programme;
- To reflect on personal experience of youth participation.



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Activities:

1. Group work – theatre preparation

Working in mixed groups participants had a chance to prepare short dramas which were presenting next steps in youth participation based on the model of Ladder of Participation. Having key elements and definition of concrete way of being involved in different processes/initiatives, team members had to present to others their 'step' using drama, but without saying some important words in obvious way.

Task: to prepare a drama, to show key elements, to let others find out what is the characteristic of each step.

Aim: strengthening team work processes, stimulate creativity.



2. Group performances and discussion

Each team presented its drama and led others to guess what are the key elements as well as explained what is the characteristic of concrete step. Later group had time to discuss and exchange ideas in public.

Task: to present one step and to explain it to others, discuss openly levels of youth involvement.

Aim: to go out of the comfort zone, to understand the idea of steps in youth participation ladder, to reflect on oneself about present position in society/organisation.



Outcomes:

Participants prepared performances which broaden their comfort zone, let use their team work skills. In this way, they presented elements of next steps in Youth involvement in easier to remember way. Participants again could use their own experience, discover new skills and open themselves in front of the others. Activity built wider awareness of participants about possibilities and their role and position in society/organisation. Moreover, they found out that being active and involved, as well as utilizing opportunities many time depends on their will of act, develop themselves and step by step go through their personal ladder.



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SESSION 3: WHO ARE I? OPEN YOURSELF!

Objectives:

- To identify and reflect on strong and weak sides;
- To identify important characteristics;
- To think about the best possible way of introducing oneself to others;
- To point out problems and mistake in auto perception.

Activities:

1. Who are I? – introduction

Participants had a chance to introduce themselves to another person treating him or her as a stranger. Short speech gave a background for looking on ourselves more critical and finding out, what are we focused on when we are not prepared and completely natural.

Task: to introduce oneself to another person without any preparation.

Aim: to show background of our perception and way that we are presenting ourselves.



2. Who are I? – individual work

Open time space dedicated to reflection of each person on herself/himself, her/his strong sides, events and moments in life that determined him/her the most, which influenced in the real way on character creation.

Task: to reflect on oneself, to identify strong and weak sides as well as their roots.

Aim: to understand oneself better, to build good background for opening oneself to others and for presentation better than in the first attempt.



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3. Who are I? – work in pairs

Second presentation taken as a first one, again in front of a person – stranger, but taking into account elements of our life that determined us the most and influenced on our characteristics in the most important parts. Participants had a chance to compare their first and second presentation and to evaluate them. Working in pairs let them focus more on concrete person and helping her/him in understanding oneself.



Task: to introduce oneself to another person according to concrete background, key elements and fields of interest.

Aim: to see how important is understanding oneself to open to others in effective way.

Outcomes:

Each participant went through process of deep auto reflection, supported by coordinator and another person from pair. During this activity young people could jump into different roles: recipients, presenters, psychologists, coaches, persons responsible for job interview, and others. Exercise was also good introduction for thinking about oneself in category of job interview. Participants could answer questions: What are your key skills, abilities, advantages? How would you define yourself? Which part of your identity will help you in future job the most? Participants understood themselves better and became more able to be open for others, to present themselves in a proper way, from side that is expected by interlocutor, choosing areas of common interest. The whole activity let participants understand that opening oneself may help them and others in gaining from each other through observing, analysing, reflecting and thinking about different characteristics as advantages.

1ST CULTURAL EVENING: CROATIA

Evening prepared by young participants from Croatia during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine. All elements were made in public what was additional challenge for participants who again extended their comfort zone.



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Summary of Daily Evaluation

What did you like the most?

- Creativity stimulation during creative brainstorming
- Time for reflecting on ourselves/Identity part/personal interview exercise
- Working space/The location
- Facilitators explanations and willingness to clarify
- Food
- Perfect time management
- Drawing game/Portrait exercise
- Drama plays
- More moves, mobility
- Types of practices
- Task related to being active and entrepreneurial
- Cookies for coffee breaks
- Working in pairs
- Challenging and interesting tasks
- Everything!

What would you like to improve?

- Nothing
- More time to discuss
- Push people to speak more openly
- More breaks with tea and coffee
- Bigger portions for dinner
- More George and his dog

What did you learn?

- People are full of surprises (in a positive way)
- About each other more and better
- How to adapt our speech to different persons
- About ourselves
- The definitions of 2 words – active and entrepreneurship
- The ladder of participation
- How to make a good picture
- How to find our strengths
- How to present ourselves to employers



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DAY 4, MARCH 15, 2016



Energizer – How to make a sculpture?

The participants divided in two teams created two circles in which one of them was the circle of artists and second was the circle of sculptures. Artists in 3 steps had to use creativity to make interesting and funny sculptures from their friends, who had to tolerate all of their ideas.

Task: Make together sculptures by giving position, movements and voices.

Aim: To energize group, to stimulate creativity.



SESSIONS 1&2&3: LIPDUB!

Objectives:

- To strengthen cooperation between participants;
- To show the process of team work, where each element is important;
- To stimulate creativity;
- To break individual barriers;
- To show the important role of motivation;
- To let participants go through challenges;
- To show that impossible doesn't exist.

Activities:

1. Introduction

Participants had open space to share their knowledge and experience related to movie making and the process of LipDub. Based on watched examples, participants were pointing out key elements of LipDub.



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2. Screenplay preparation



Participants had an open space to prepare ideas for screenplay for LipDub. The whole work had to result with management of the whole available area, utilization of given resources, concrete elements for each moment of chosen song, roles of every team member, perfect timing between all of the elements. Process of screenplay writing was based on exchanging ideas, mixing them and compromise.

Task: to collect all ideas and put them all together in the form of one big screenplay, as well as to distribute roles and areas between all members.

Aim: to stimulate creativity, to intensify group work processes.



3. LipDub shooting

Based on previous preparation, young people had a chance to work in front of camera. Having a song and knowing lyrics, participants were preparing new clip for chosen song, in which all of them were involved and responsible for some part in concrete moment and area. Each person had to remember about all of the elements of group work, because each mistake caused that movie shooting had to be started one more time.



Task: to shoot video clip without any mistakes without making cuts.

Aim: to show the role of time management, to show importance of each team member, to show how many things is possible with strong motivation, to show the group working processes in practice, to have great fun.

Outcomes:

Participants found out new activity based on the idea of LipDub shooting. Each person was involved in the whole process and was responsible for different elements what let young people see possibilities of having great results of team work based on key aspects: open thinking, active participation, compromise on different ideas, time management, proper tasks division, individual barrier breaking, overcoming challenges. Final result of this activity available on project webpage.



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2nd CULTURAL EVENING: LATVIA

Evening prepared by young participants from Latvia during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine. All elements were made in public what was additional challenge for participants who again extended their comfort zone.



Summary of Daily Evaluations

What did you like the most?

- Energizers x 2
- LipDub activity
- Challenging ourselves
- Break our barriers
- To count on each other and to be important for group
- Last cultural evening
- Outdoor activity
- That LipDub can show to others their roles and that they should involve more
- Public speaking during cultural night
- Timing/synchronisation
- Our group unity

What would you like to improve?

- Nothing
- More punctuality
- Everything was fine!

What did you learn?

- How to cooperate/Working together in practice
- To be responsible for bigger thing
- Overcoming limits
- Sharing roles and decision making
- How to compromise
- Coordinating group for one common goal



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DAY 5, MARCH 16, 2016



Energizer – I like...

The participants sitting in one big circle were looking for in common elements waiting for decision of the person in the middle. Everyone who likes the same thing as the person in the middle had to move and find new chair. The problem was that there is always not enough chairs!

Task: Present to others what do we like and to motivate them to move.

Aim: To energize group, to show common things, to stimulate creativity.



SESSIONS 1 & 2 – MEETING WITH YOUNG ENTREPRENEUR IN CENTRE OF ENTREPRENEURSHIP 'SMOLNA'

Objectives:

- To show the sense of entrepreneurship of young professional;
- To show existing possibilities;
- To show good example of young active and creative person;
- To compare points of view between Youth with different perspectives;
- To present another option for being employed – self-employment;
- To strengthen will of doing.



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Activities:

1. Presentation of young entrepreneur

Participants took part in the meeting with Daniel Moczydłowski – young entrepreneur – owner of two young companies, the ambassador of start ups in Poland, who gave a speech and presentation related to his history, carrier and experience including possibilities of pathway creation, opportunities of self-development, by cooperation with Microsoft among others. Person of young entrepreneur was a good example how to deal with obstacles and move forward up to the target, that everyone should have from the very beginning. Task: to listen carefully and look for good questions going deeper in topic.

Aim: to show good example of being entrepreneurial, to present existing possibilities on example, to give motivation for doing and acting, to show that dreams come true.



2. Session of questions

Discussion moderated by project coordinator, during which everyone had a chance to ask question and start discussion on topic related to self-employment, start-ups, ways of looking for ideas, ways of being visible on labour market, possibilities for personal development, etc. Another element was dedicated to give feedback and try to find conclusions based on the whole presentation made by young owner and entrepreneur.

Aim: to precise different aspects and utilize visit of young professional to maximum.

Outcomes:

Participants had a chance to confront their points of view with the ideas and speech of young professional that became a young owner and entrepreneur in quite young age. They have seen a good example of an open, active and creative person that showed them that many things depend on their determination, motivation and that many things are possible. Session of questions let them get some advices, go deeper in many aspects related to carrier pathway creation, and find inspiration for themselves.



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Summary of Daily Evaluations

What did you like the most?

- Sightseeing Warsaw
- That Regina received birthday cake
- Cultural evenings
- Food and knowledge about other countries
- Our group unity – we are getting closer 😊
- Meeting with Daniel
- Historical information
- Weather

What would you like to improve?

- Nothing for now 😊
- Longer breaks
- It's OK 😊
- We liked everything 😊
- Listening to each other
- Mixing between nationalities

What did you learn?

- Tips&tricks for IT
- Basics of entrepreneurship
- Few things about start ups
- Experimental method of Daniel
- Real life experience
- About other cultures
- How to create start ups



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DAY 6, MARCH 17, 2016



Energizer – Bridge of trust!

The participants sitting in the circle had to lay down on knees of person behind, and keep person from the front on her/his knees. In this way they created a bridge/chain with mutual connections in each element was responsible for others and in this way for the whole structure that in each second was losing one chair.

Task: To create a bridge based on trust.

Aim: To strengthen feel of trust among participants, to see team work process.



CITY GAME – DISCOVER WARSAW LEGENDS

Objectives:


- To spend time in active way
- To find out legends of Warsaw
- To get to know new mobile application;
- To overcome challenges related to finding way in the city and getting information from local people;
- To distribute tasks and share responsibility;
- To work in smaller teams for one in common goal of the whole group.



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Activities:

1. Find the place, get to know what is it related to




Working in mixed groups and using new mobile application 'What3words' participants had to find out words that were needed to find some places in Warsaw. Place localization was just the first step after which each team had to define which legend the place is related to. Asking local people, comparing received version participants could build complete histories and later prepare short movies in which they could present each legend to others.



Task: to find the place and get information from local people.

Aim: to show how to get oriented in big city, to learn new mobile app, to break barriers related to asking people on the street, to stimulate creativity.

2. Movie making process

Working in mixed groups participants were preparing movies about one of Warsaw legends, based on information received from local people and using their creativity to present the legend in the most interesting way. At the end all of the teams had to combine movies to receive one big movie titled "Warsaw Legends".

Task: to film one of the legends and make one big movie with other teams.

Aim: to stimulate creativity, to share results of game with others.

Outcomes:

Participants had a chance to act as one big team divided into smaller groups. They managed to distribute tasks and share responsibility in order to reach common goal at the end. Young people spent time in active way on looking for legends of Warsaw. They learnt how to use new mobile app as well as broke their barriers related to the fear of asking local people on the street. Moreover, they found out another part of Warsaw's history – it's legends, which let them make together movie titled 'Warsaw Legends', which preparation process needed to use programs for films edition what became additional value of this activity.

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SESSION 1 – SOCIAL ENTREPRENEURSHIP IN 5 COUNTRIES

Objectives:

- To learn more about the idea of social entrepreneurship;
- To share points of view of individuals;
- To check how is the situation in other countries;
- To find inspiration for further actions.

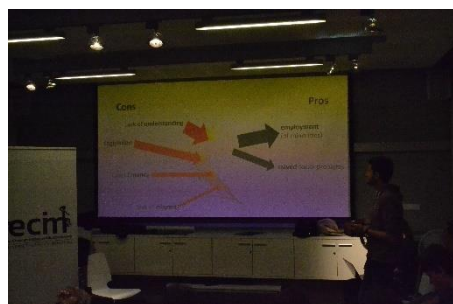
Activities:

1. Introduction in teams

Participants working in teams had a chance to discuss about their point of view about social entrepreneurship and about well-known examples from their countries. Each team prepared its presentation/speech about social entrepreneurship and possibilities of youth activation through that kind of initiatives.



2. Presentations about social entrepreneurship examples



Each team gave a speech or made a presentation about own idea of social entrepreneurship based on given examples from different countries. Elements were based on just small or really big ideas, giving the overview of the discipline that social entrepreneurship is slowly becoming kind of. Task: to present idea of social entrepreneurship based on different examples from 5 countries.

Aim: to find out more information about social entrepreneurship and its examples, to improve presentation and argumentation skills, to show social entrepreneurship as a way of youth activation and open field for taking next initiatives.



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Outcomes:

Participants found out more about the idea of social entrepreneurship sharing their own knowledge, examples from their countries and societies. Workshop let them understand basic elements of social entrepreneurship as well as see that all of the activities which could be included in this wide category, are a great opportunity to develop personally and professionally and to stimulate local societies. Having the overview of situation, ideas and examples of it in different countries, participants got inspiration for taking further actions.

SESSION 2 – ERASMUS+ AS A WAY OF YOUTH ACTIVATION

Objectives:

- To present Erasmus+ as a programme with many opportunities;
- To talk more about details of concrete actions;
- To show existing possibilities to turn idea into action and participate more actively;
- To share experience related to European programmes and projects that participants had been involved in.

Activities:

1. Discussion based on presentation about Erasmus+

Participants shared their experience related to international exchanges and programmes that they were participating in, as well as gave their general point of view about Erasmus+ and its elements. Going step by step with next points of presentation, young people had an open space to discuss, ask questions and share their points of view about existing possibilities.

Task: to discuss freely.

Aim: To share ideas and points of view, to get familiar with Erasmus+ Programme in details, to find out different possibilities that participants didn't know about before.



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Outcomes:

Participants using presentation and their open minds found out more – also in themselves – about European programmes and Erasmus+ than they predicted. Sharing experience related to European programmes and projects that participants had been involved in, young people defined key elements of the programme. They talked more about details of concrete actions and found out plenty of existing possibilities to act, to influence positively on their societies and to turn idea into action and participate more actively.

4th INTERCULTURAL EVENING: ROMANIA

Evening prepared by young participants from Romania during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine. All elements were made in public what was additional challenge for participants who again extended their comfort zone.



Summary of Daily Evaluations

What did you like the most?

- The fact that our wish for coffee breaks was taken into account
- The Polish night yesterday
- Idea of social entrepreneurship
- Warsaw City Game
- The energizer of Janis/energizer with the chairs
- Part about Erasmus+ and range of its options for Youth
- Seeing other innovative ideas/projects in different countries and getting inspired
- Video making
- The chance to speak with unknown local people from Poland



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What would you like to improve?

- We would like to have more complex treasure hunt
- Team-working related to movie processing
- Too much minced meet for one day
- Nothing 😊

What did you learn?

- We found out a lot about social entrepreneurship from different points of view
- Legends of Warsaw
- Some Polish phrases and dishes
- We gained new perspective about situation in other countries
- A lot about Polish culture and Warsaw uprising
- How to use app with 3 words
- New interesting facts about Poland and its history, culture, cuisine
- How to make short movie and sing! 😊
- Discovering our navigation skills



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DAY 7, MARCH 18, 2016

Energizer – Ninja!

Having two hands as tools participants standing in circle had to touch others' hands in meantime avoiding tries of neighbours. Each person was trying to stay with at least one untouched hand using only simple moves and changing positions. Task: To avoid others cuts, to touch others' hands. Aim: To energize group, to train reflex.



SESSION 1&2 – SIMILAR PROBLEMS, IN COMMON SOLUTIONS

Objectives:

- To stimulate creativity;
- To show the way of problems defining;
- To find out common elements in all 5 countries, which need involvement of open, active and creative young people;
- To share points of view and work together on existing problems.

Activities:

1. Looking for existing problems

Working in mixed teams, participants created a catalogue of existing problems using their personal experience and knowledge that they have from living in their societies. Each group found out from 5 up to 10 quite general aspects that in its opinion is a similar problem for young people in their countries.

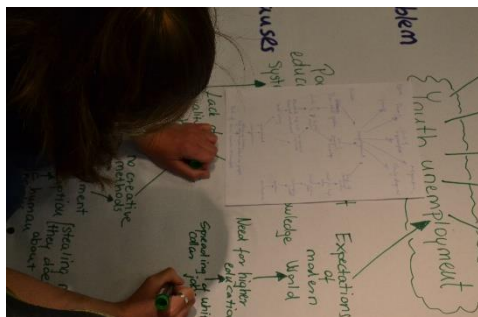
Task: to find existing problems, similar for each country.

Aim: To stimulate creativity, to share experience and ideas, to show in common elements that young people have to face in their countries.



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2. Defining roots of problems using 'Tree Model' analysis



Discussing and looking for arguments, participants in mixed groups decided which concrete problems they are going to define more detailed. Using the method of Tree Model young people had a chance to analyse and go deeper looking for roots of existing problems, that they have defined before. Task: to analyse problems and define the real problems which are in basement.

Aim: to stimulate creativity, to show real problems that are in basement and that we are able to deal with, to see situation in different countries, to share ideas.



3. Presentation of team work results

After the whole process of problems defining and analysing, participants had a chance to present results of their work, to share it with others and to confront points of view. Each presentation was summarized with short discussion and questions from audience.

Task: to present results of work and confront points of view, to observe what are the problems which rest of teams were focused on.

Aim: to improve presentation skills, to give an open space to discuss, to compare problems existing in different countries, to find out which of the are the most important and serious.



Outcomes:

3-steps workshops in mixed teams gave participants chance to work on existing problems and to analyse them in this way to find their roots and fields in which each of us can act and contribution to its solving. Young people learnt new method for problems defining and analysing, using creativity and open thinking. Working in mixed teams intensified process of finding common elements in all 5 countries, which need involvement of open, active and creative young people.



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VISIT IN WARSAW CAMPUS GOOGLE

Objectives:

- To show existing possibilities related to places such as Warsaw Campus Google;
- To find ideas for further actions;
- To stimulate innovative thinking;
- To meet inspiring people;
- To discuss and find out more about start up's ideas and starting own business as a way of entrepreneurship.

Activities:

1. Warsaw Campus Google visit and session of questions



Participants had a chance to visit one of 3 Campuses by Google in Europe and the only one in the region of Eastern Europe. Guided by one of its workers, participants could see the whole working space, existing possibilities, meet inspiring people working there. After guidance and short presentation participants asked questions related to topics and fields of their interest.

Aim: to show existing possibilities, to discuss with interesting people and find out more about start ups, to find inspiration for further ideas, to reflect on oneself.

Outcomes:

Participants during visit in Warsaw Campus Google had a chance to see existing possibilities, meet different, inspiring people as well as receive a lot of information about activities of the Campus, TechHub and other institutions. Visit and discussion about start ups, ideas for own business stimulated innovative thinking of young people and gave them another impulse for acting and being more involved in their professional life creating intentionally.



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5th INTERCULTURAL EVENING: HUNGARY

Evening prepared by young participants from Hungary during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine. All elements were made in public what was additional challenge for participants who again extended their comfort zone.



Summary of Daily Evaluations

What did you like the most?

- The ninja energizer
- We appreciate the coffee
- Problem tree method
- Visit in Google Campus
- Interesting discussions
- Working in teams and listening to each other
- Cultural evening!

What would you like to improve?

- 😊
- Punctuality
- Making compromises within teams

What did you learn?

- Method of analyzing actual problems/how to make a problem tree analysis
- About start ups and possibilities in Warsaw Campus
- That impossible doesn't exist! 😊
- That in our countries exists TechHub
- Self-employment as one of the ways of being and developing professionally with help of others
- New things about Romania, castles, happy graveyards and cuisine



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DAY 8, MARCH 19, 2016



Energizer – Catch me if you can!

The participants in two circles – one sitting and one standing were competing – the task for sitting circle was to communicate and run from one chair to another, standing one had to catch the person that is trying to change the place.

Task: Run away/Catch person trying to run.

Aim: To energize group, to show common things, to stimulate creativity.



SESSIONS 1 & 2 – ERASMUS+ YOUTH = ERASMUS+ YOU & INTERNATIONAL PROJECT AS A WAY OF IN COMMON PROBLEMS SOLVING

Objectives:

- To get on well with Erasmus+ forms;
- To get to know how to prepare projects on different fields;
- To get to know how to utilize opportunities given by European Union;
- To develop ideas for future initiatives;
- To work together on in common projects;
- To build partnerships for future implementation of prepared projects;
- To give participants space and opportunity to plan common projects on local and international level.



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Activities:

1. Erasmus+ You – project preparation

Participants working in the same teams as during problem analyse started to work on planning common actions, which would contribute to in common problem solving. Groups with support of leaders step by step had opportunity to develop their ideas and to create international projects after giving to participants short overview about the project preparation process based on project draft form. In project



teams participants were introduced step by steps to the project development phases and were given different tools and tasks to go through the all important stages of the project cycle. Participants received general introduction about different stages of the project development; analysing the needs of their target groups and the issue their project should tackle; impact chain – the model used to describe the logic of intended intervention and is composed of the following interrelated components. Participants were invited to go further and choose indicators of achievements for their activities, outputs, outcomes and the impact they intend to achieve through the project as well as means for verification for these indicators.

Task: to prepare together international problem related to in common problems.

Aim: to give to young people real and effective tool of acting, to stimulate creativity, to work on in common goal, to identify existing possibilities and realize important role of young people.

2. Projects presentations



Later on participants presented the outcomes of their work to the rest of the group. After presentation discussion was held on the impressions of participants on other's ideas and problems that they would like to solve with their projects.

Task: to present projects and show its advantages.

Aim: to inspire others, to show existing potential.



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Outcomes:

Participants taking into account existing needs and problems of their communities and societies developed 5 ideas for projects related to the biggest defined problem – youth unemployment and its roots in all 5 countries. During presentation young people found out existing possibilities and one of the ways of self-development. Making projects became of the opportunities given to participants not only from the passive point of view – as receivers, but also as people with huge potential that are able to act and to turn their ideas into actions.

SESSIONS 3&4 – SPACE FOR PROJECT AND SELF-EVALUATION

Objectives:

- To summarize all the most important elements of the project;
- To remind to each other learning outcomes;
- To reflect and self-evaluate each member contribution;
- To intensify the process of key competences identification.

Activities:

1. Group presentations preparation

Participants in mixed groups had time to share their ideas and impressions about the whole project – programme, logistical arrangements and practicalities. Sharing points of view, learning outcomes and reminding to each other different aspects of the Youth Exchange let participants intensify process of gaining knowledge, experience and skills.

Task: to prepare presentation with the whole project evaluation

Aim: to remind the most important elements and learning outcomes to each other, to identify benefits gained from the project by each participant and the whole team.



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2. Youthpass exercise – 2nd part of Youthpass filling



Based on personal impressions, experience and gained competences, as well as on group evaluation preparation process, after receiving information about Youthpass certificates, participants had a time space for individual reflection and self-evaluation process, during which each person could think about own contribution to the project and improvement of 8 key competences.

Task: to reflect and self-evaluate process of personal development passed within the project.

Aim: to improve the ability of self-evaluation, to summarize personal contribution the whole project process.

Outcomes:

Participants got opportunity to reflect on entire seminar and look to the different aspects of it, such is logistics, programme, facilitation, group cohesion etc. Participants shared their point of views and listened to others. It strengthened the process of reflection on what they have learned and improved. All of the results of the group evaluation – poems, movie and gif can be found on the project webpage in the part dedicated to evaluation. Group evaluation helped also in reminding all of the most important elements, what was useful also for Youthpass filling, that was the final part of self-evaluating process, present in the whole project. In the result of this session most of the participants had filled 2nd parts of Youthpass, dedicated to self-evaluation process and real contribution to the project cycle.

For more detailed individual feedback participants filled in online evaluation forms, the outcomes of the evaluation forms were reviewed and can be found in the Annex 1. to this report.



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DAY 9, MARCH 20, 2016

SESSION 1 & 2: EVALUATION & SHARING LEARNING OUTCOMES

Objectives:

- To create overall view for the whole working time;
- To show how much participants made together;
- To remind to each other what participants had learnt during project;
- To give a free space for initial evaluation;
- To remind most important elements to each other;
- To assess if learning needs were matched to the provided programme and content;
- To let participants share their impressions.

Activities:

1. Project evaluation and sharing learning outcomes

Participants in mixed-international teams in which they also were preparing daily evaluation had open space to present their evaluations about the whole project, their opinions, feelings. Young People got opportunity to share all of the learning outcomes, project results – movies, presentation, photos, etc., reflect on entire seminar and look to the different aspects of it, such is logistics, programme, facilitation, group cohesion etc. Participants shared their point of views and listened to others. Each team had to present it to the rest of participants to remind the most important elements and to make the initial evaluation and their short individual summary of the project.



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SESSION 3: CLOSING CEREMONY

Objectives:

- To let summarize project all together;
- To certify participants' work during whole project.

1. Certificates and final statement



After the evaluation, participants got Youthpasses, one per person, each Youthpass was belonging to someone else. Each participant had to name the Youthpass holder they had in hands and say a final wish to her/him. As a result, each participants got a Youthpass and a final wish from a peer.



Outcomes:

Project evaluation, sharing learning outcomes and final summary during closing ceremony let to share impressions and the most important elements from the whole project development process. Participants had a chance to evaluate project from different points of view, taking into account many aspects and well as find themselves and their role in the whole. Evaluation and summary let to find out that all of the needs and expectations were filled and that created environment let participants made a lot of great results, which are available on the project webpage in the part dedicated to results.



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ANNEX 1 – SUMMARY OF ONLINE EVALUATION FORMS

Quantitative data

Programme Elements	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
Introduction to the programme & methodology	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	16 Pax	22 Pax	95,00%
Team building activities and energizers	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	9 Pax	28 Pax	96,00%
Creative&thematic workshops											94,25%
Intercultural Learning											
Open yourself – show your identity											
Active? Entrepreneurship? Let's define!	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	4 Pax	11 Pax	24 Pax	
Ladder of Participation											
Social entrepreneurship in 5 countries											
Similar problems, in common solutions											
Erasmus+ Youth = Erasmus+ You											
LipDub activity	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	4 Pax	3 Pax	6 Pax	26 Pax	93,00%
Cognitive visit in Warsaw most important places and Warsaw City Game	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	4 Pax	8 Pax	6 Pax	21 Pax	90,25%



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Meeting with young owner and entrepreneur	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	5 Pax	9 Pax	8 Pax	16 Pax	87,50%
Cognitive Visit in Warsaw Campus Google	0 Pax	0 Pax	1 Pax	0 Pax	1 Pax	1 Pax	4 Pax	9 Pax	8 Pax	16 Pax	86,50%
Project Evaluation	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	2 Pax	4 Pax	33 Pax	96,75%
Role of Youthpass in the project	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	5 Pax	14 Pax	20 Pax	93,25%
Cultural evenings	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	4 Pax	34 Pax	98,00%
Overall Score	0	0	1	0	4	4	19	46	86	240	93,05%

Logistics	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
General Organisation (information, transport, support, communication)	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	5 Pax	32 Pax	95,75%
Food	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	3 Pax	2 Pax	4 Pax	11 Pax	20 Pax	90,75%
Accommodation (hotel service, rooms standard)	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	7 Pax	8 Pax	8 Pax	16 Pax	89,75%



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Qualitative data

Did the Youth Exchange meet your personal expectation? Please explain why or why not?

- The project exceeded my expectations, as it was perfectly organized and it had an ideal balance between workshops and relaxing activities. It inspired and motivated me to be even more active than I was before and have a higher level of trust in my dreams and in myself.
- Yes, because everything was organized very well and I have learned a lot during those 9 days. People, who also participated in this project were amazing and truly creative, so it was a pleasure to work in such environment.
- Actually I participated in another project in the summer, which I really enjoyed, so I had quite a lot of expectations, but this project was even better. I was definitely impressed, first of all by the team, but the programs were also great!
- Youth Exchange did meet my expectations. I met people from 4 different countries with whom I had chance to share experiences, meet their cultures and various points of view and in that way I've learned. In my opinion that's just what Youth Exchange is about.
- Yes, it was the best Youth Exchange I've ever participated in. I came full of expectations – to improve my English, to meet new interesting people, to participate in interesting workshops that would help me in creating my future carrier path, to find out more about Warsaw, Poland and its society. And all of them were fulfilled :)
- Yes, in 100%, we had all of necessary elements starting with organisational support up to meritorical activities which were very interesting.
- Yes, I learned a lot of new things (Erasmus key actions, different ways of Entrepreneurship, cultural elements during sightseeing, simulation games, friendship, communication, country values, similarities, differences etc.) and it was a very positive, creative and unique experience.
- Yes, this Youth Exchange met my expectations – I met really nice organizers and people there, learned a lot of new thinks – like LipDub, or how to use creativity when you are making different tasks.
- Yes, it was better than I could ever imagine. I really liked the program.
- I expected more from personal – professional skill building.
- It was my first international project, but it set a high standard for any future project that for sure I would like to participate in.



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- Yes, the Youth Exchange fulfilled my expectations because everything was perfect, time was full used a variety of amenities, from which I learned a lot.
- It being my first project of this kind, I did not really have any expectations, but I'm sure it has set a very high standard for future projects to come.
- I met a lot of great people, I improved my English, and I got some new useful skills like team work or time-management, which are very important in our lives. This is why I can say Exchange met my expectations.
- It most certainly did. I expected to learn something new on how to think innovative and turn my business ideas into reality – and I did.
- Yes, because I learnt more, improved my intercultural communication
- Youth exchange met my expectations because I came to Warsaw to meet new people, learn about business opportunities and different cultures, and also to have fun, and this project managed to put it all together.
- I was expecting more notes from professionals.
- Yes, it did. I learnt a lot, I gained new skills about which I hadn't known before – I realized that I have them. Moreover, I have met amazing people with brilliant ideas and for sure now I will be more active than before.
- Yes, it did! It was well planned and organized. Also valuable and meaningful.
- Yes, because I became with many young people friends. And I spread my comfort zone.
- This Youth Exchange met and exceeded my expectations. Topics were interesting, actual, engaging, and approached thoroughly, from a holistic point of view. The used methodologies were diverse, but converging towards the core problem. The schedule had a powered pace, and the activities were combined in an interesting cohesion. Each unpredictable situations/problem was approached by the facilitator with promptitude, professionalism, perfectionism and empathy. The whole group was really nice, and I enjoyed the opportunity to work in mix teams all the time. This youth exchange was useful, interesting, creative, enriching, inspiring.
- This Youth Exchange definitely met my expectations, and even overcame them. People were amazing, with so many stories to share.
- Yes, Youth Exchange met my expectations, because I gained new experiences and knowledge, which certainly will be useful in my future development and work.
- This project was very useful for me. I improved my language skills. I met so much nice and fun people. The city was perfect. Coordinators did the best of them to explain everything and be there for us.



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- The project met my expectations on the larger scale due to the fact that I could develop my creative thinking and social skills.
- Yes, I improved my English, met new great people, learned about other cultures.
- It met all my expectations, because it increased my creativity, I met new friends and we shared good practice.
- Yes, it was a great opportunity for developing skills, attitudes by sharing time with people from other countries. I got inspired and I am waiting for more that kind of initiatives in the future.
- Yes, I expected that all participants will work together and it happened.
- Yes, it was great. I have improved my English skills, learnt a lot of other stuff.
- Yes. I've never been to one before, but of course I had some idea about it but it was way better than anything I could imagine.
- All in all, Youth Exchange met my expectations in all areas except the ones with meeting with young entrepreneur because I expected more information and in my opinion it was too general.
- Of course it met, I met new people with whom I might cooperate on future projects within Erasmus Plus.
- It met my expectations – even more – I WAS SO HAPPY THAT I WERE THERE :) And first in all 6 youth exchanges that gave me more info about Youthpass than others together. AND gave me possibility to try things that I haven't tried before – LipDub.
- Yes. I expected less than I have received from this project. It was a positive surprise for me. There were a lot of interesting activities in the program.
- In 100%, everything was perfect, we could work and cooperate with great people. The whole team was really involved what helped us in gaining a lot and developing ourselves.
- Of course it did! I met incredible people with whom I got a chance to exchange my point of view, opinions and culture. I've gained new theoretical and practical skills.
- Youth Exchange even exceeded my expectations, I met a lot of amazing people, learned a lot of new things, and had an amazing time. Workshops were fun, Warsaw was amazing, and good organisation made everything even better.
- Yes, fully! Everything was perfect, I was earlier on few projects like this, but this one was the best, without any doubt! Organisational elements, activities, people – perfect combination of everything!



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If you would be able to change/improve/add 3 things, what would they be?

- Nothing, maybe just to add some more days, because I think that even 14 days won't be too much!
- Everything was great.
- Hmm... I'm satisfied with all, and to be frank I wouldn't be able to organize it better than it was.
- I can't think of any changes at the moment. All summed up, it was good organized project with some really interesting activities.
- I would improve the food, the lighting in Jack's and I would mix the participants from the same country in the rooms.
- Maybe even more workshops in team.
- 1. Jack's Cinema is a really great place, but it is a bit too dark to have workshops there. 2. There is no more ideas which come to my mind.
- Nothing.
- The venue at Jack's (too dark, not enough air), a common area where we could hang out at the hotel.
- Coffee breaks in Jack's Cinema with cookies and tea, coffee. Hotel closer to the activity place. More TIME – it would be more time for the awesome things that we did. :)
- More smile from my side and activity, coffee breaks in Jack Cinema. AND MORE TIME THERE :)
- I wish more free time. We had not free day for visiting Warszawa or just rest. Everything was perfect just I missed one free day.
- Food, lights in Jack's and I would mix the participants from the same country in the hotel rooms.
- The organisation was very good so for me there is no need to do changes.
- Hard to say, actually nothing important, maybe it would be better to have 2-3 days more with additional activities.
- The city game should've been more challenging, Jack's was an amazing restaurant, but it wasn't really appropriate for the project, and I think that the visit to Google Campus could've been more interactive.
- -
- I would add more cognitive visits and more meetings with inspirational people. Also, some activities were not that well explained and people did not know what to do.



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- Everything was great. I really enjoyed the activities, presentations, videos and their making process. The app for the city game was really good and unique maybe you should add more apps like this to the city game. Unfortunately, the weather wasn't appropriate for the city game but that's not your fault of course. That's the only thing I didn't enjoy. Maybe you should involve more entrepreneurs next time 3-4 in a shorter presentation 15-20 minutes/each or involve products/apps during the week which were created by start-ups to get to know them more. If you'll have a project about youth unemployment in the future, you could organize a workshop/task around CV writing and CV making with Prezi and short video or branding yourself. For example, I had a course at school where we had to simulate an interview with the teacher and the others were watching. After they told their opinion which was really useful and self-developing and embarrassing but that's part of it :) I don't say that you should do this, but maybe something else related to entrepreneurship like a play where 2 persons act like investors and 1 as a start-upper and she/he has to sell the idea in 5-10 minutes. Anyway :) everything was great I loved all the tasks and I wouldn't change anything. Thank you again for this wonderful time and keep up the good work!
- I would take more time for Warsaw sightseeing, I would make the city game much harder, and I also think that we should have had a couple of free mornings.
- Everything was great. The only thing that i would add is, that there would be some place where all participants could meet during the evening and night.
- Nothing, really.
- Get to know each other in the first day and starting simply with the names + country rehearsal. More time (chance to prepare movements, script, roles, ideas, specific clothes) for Lipdub. Weather!!!
- I would do the project with more facilitators, except one (Marcin in this case). I think people would be even more interested in participating than. Polish food should not be so spicy! Meeting with young entrepreneur really did not fulfil my expectations.
- I would rather choose a hotel/hostel where there is a common lounge where participants can meet evenings. For dinner I would not eat any warm food, rather something like breakfast.
- I think this project should be longer and we should have at least 2 days more for activities such as for example writing business plan.
- There would be a change only related to myself in terms of having more patience, being more relaxed, and speaking less.



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- Sometimes amount of dinner. Maybe bigger place for workshops.
- Hotel room planning; One common home-space where to gather in the spare time; Larger meals for dinner.
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- I would add more workshops related to entrepreneurship in each country – starting from practical things, such as law of the country. I would also add workshops on having a business.
- More free time, more rest, more interesting workshops.
- Mixed-nation rooms. Place for parties (for nights).
- Maybe more workshops.
- Myself to be more open and active.
- There is not much I would like to improve, maybe larger food portion and more Pączki's :))
- I would change the food recipes and add more Warsaw-linked activities.
- I would like to have more workshops, everything else was great.
- Actually nothing serious to talk about :)
- I wouldn't change anything. Everything was nice and I really enjoyed it.

Which session made the biggest contribution to your development process and how?

- All, because of possibility to see creativity of youngsters.
- It was the last session which was about making your own project because in short time I had to use all the skills I improved and learned during the project.
- Lipdub, it increased my creativity and made us a big family.
- All of them were useful and were parts of bigger process, that we could go through. It is especially visible now, almost at the end of the project, while summing everything.
- I would say that I've definitely learned most about Social entrepreneurship and how important it really is and it was also quite inspirational.
- LipDub and city Legends video making – I still can't understand how we did it in that short time. :)
- I think that the session in which we met a young entrepreneur, because it made me realize new things about how a start-up works.
- All of the tasks where we had to speak in front of the group and had to share ideas because I became more confident and I learned how to think out of the box.



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- All of them were important, because we went step by step through each of 3 blocks, during which I was becoming more aware of possibilities related to being open, active and creative. It was great 9 days!
- Most important session was the last one – own/in team Training Course writing (plan, main activities, goals, expectations), but also others sessions have their influence.
- The Google Campus.
- Open yourself – show your identity, because I become more active, open minded, I learned how to think on the other way.
- I would say, the meeting with Daniel, the young entrepreneur. My impression was that he didn't really understand our questions, but after I had some interesting and inspiring talk with some of the guys :)
- Lipdub, because it showed me that in team work everybody needs to work as hard and precise as possible.
- The drama plays had the biggest impact on me. It helped all participants to get closer to each other and it also showed us the real value of team work, since it was impossible to make a good play without discussing it with our team. Dramas also brought us all closer, and gave us an opportunity to get to know other participants better.
- Erasmus+ Youth = Erasmus+ You. I am interested in writing projects in the future, which is why I enjoyed the brainstorm and working together on proposing the project.
- LipDub.
- Visit in Campus Google was one of the best experience I went through. Moreover, meeting with young entrepreneurs gave me a courage to think about my own future start up.
- All of the sessions related to the group work process – teambuilding games, but also LipDub that has shown us that each element in group is important and that together we can make things bigger and better.
- Team building activities, energizers, the lip-dub and the city game were all good tools for me to get to know other people and leave my comfort zone.
- I think lipdub made the biggest contribution on my development because it definitely was the activity that allowed me to be very creative, and I really enjoyed it.
- It was Open yourself - show your identity, because I was able to look at my life from a different point of view.



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- LipDub activity, Open yourself – show your identity, Social entrepreneurship in 5 countries was most educational for me because I was most interested and I learned a lot.
- Dramas were the best activities for me, because it helped me develop my teamworking and English skills, and it taught us about mutual respect, because teamwork is impossible without respecting each others opinion and listening to each other.
- The workshops in groups, because they helped me to polish my skills to work in group.
- If I have to choose one session, this would be related to social entrepreneurship in 5 countries. It was truly inspiring to have the whole picture about specific problems which exists in more countries, starting with the roots, continuing with the idea, action plan, implementation and evaluation. The most powerful example was the Ghetto Games. I believe in the power of example, and this session determined me to think about realistic solutions to problems and my home country, bearing in mind that I can have a contribution in changing some things for the better.
- I think it was the session on how to make your own Erasmus+ project. I was previously interested in the topic and this gave me some new ideas and insights.
- Biggest process did workshops, cv writing, visiting Warsaw Campus.
- Libdub – It was not only fun, but it demanded also a lot of contribute like being focused and motivated, we had to cooperate with each other to make it successful. And I think we did it.
- Briefly designing an Erasmus+ project, because it showed me that and how it can be done.
- The biggest factor that helped me was the fact that I had to speak in public on numerous occasions, which really helped me develop my communication skills.
- LipDub gave me an insight of the happening itself. I find that useful for further social actions. Also liked all the session where drama was the tool how to perform various topics and issues.
- Visting Warsaw campus and creating our own project.
- I think that the session after which I felt the biggest development of myself was 'Open yourself - show your identity'. I realized how much my behavior is now dependent on previous experience. Now I know why I can deal with different things that well. I also liked the 'LipDub' session. Besides of having fun, I was proud that the whole group finally made really good job together and we did it even in not so many tries.
- Meeting young entrepreneur and visiting Campus Warsaw.



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- Lipdub, I just LOVE fake singing!
- Open yourself – show your identity. Because I had an opportunity to develop my intrapersonal skills.
- Identity session, with analyzing our personalities, what helped me with understanding my strongest sides and predispositions.
- All of the sessions were related to each other so we could easily see the logic sense of the whole process. Anyway, the best for me and my personal development was session about analyzing in pairs our personalities, characteristics. I think it would be really useful for my future carrier pathway, because now I am much more aware of myself, than it was before.

Which new competences (skills, attitudes, knowledge) related to the topic did you gain during this Youth Exchange?

- I am much more open for many things, for other people, for sharing my knowledge and experience with others, to gain from them. Now I know that my creative thinking has to be improved and I have to keep developing to give a good example for others, also younger people.
- I am able to reflect on myself as well as learn more from others. I am more open and willing to act in my every day environment to deal with obstacles, to turn idea into action, etc.
- General interpersonal and communication skills and I've received a lot of information on entrepreneurship.
- I improved my English skills, learnt how to be organized and on the time, how to be patient and listen to other people.
- Confidence building, skills and knowledge about writing a project proposal were the most valuable.
- I improved my English and learned about Polish entrepreneurship.
- I have improved my English skills, communication and cooperating in teams with people from different countries, I became more aware of myself and I am more open for many aspects of daily life, I found out methods of being active. I also made myself more able to use my brain in a creative way and I would like to face my own projects and turn them into reality.
- I enhanced my English speaking skills, expanded my knowledge about entrepreneurship, and learned about different cultures. It also helped me leave my comfort zone.
- I improved my active citizen skills, like being able to communicate and work with people who are coming from different social and cultural backgrounds.



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- Tolerance in working with people while having disagreeing situations. Knowledge of how to create a LipDub video. Awareness of app what3words.
- I improved my English. I learned how to be more creative and finding solutions in some situations.
- I think I improved my creativity which wasn't my strength. It is not necessary skill in our life, like I can live without it, but if you have it, a lot of things are easier for you to deal with.
- I developed my social skills, public speaking and my ability to communicate in English.
- I improved my communication skills, I became inspired by the young entrepreneur, I got more familiar with Erasmus+ projects.
- I communicated in foreign languages which extended my vocabulary, especially on the business area, while discussing about social entrepreneurship. I also improved my technological skills through making videos while participating in random project tasks, I extended my creativity, empowered myself, become more active and open minded, I experienced team working as an individual and being able to hear presentations of young startupers that helped me in some way to gain a vision on how to turn a project into an action and to become more critic or wide open while developing future ideas for myself.
- I improved my English.
- Motivation to build up my own business one day, creativity, self-confidence, I was always nervous when I had to talk in front of people (presentations, when 40 people is watching you) before but here I wasn't even for a second and that felt really good.
- I learned how to better plan and manage different ideas in different team works. Learned first skills how to make a Lip Dup. Get more knowledge how to deal with youngsters coming from different social and cultural backgrounds.
- Language skills, Stress management and orienteering in different city.
- I've never found myself in the situation of making LipDub video, I mean from the main idea through the whole process of making it, so it was quite interesting experience for me. Furthermore, I regained consciousness that idea to do something is just very first step, but to do something for real you have to be really active and open minded, and if you are, almost everything is possible.
- Be creative, open minded, improved English skills, work in teams.
- I improved my English skills, which attitudes do you need to start your own business and how to be more creative and thinking overall.



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- I am now more open for existing possibilities, as well as I improved my creative thinking, that hopefully would help me with turning my ideas into action in the future.
- During the workshop about Erasmus+ I learned about Key Action 3, which I am becoming more and more interested in.
- I gain more knowledge about start ups...
- Language skills, creativity, activity.
- I have gained a lot of knowledge about entrepreneurship, and have learned that being active and open minded are key factors in being successful in almost any field.
- I am more open for others (according to cultures, existing opportunities) and I think I am more able to be active and creative in daily life. As in professional as in private aspects of my social being.
- I improved language skills, learned a lot of new things with which so far have not met.
- I learned how to be more self-confident. I was able to communicate with people from other countries. I found out what is LipDub and how to filmed it. I learned how to write the Youth Initiative projects. I learn some new energizers and games. I gained inspiration for my own business idea. I gained an insight into other countries' cultures. I was flying for the first time.
- Improved my interpersonal, intercultural communication, was inspired to develop my own project
- I learned that you are never too young to start your own business, nor to see 50+ countries. I learned how LipDub works, and how easily can things get done if you have a lot of people with creativity and great ideas. I found out new things about Erasmus+.
- The most important thing I improved during the exchange was my skills to compromise with others in order to get things done. I also learned something about entrepreneurship and how to turn business ideas in reality. I learned something about other cultures.
- I have definitely become more open towards people with different cultures and I have also overcome language barrier. Many activities made me step outside my comfort zone and in that way I have gained a new sense of self confidence. What's more, I have improved the ability to work in a team and speaking publicly.
- I improved my English skills.
- Self-confidence, open-mindedness, flexibility, reflection and opinion exchange. How to start turning ideas into action Useful new information and contacts



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- I realized that if we really want to do something, it's really possible. It's enough to believe in itself and try, do whatever we can to reach our target, goals. I also assured myself that when You're energetic and positive, people are like that for You too.
- I think it was really inspiring for me to meet so many young entrepreneurs, it helped me a lot to believe in myself, that it's not age which determines if you can be successful or not.
- I met a lot of new people and learned a lot about different cultures, I vastly improved my English speaking skills and also learned a lot about teamwork. This youth exchange made me leave my comfort zone on many occasions, which was very useful because I think I gained a lot of new social skills.
- My knowledge towards social entrepreneurship, creative brainstorming and creative thinking was expanded and taken to a new level. I've learnt about the problem tree, and I acquired more transferable skills. In terms of attitudes, I feel less small, therefore I believe I can have a significant role in dealing with social issues. Furthermore, I will bear in mind next time to pay more attention to people's sensitive points, in order not to hurt their feelings (unintentionally).

How will you use these newly acquired competences in your future widely understood activities?

- I'm not sure yet, but I hope that my knowledge about entrepreneurship that I gained during Youth Exchange will help in my future career.
- I will be more confident on my new job and my interview. I will try to have always solutions. And someday try to do a project like this to help youngsters.
- It will be easier for me to pass my future exams. I will be better in work and much more ready for new challenges and changes in my life.
- I will definitely become more active, engage in volunteer activities and try to establish a start-up.
- I'm thinking about the HOW, but I definitely want to start my own business (a language school or something else) within a year, and I got many of ideas which I would use :)
- I will look for business partners, because if you have bigger "circles" around you, it's easier to promote yourself.
- I would like to share it with my friends, peers. Maybe I would start to work in some NGO, I am also planning to set up my own start up, because after the project I am more inspired and it would be easier to be managed.
- I will keep in mind creativity what to use for youngsters around me. :)



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- I had a chance to meet with a lot of different opinions, ideas about social entrepreneurship and to meet young starters that helped me in some way to become more critical while developing future idea for myself.
- It will be useful for example in language exam.
- The whole project encouraged me to be open minded, active and do some new stuff and get progress in my everyday activities.
- I think the competences I acquired during this project have made me a more open and communicative person, and this will improve my overall relations with people in the future.
- I will try to be more sociable, open and communicative towards new people I met.
- It would help me with finding new job, with organization, in collage, I can solve problem on the easy way.
- I will use all while I decide to open my own company :)
- I would like to share it with others on my University and in organisation that I am active in. I think that the whole project would help me in my future job, because I am more aware of myself.
- I will implement it in my work within the organization with the youth.
- Ever since finding out new information about Erasmus+, I thought that I will really like to make my ideas happen and write a project, so I'll probably do that at some point of my life. LipDub was fun, so I'll definitely use it in the future even for promoting an idea/project.
- For the moment, I will be more active in my sending organization. I am considering the idea of starting to write projects.
- I will travel more, and get to know new cultures. I will try to establish my own small businesses.
- I will use these skills to better understand myself and later to find the best job for me, so i could help other youngsters.
- I will develop my own project or startup, use international contacts in professional networking.
- My newly acquired competences will be very useful in my future, because almost every job in the world requires English speaking skills and teamworking ability.
- I would like to start something by my own, but for now I am not sure if some project like this or maybe my own start up. But I know that it is great to act and to influence on others in a positive way.
- Most importantly – I will use these skills to try and create my own business.
- I will work on expanding them and hopefully implementing a project in the future.



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- I will implement them in my daily work with the youth.
- I will definitely use them in my work and for further self-development.
- I gained more knowledge of entrepreneurship and I want use it in my future when I would like start my own business.
- I am sure new competences I have gained during this project will be very helpful for my future life and career. For example, I became more confident while speaking publicly, which is a very important skill.
- I would like to make a project related to the problem of Youth unemployment that is still a big problem in many countries.
- I want to help young people and spread my knowledge.
- I will have more guts of dealing with various people while have a collaborative matter. I definitely will initiate in some occasion to create a LipDub video.
- Somedays I want to do my own project and be able to give advice to youngsters.
- I will use it for my Start-up (Entrepreneurship) project and during the Project management course at Uni.
- I will use these skills to communicate with other professionals from my field.
- I hope it will help me in my work now and in the future. Probably I will be more open, creative and innovative and now I can use my soft skills for example during job interviews.
- These newly acquired competences will be quite useful in my future, personally and profesionally, they will help me especially in getting comfortable in new surroundings, and getting used to teamwork which is an important part of any job nowadays.
- I would like to share new competences with others, inspire them. Moreover, I think that being more open and active would help me in creating or finding my own place on labor market.
- I will use it in my work with youngsters from different social and cultural backgrounds, also with all other people with different opinions. Planning and managing will help me with my own ideas of projects in Erasmus.

