

YOUTH EXCHANGE

INTEGREAT YOURSELF

Funded by the “Erasmus+ Youth” Programme of the European Union according to financial agreement number 2017-2-PL01-KA105-039187

FINAL EVALUATION

NARRATIVE REPORT

13 – 20 JANUARY 2018

ZAKOPANE, POLAND

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PROJECT BACKGROUND

The “InteGREAT YOUrself” is a joint initiative of the members of 6 partner organizations from Croatia, Cyprus, Greece, Poland, Romania and Italy, who – after recognizing the existing needs of their peers, agreed together as follows: in the era of migration, when society is becoming more diverse ethnically, culturally and ideologically, when the topic of migrants has become one of the most important and present in the daily life of every human being at any age, but especially young people, who have the greatest influence on the shape of the future world, a very important aspect is the social dialogue, tolerance, acceptance, but most of all understanding of the situation of migrants. To explore the theme of interdependence and equality and to realize the important role of young people in the whole process, it is necessary – in addition to the direct integration of immigrants and discussions on topics related to their situation – also focusing on our own personality, look deep inside into ourselves and understand the roots of our behavior and attitudes.

The main activity of the #GREAT_YOU project is Youth Exchange, during which each organization involved in the project was represented by a group of 6 active volunteers, including 1 leader, giving a total of 36 participants. These are young people who are interested in the topic of interculturality, broadening horizons and changing attitudes, acquiring knowledge about existing possibilities, as well as open to find out more about the situation in other EU countries according to this issue and existing problems. The Exchange took place in Zakopane, Poland, on January 13-20, 2018. During this time, participants had the opportunity to acquire a range of skills and experience, as well as assimilate new knowledge, while having fun and spending GREAT time all together.

Objectives of the project:

1. To make young people aware of their vital role as people contributing to the use of the existing potential of mutual relations and their development;
2. To show young people their capabilities and create a space to get to know themselves better and gain new information about existing opportunities to increase the awareness of others;
3. To enhance intercultural dialogue by identifying common elements – to search for similarities and get new experiences from existing differences;
4. To promote non-formal education for the development of knowledge, experience and skills in order to increase opportunities for personal development of young people;
5. To integrate 36 people from different societies, with different backgrounds, outlooks and economic conditions;
6. To promote social inclusion;
7. To increase the openness of young people, as citizens of the EU, for other societies and cultures;
8. To mobilize young people and let them pay more attention to the important things that are happening right next to them;
9. To prepare 6-lingual brochure with texts and photos, promoting tolerance, intercultural dialogue, European values.

Results:

1. The acquisition of knowledge and experience, as well as new competences on the topic of the project and an active civic lifestyle – cultural awareness, tolerance, open attitude;
2. Participants' preparation to work and live in an international environment;
3. Promotion of multiculturalism, non-formal education and Erasmus+ idea;
4. Preparation of texts, photos – put in the brochure, presentations, videos and final evaluation report for the exchange of good practices.

PARTICIPATING ORGANIZATIONS



Croatia



Cyprus



Greece



Poland (host)



Romania



Italy

PROGRAMME' ELEMENTS DAY BY DAY

DAY 1, JANUARY 13, 2018

Activities:



1. Official introduction to project – programme and methodology

2. The idea of Youthpass



3. Establishing common rules

4. 3-integration-task set:

“My name for the same letter as the word which describes me the most”,
“Picasso portrait and Secret Friend”
and “Onion of Diversity”.



DAY 2, JANUARY 14, 2018



1. Expectations for the project sharing

2. Touch the ball

3. Fruit game

4. Team work: Non-formal education – let's define!

5. Let's travel through stereotypes – European Train



List of expectations for the project:

- Improve English; to know different cultures; to have fun; to go to the lake
- Graduate; to be better in English
- Learn about other people – cultures; have fun; learn new languages
- To make new portraits; to improve my English; to have fun; to find myself and inteGREAT myself; meet new friends; to get out of my comfort zone; to visit the country
- Learning new games based on non-formal education; improving my English
- New experience; meet new people; learn about other cultures and traditions; improve my English; get out of my comfort zone; visit the country; learn other languages; improve myself – my way of thinking
- Be more open; improve my foreign languages skills; inspire other people; make friends; working in a big team; learn things of the stories that other people would say to me; be more positive
- Have fun; drink alcohol; make new friends
- To meet lifelong friends; have a great time; to learn about different cultures; learn few words of each language of countries participating
- Try to not be just a person; fun; extending English skills; meet amazing people; self-growing; free time
- Meet new people; improve my English; be more confident; learn about new cultures; learn new languages; improve communication skills; explore something new
- Make new friends from other EU countries; learn new words in other languages; have a better overview on the topic of migration; develop myself
- Meet prime minister of Poland; English skills
- Go to the mountains; improve myself; broaden my perspectives; have fun; experience multicultural atmosphere again; meet new people; learn more about informal learning; see Cracow and visit Poland; have less prejudices; represent my country
- Find out new possibilities for my future; make new friends; improve my English; gain experience; work in team
- Improve my English; meet new friends from different countries of EU; learning to work in a team; visit a new city and discover local traditions
- Learn something about other countries; have fun; make new friendships; improve English; learn more about myself
- Learn about new culture from people of this country; see in practice non-formal education in intercultural environment; use my English; see how works program like that and making one in my city

- Learn new things; meet new people; improve English; have fun
- Make new friends; improve English and tolerance; have fun; listen to other opinions; learn new words in foreign languages
- Meet new people + make new friends; learn about other cultures; improve my English; try to learn some foreign words; learn to cooperate with others; be less racist; accept and understand others' opinions
- Discover Poland; help somebody with something; make friends; try traditional meals and drinks from Poland; I would like to see Morskie Oko; plan my travels to all participating countries; eat and drink and discover a bit from all participating countries; learn something useful about migration; have fun; discover some life tips
- Practice my English; meet some new friends; and of course learn
- Try Żubrówka; improve English; double portions; ski; hike; visit a lake; get out of comfort zone; have a lot of fun; integrate; try Polish cuisine; make friends
- Sharing interesting things; enjoying every moment; discovering the country; learn to learn; having fun; make new friends; learning some expressions in different languages; playing with snow; having a good experience
- Share ideas; see beauty in diversity; raise self-awareness; self-growth; exchange experiences
- New people; new ideas; new experiences; mind-blowing situations
- Don't have fear of public speaking; learn Polish; improve English

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1ST CULTURAL EVENING: CROATIAN CULTURAL EVENING



Evening prepared by young participants from Croatia during which others had an opportunity to see different presentations, brochures about country and its touristic attractions, try local and national cuisine (original products brought from Croatia), as well as play prepared games and take part in competition with the topic “How much You know about our country?”. All elements were made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants

who again extended their comfort zone.



DAY 3, JANUARY 15, 2018



1. The roots of stereotypes: who are we?

2. Types of characters – stories of excluded people



3. Self-assessment and self-development plan

4. Sharing experiences with others – work in pairs



2ND CULTURAL EVENING: CYPRIOT CULTURAL EVENING



Evening prepared by young participants from Cyprus during which others had an opportunity to see different presentations, play quiz about the knowledge of the country, as well as listen to the story of only one country in Europe where the capital city is divided into two nations. We also saw movies about Cyprus, its touristic attractions, and had the opportunity to try local and national cuisine. All elements were made taking into account possibility to involve all other participants and presented in public what was additional

challenge for participants who again extended their comfort zone.



DAY 4, JANUARY 16, 2018



1. Differences? Similarities? How to open ourselves and be more tolerant?

2. Interactive discussion



3. Take a step forward!



3RD CULTURAL EVENING: GREEK CULTURAL EVENING



Evening prepared by young people from Greece during which other participants had opportunity to see presentations and movies about countries, dance traditional dances (such as Zorba or Sirtaki), try local and national cuisine (a lot of great food brought by Greek participants and also freshly made by them), as well as play prepared games. All elements were

made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants who again extended their comfort zone.



DAY 5, JANUARY 17, 2018



1. Cultural mini-workshops provided by participants

2. Exchange of good practices



4TH CULTURAL EVENING: POLISH CULTURAL EVENING



played games typical for Góral weddings and parties. All elements were made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants who again extended their comfort zone.

Evening prepared by young people from Poland with the help of folk group. Other participants had opportunity to see play the quiz about Poland and see movies about the hosting country. There was also great opportunity to try local cuisine typical for Zakopane region, as well as play prepared games. Thanks to folk group who came, participants also learnt traditional dances and



DAY 6, JANUARY 18, 2018



1. Take your place, express your opinion

2. Outdoor Game – Become a journalist in the human case!



3. Presentation of city-game results



5TH CULTURAL EVENING: ROMANIAN CULTURAL EVENING



Evening prepared by young people from Romania during which other participants had opportunity to see presentations and movies about countries, learn and dance traditional dances, try local and national cuisine (a lot of great food brought by Romanian participants, as well as play prepared games and make by themselves traditional symbols of Romanian culture. All elements were made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants who again extended their comfort zone.



DAY 7, JANUARY 19, 2018



1. Common brochure – express our thoughts, give the societies impulse to be more open and tolerant

2. Common brochure – translations



3. Preparation of final project evaluation

4. Youthpass as a tool of non-formal education – 2nd part of Youthpass filling based on self-evaluation process



6TH CULTURAL EVENING: ITALIAN CULTURAL EVENING



Evening prepared by young Italian participants during which we had an opportunity to see presentation about country, its biggest cities, curiosities, culture (costumes, dances, traditions) and many more, as well as to take part in prepared activities and try local and national cuisine which was represented by different types of food and drinks – also those made exactly before serving by our participants! All elements were made taking into account possibility to involve all other participants and presented in public what was additional

challenge for participants who again extended their comfort zone.



DAY 8, JANUARY 20, 2017



1. Project results presentation

2. Final project evaluation



3. Certificates and final statement – closing ceremony



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Final group photo with Youthpass certificate



SUMMARY OF DAILY EVALUATIONS

What did we like?

- We liked the interactive moments, team working and creative games. Also, the goals of the games were really good, as well as the funny moments that we experienced. The aspects of the discussions were really interesting.
- "MUJA", relax, good team work, possibility to better know each other, changing the teams and the nationality, make new friends, THE SECRET FRIEND, the chicken play.
- The game with balls, the idea of sharing our expectations and fears, energizer with chicken, lunch, the game about stereotypes, the game about non-formal education.
- MUJA activities, team building, problem solving activities, "a big competition never hurts", more confident/at ease with each other.
- Everybody free to express (freedom of expression), fun games/usefulness/entertaining, team-work, creativity, acceptance, self-environment, mixed teams, challenging.
- The atmosphere, the variety (mixed group work), mumbo jumbo energy, the place (snow, mountains, etc.), nobody is oversensitive in the group, behavior of participants, food, well-organized.
- The conversations, the idea of the fame, free time (and skiing ☺), concentration, silence during the exercise.
- The morning activities (chance to discover ourselves and common things with each other, challenge ourselves), the snowboarding (free time), Croatian night, the last game (very mind-providing).
- We liked that we discussed all together about the situation in our countries and things that others didn't know. Also, we enjoyed the fact that we open ourselves to another people and talked with honesty about our lives, characters and the values we think are the most important.
- The discussion about our experiences regarding migration, to be a journalist in our case game, Polish workshop, because it was creative, it involved us to imagine different things in the same image activity, we spent a lot of time together besides of doing exercises.
- Polish locals opinions on immigration (how positive it was), important are two points of view, opinion is not connected with where you come from.
- We liked the time that we spent in center of Zakopane ☺ Also, we enjoyed the expression of different perspectives/ideas/stories of the people in our group. About the project that we did, we liked the fact that we communicated with people of Poland with different ages by asking them opinions about migration issues and cultures.
- Cultural nights, last activity of the day was inspiring, discussion was constructive and productive, trip to the city center was cultural shock.

- Interviews/chatting with locals and tourists (new experience, adventure), souvenirs, free time to explore the city, flexibility about the way of performing the game, well-prepared charity fund-raising (transparent etc.).
- Team-building (in the city), meeting the locals, exceeding our comfort zones, find a way to communicate with them and find solutions with others, see the city center, to taste local food (traditional potatoes), got deeper into the topic of migration and what we can do about it, we were forced to think about our personal attitudes towards migration, etc.

What did we learn?

- We learned to be more creative, as we needed to complete some projects and this way we became more improvise.
- The definition of “non-formal education” became clearer. Also, we learnt to work in a team.
- How simple it is to connect people (fruit game), cooperation, speed dating, respect other opinions, how to break stereotypes.
- Team work, new words in other languages, things about each other during the onion game, new ideas of creating new activities, how to organize ourselves and how to be creative, how to develop ideas, how to accept different opinions, persistence.
- Learned about each other, non-formal education, how to work in team, new foreign words, critical-thinking, find and improve solutions.
- New methods (energizers, applying our way of thinking), everyone’s got stereotypes, learn about myself, more Italian words, diversity in the nations, different points of view, empathize, team-work.
- New people, balloon expectations, English x2, chicken energizer.
- Be more confident, learn something about ourselves, we can trust people, it’s important to appreciate what we have/live, no name emotional things are less important.
- How to get out of the comfort zone (1st game), listen to others, about different lifestyles of people, that we don’t have some chances in life and we often forget about it, to listen to people and give help (to one who needs it).
- Young people are more open to random situations, people are tolerant being photographed, some people can’t/don’t want to express their opinion because somebody is doing his job (policeman) or somebody is just ignorant/they don’t care about it, about food and traditions and clothes of Poland.
- Snow in Zakopane, explanation about discussion, tourist attractions in the city, trip when we were playing the interview game, soup (jeżynowa), atmosphere in a group.
- During the discussion with people from our group, we listened to many different opinions and situations about migration in different countries of Europe, but also about personal experiences. In this way, we became more aware of the situation

of migration and we realized that there are many things in common from country to country. After this, we feel more sure that we can do something in the future.

- Polish culture, point of view, cooperation, team-work, we are more confident and comfortable with each other.
- Zakopane is an expensive city ☹, cultural differences about recording people talking, minorities in Poland, small action can make a difference, new expressions in Romanian.
- The city task was trying to integrate ourselves, we learned more about Polish culture, how to deal with rejection when someone didn't want to talk to us in the city, to challenge ourselves more, that we can make a contribution, we can make a change, to realize that a small change is also a change, how to manage the time.

What would we like to improve?

- We would like to improve chairs, be more open with people, do more trips in Zakopane and nearby.
- More activities that include shy people (help them speak up, such as small group discussions).
- The activity about stereotypes (more brain storming and discussion), more activities with people from other countries, figure out how to involve people who wants to improve English. We had a nice day ☺
- Mix more with each other.
- Italian, the size of portions (need), communication skills, confidence.
- Own skills, competences (in ourselves), door locked after breakfast and lunch (right before sessions), billiard stick tip (we tip), sauna, more "boring" lectures earlier (not the last thing in the day).
- More time to conversations, trying with more persons the same activity/conversations.
- Somehow to include everyone when we're discussing (we don't know how ☹), maybe to do activities in small groups first and then present it in the big circle, listen more carefully.
- In outdoor game (be a journalist...) we should have at least 1 person who speaks Polish, smaller teams in outdoor game (we scared people).
- English, prices for something in Zakopane, communication skills.
- We would like to improve our awareness about the topic, as long as it's always an important and accurate them in societies.
- To encourage other participants to get involved in conversations/discussions (ones that don't talk a lot).
- Too hot in the cabin (not everyone agrees on that), we want to continue interactive discussion.
- Nothing ☺

Feelings:

- Sadness, reflection, empathy.
- Satisfaction.
- Safe to talk, to express – the self-reflection bit.
- Listened to.
- Grateful, thankful for the flexibility that allowed us to go to the slope.
- It was difficult because we didn't know our characters post, so it was not easy to judge it.
- Sleepy and sick.
- Good. I'm feeling good because all the things that we have doing today was perfect 😊

Findings:

- Learn more from the others, better connection.
- The things that we found out are that we discovered each other more and we got to know each other better and deeper. We also found out that we have so many things in common with a random person.
- Widening self-awareness.
- Connection to self.
- Aware what I'm here for.
- Happy to snowboard, ski.
- Confident with public speaking.
- Happy to be here!
- I found space to feel comfortable in the group.
- I found my favorite soup.

Feedback:

- We loved the free time <3
- We realized that day by day we get to know each other more, be more relaxed and open ourselves. Every activity get us closer and closer and they are really good for starting good friendships.
- Perfect combination of fun and reflection.
- Happy to go snowboarding and skiing.
- Thankful for your patience with us (Marcin and Ola).
- More activities like the first one today (exchanging experiences in pairs).
- Thank You for the free time.
- It felt a bit empty before lunch. No certain point after all the sessions in the morning. I missed the last speech that sums up what we did in the morning.

Group evaluation in the middle of the project:

- It was really nice. But some of our workshops were too long, because we didn't know how to manage the time properly.
- I think the most important for me was the Romanian experiment. I was supervisor and I was confused with the situation I saw – I was just observing, but the most important for me was that I saw the relations with those 2 groups and it was something related to the cooperation – we were working together for one purpose. Because of yesterday when we made the connection, now I feel more comfortable with you.
- Those 2 days were really interesting. I like that we could say something about our countries' problems and that we can see it from different perspectives.
- Actually, I would like to thank you for the yesterday's Polish evening and I realized I'm falling in love with Poland more and more. Refugee crisis in European Union is presence and I could see the real situations and going deeply in this subject, we discussed a lot about the stereotypes.
- We are better and we know each other better when we walked around the city, I wasn't that open on you and before when we helped each other in dangerous situations. I'm not that shy anymore – now I'm more open for you and after this project I would like to meet you again.
- Even though I lost two days because of the flue, but the most important is that people from the other countries now understand better the situation of my country – about the refugee crisis.
- I agree with everything. Yesterday it was really great experience and we came to each other closer. Today's activities were also really attractive because we could get to know in real the realities of the refugees.
- The experience from yesterday was a really great chance to get closer to each other. Everyday we realize we have a lot of things in common and we can communicate really nice and to find people with whom we can easily be together. I have realized even though we are from different countries, the topic of immigrants is the same.
- Great experience with the lake, thank you for your cultural night – it was amazing experience. I'm so glad I'm get out of my comfort zone.
- Despite the fact I fell down a thousand times, it was the great experience. Thank you also for the Polish night, because we could see your culture from deeper vision and today we realized the situation of refugees. Everything was great – thank you!
- I see here all of us working as a team, like a family – in the bad and good situation.
- Yesterday was 10/10 – Polish night. Today made us think, empathize with each other and express our thoughts and feelings.
- About yesterday – I enjoyed the whole day and Poland night was really interesting. About today – I really enjoyed all the workshops and I will keep all of them in my head, but now I'm also feeling a little bit sad it's happening around us.

- First, I would like to thank you for the flexibility – it was really amazing experience and teambuilding. Today we learnt a lot about ourselves and also about the situation in Greece and Cyprus.
- Yesterday it was different experience – we worked a lot, but we also spoke a lot, but it was different way to get to know each other better.
- I'm really glad that we're getting more comfortable with each other – yesterday it was real teambuilding. Yesterday we had wonderful night – the best cultural evening I have ever participated in (10th project). And also today I was really glad to participate in all of the workshops – they are interesting.
- About yesterday – I feel really good. Today it was also really nice.?
- We had really constructive time together – all of the workshops and also the party and after party of yesterday.
- I like the fact that even if we do simple activities, there was always a message behind – there are a lot of important things to catch. For every team, it was challenging to prepare the workshops.
- So yesterday it was for me the best Polish night ever! Today I am tired, but thanks to all of you I realized that people like us make changes. I believe we can change the world.
- It is great – it was my dream to see Tatra mountain. Today it was also nice day because for my everyday life I don't have any contact with refugees, so it was unique experience for me – we are all a person and we are able to act just if we want to.
- Yesterday it was nice experience. Today we could learn and feel how the people who are immigrants feel.
- "Dziękuję" for yesterday – I went really out of my comfort zone.
- Thank you for sharing your opinions and situations of your countries – because of that we are growing and have more knowledge about the world.
- Yesterday we were going deeper and deeper with each other. Today it was less jokes and more opinions and for me it was great day.
- It was really nice experience – thank you.
- I liked the most Italian workshops – we could see that all of our thoughts are based on stereotypes and prejudices and we could see that really well.
- Thank you all for the time we are spending together. About the workshops: we got to know a lot and even though everybody said we don't have nothing.
- I liked the fact that we did it in interactive way – we understood more the issue of immigrants. And thank you people who helped me when I fell down.
- I loved Polish night – it was amazing experience. And about today and all of those workshops – it helped me to update my thoughts because we very rare have an occasion to talk about it and keep us informed about those issues.
- Thank you for Romanian workshops and also I would like to thank to Cypriots for their night. And I feel really comfortable with you.
- Regarding today: all of the workshops were really engaging. This topic is really complicated and difficult to discuss but still even though we come from different cultures, we can all agree on the issues.

SUMMARY OF ONLINE EVALUATION FORMS

– Quantitative data –

Program Elements	1-7	8	9	9, 2	9, 4	9, 6	9, 7	9, 8	9, 9	10	Level of satisfaction
Practical info about project, program, venue											93,9%
Expectations sharing (with the use of balloons)											90,3%
Ice-breaking & team- building activities Name game (name and one word about me), Picasso Portrait, Establishing common rules, Guess my name, Onion of diversity, Touch the ball, Fruit game											95,8%
Energizers											92,2%
Non-formal education – let’s define											90,0%
Let’s travel through stereotypes – European Train											92,5%
The roots of the stereotypes – who are we?											90,8%
Take a step forward!											91,9%

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Program Elements	1-7	8	9	9, 2	9, 4	9, 6	9, 7	9, 8	9, 9	10	Level of satisfaction
Differences? Similarities? How to open ourselves and be more tolerant?											91,9%
Interactive discussion											91,7%
Self-assessment plan											91,1%
Cultural mini- workshops											91,9%
Outdoor Game – Become a journalist in the human case										89,4%	
Take your place, express your opinion											92,2%
Common brochure – express our thoughts, give the societies impulse to be more open and tolerant										90,0%	
The importance of Youthpass in the whole process										86,9%	
Cultural Evenings											97,8%
Overall Score											91,8%

Logistics	1-7	8	9	9, 2	9, 4	9, 6	9, 7	9, 8	9, 9	10	Level of satisfaction
General organization (information, transport, support, communication)											95,8%
Food										93,6%	
Accommodation (hotel service, rooms' standard)										91,9%	
Overall Score											93,8%

– Qualitative data –

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

- More than my expectations actually! Very organized and the group was so into the mood not like some previous experience that I have!
- Yes, this project was amazing.
- It was better than expected! Organizers were great, venue was nice, People were amazing! Ke nice!
- Initially I thought it was only the instrument I want to use to come back in Poland. After few days I understood that was something more because all the teams and the coordinators have done a great job to create a perfect harmony between the participants.
- Yes. Everything went smoothly, and the project adapted to the groups' needs.
- Yes, because the whole program was interactive and always fair enough for everyone. Everyone had the opportunity and the chance to talk no matter how good they are in English or not.

- It did. Even though I wasn't out of the comfort zone at any point, I did my best to help others, and to be there for them, when overcoming that step.
- For me, the Youth Exchange had exceeded my expectations. Because I not only improve my English and learnt some Polish expressions. I Worked and lived into international environment that helped me to discover and understand the similarities and differences between countries and people. This helped me to improve my knowledge about migration and social inclusion, motivated me more to continue to help those less fortunate than we. In the end, I realized one more time how much is important the implication of young people in social problems related to migration and how can we help each other to integrate ourselves in the era of multiculturalism.
- Yes! It was all I was thinking it would be. I made friends from all Europe, improve my English, be less shy, be more aware about migration, know about other cultures, dance their traditional dances and taste traditional food.
- It passed my expectations! The workshops were great, well planned and done. I felt as if I really was learning something, not only meeting new friends. The organizers were both funny and responsible, which made me feel safe and at ease. The balance was met-we did the work and learnt a lot, but oh boy did we have fun too! ???? that is why I think that this project turned out to be the best I've ever done :) a big thank you for everything.
- Of course, my expectations were met. Not only my personal expectations of myself but also my expectations with regard to society. What, then, was this new one that we were called to transfer to the society of the countries we represent. Through the approach of the subject, the right preparation and the appropriate organization all my goals were covered, and I hope that this excellent work will continue.
- This youth exchange program exceeded my expectations. I met wonderful people and I feel that through the activities I have learned many things.
- I was pleased with all the experience, and I learned quite a lot. For a first participation in an Erasmus project, everything was perfect and coincided with my expectations.
- Yes, because I was expecting to meet some new people, friends, exercise my English and also become more open minded All of those discussions and also the conversations between all the participants at free time and while workshops help a lot.
- Yes, because I learn many things that without the youth exchange I wouldn't had the opportunity to do.

- Yes, because I came here to learn new things, meet new people, learn about immigrants etc. and until the end of the project I gain all this expectation which I wanted.
- Yes 98% the youth exchange met my expectation. The first goal was to meet new people and to share with them ideas/experience regarding the topic of migration in their country and in Europe in general; learn new things and challenge myself. The 2% that is missing is because in some moments I felt as the group is not taking in serious all the efforts that you made in order to organize the activities and to get involved in them 100%.
- This Youth Exchange met my expectations regarding having fun, having interactive moments, learning to learn, solving issue with the public speaking, learning new expressions in different languages, learning about the culture of each country involved in the project. All of these met my expectations because it really happened exactly how it should happen, and I've spent such a great time with a wonderful experience after.
- This Youth Exchange met my expectations because I improved my English, made new friends, learnt more about other countries and migrations. There was no moment when I was bored. Everything (workshops, activities) was well prepared and what more the organizers were always positive and ready to work with us. Every time they wanted to make us happy and do everything as well as they could.
- It's difficult to say whether this YE met my expectations, because I came trying to have none and stay open, curious and grateful for whatever was going to happen. But what I can honestly and surely admit is the fact that a lot of my needs have been satisfied- the need for competence, self-growth, contact to myself and others, sharing, being listened to, fun, relax, and many others.
- The Youth Exchange exceeded my expectations because I was able to be in touch with the other participants in a much deeper way that I thought and because it gave me more emotions than I expected.
- Yes. It was much better than I expected. It was well organized and together with interactive, energetic participants it all worked well.
- More or less. The exchange was very useful regarding the integration and team building with people from different countries, but I would have liked to learn more about the migration problem in social and political point of view in the countries participating in the project.
- Yes, totally, it was even better than I could expect.
- It was the first time for me, so yes because everything was done well.

- During this project I met my expectations, because I spend actively time with other participants. I learned a lot of migration, tolerance and different cultures.
- It was one of the Best experience in my life, I have met amazing people, I learned something new every day.
- My expectations have been exceeded.
- Yes of course. First of all, I improved my English, and then I met new people from different nations that means new cultures and traditions.
- My expectations contained meet new friends, leave my comfort zone, improve my language skills and integrate myself... and these expectations are fulfilled!
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- Yes, it did meet my expectations. It was so full of meaningful activities, where each one of them had a specific goal in the program... to interact well with other people and realize simple things that are complicated with no reason.

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

- The workshops cause we had to think and through games! Also the activities from the first 2 days!!
- The interactive discussions.
- The game where we got the role of someone and needed to think about their childhood and their life in order to understand them. It was eye opening for me because I want to write a novel, and this got me the idea how to build a character! Give him the role and then go back to find how he became who he is.
- The Cultural mini-workshops sessions have given a lot information about countries and cultures. There was a good atmosphere because everyone was willing to understand and learn their points of view.
- Take your place, express your opinion.
- The section of the stereotypes because I realized that the problems that I have in my own country are the same as the other European countries etc.
- "The roots of the stereotypes – who are we?". It made the interaction between two participants easier, gave them a chance to express themselves with just a few words and later to discuss with another person about them.
- So, here I am gonna have a "generation gap" between mind and heart. Because the biggest emotional impact had the exercise "Take a step forward!". To be in someone shoes (excluded people because of stereotypes that continue to lead our society) made me deeply think about how lucky I am to be here in this

moment and in this place. Regarding to personal development, I would like to mention about Self-development plan. How I answered to questions, determinates me to really act NOW.

- MUJA games and the European train. The first one because I became more tolerant, less shy and more easy going. The second one because now I have less stereotypes and I got more tolerant to other cultures.
- The one with impersonating other socially excluded people (like the soldier, single mother, etc.) and then answering questions on a scale and taking a place in the room according to it.
- Role play was important because we felt like living in the role of people on the sidelines because of their background, sexual orientation, mobility difficulties and so on. Operating for even a few minutes, in the place of another, you gain the respect and understanding of these people.
- The cultural mini workshops, as through them I felt more comfortable to express my opinion.
- MUJA was the most interesting part that helped me in my development, because it was based on the interaction between people, allowing me to leave my comfort zone.
- Ice breaking and team-building activities made the biggest contribution to my development process because made to not be shy and speak publicly for me is one of my drawback personally.
- I believe it was the game that we had to write something about us and then express it to someone else because we became more comfortable with the others.
- For me the most important activities of the project were the mini-workshops organized by each country and the outdoor game. I think that the first activity helped me to find out more about the current situation in each country and the second one to interact with the members of the team that I was part, to find a way to communicate with Polish people.
- The session called "Self-assessment plan" made the biggest contribution in my development process because I've discovered myself better and my weeks. I liked so much that I could share it to a partner being opened in the same time to discuss about myself and receiving curiosity and attention from the partner who I was interacting with. I've never done such an interesting plan about myself and I've never seen all the aspects which define myself all gathered on a piece of paper. This session was probably the best and the most helpful for me and my self-development.

- I think it was workshop: "Take a step forward". Thanks to it I could feel like a person with whom I don't meet every day. I could see many people who have more or less rights and completely different problems. This activity taught me that really often we don't see each other, and we are intolerant to people who have to face with problems every day.
- Self-assessment method, group reflection and workshops on migration that helped me focus on my feelings and needs underlying them, and also brought some new insights.
- I think that all the activities organized were important and very efficient: they let me to grow and to be more in contact with the others and most of all they got involved all of us.
- Each session in which we could discuss how we feel or what our experiences are was great. I cannot remember very well each activity by its name. I think 'Take your place, express your opinion' maybe... it made me think and discuss, developed my confidence in speaking to many others.
- In my view the mini cultural workshops were very well-developed and useful, and I would also say the activity "Take your place, express your opinion".
- Team-building games, because I became a better friend with a big number of people
- All.
- Session about differences and similarities intercultural made the biggest contribution to my development process, because I learned that it is not important where you are from, if you are tolerant and open-minded the country is not a problem.
- The day when we were talking with our chosen person, about words which describe us. I could open myself, talk about whatever I want. I extended my English skills, my shyness disappeared.
- The day we did the workshop on migration.
- The session about stereotypes, it really opened my mind.
- "Take a step forward" made the biggest contribution to my development process! It was like an apocalypse that while playing a role each of us realized how differently we encountered due to our social role that could be an unemployed mother, or an ambassador's daughter etc.
- The session that made the biggest contribution to my development process was "Differences? Similarities? How to open ourselves and be more tolerant". This session made me realize a lot of things and helped me to be more tolerant with situations that may occur in life or with different people that may appear in my life.

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

- I understood more what is happening to other countries, I "broke" the stereotypes.
- Public speaking, foreign languages, tolerance and curiosity about other cultures.
- I've learned a lot about situation in Cyprus.
- Now I'm more open-minded, I feel that I need to be more involved in the society; I want to give my little help to change the world, I'm more aware of what is happening in Europe about the immigration problem.
- Public speaking, leadership, self-reflection, foreign language phrases.
- I've met new people from different countries and backgrounds and also new characters. I've also improved my communication skills and also, I've learned 2 more new languages (Italian, Polish).
- More tolerant and empathetic.
- I expanded my knowledge about migration issues, multiculturalism, inclusion methods, I learnt to interviewing local population and new methods of non-formal education. During daily activities, I improved my skills in intercultural dialogue, emotional intelligence, creativity and team-building.
- Improve English, learn some traditional dances, learn about some cultures, their history and knowledge about migration in their countries.
- I am more tolerant, open-minded, sensitive about inclusion, migration and integration, passionate about making a change.
- I broke my stereotypes about some peoples. I have learned that we are all equally despite of the border that divides us. That by doing one small step at a time you gain more from staying uninvolved.
- I became more tolerant, I learned to listen to others opinions, also learned many things about the migrants situation in different countries and how people feel about them. The most important for me is that I now feel more comfortable to express opinions.
- I was delighted to find out more about the situation of migrants in Greece and also about the political situation in Cyprus. The two subjects were unknown to me, so everything I learned from the participants from Cyprus and Greece, I memorized with a great interest. On this occasion, I developed my communication and assimilation skills, starting from the discussions on migration and the importance of this.

- I think one skill that I gain during this youth exchange program is cultivate critical thinking about stereotypes that I had before my participation.
- I gain a lot of knowledge about our speeches and I also learn new things about every country in culture nights.
- I think that I have improve my English skills, also I feel as I am more confident to talk in front of people. Now I can say that I have a better overview regarding the situation of migrants in Europe and also some ideas how can I help in order to change something in the future.
- During this Youth Exchange, I've gained more knowledge about each country participated in the project regarding their culture, habits, lifestyle, food and behaviors; I've adapted with different people from various backgrounds, I've improved my dance skills learning in the same time different moves specific to every country's culture, organizing skills, time management, language skills, sense of orientation and being more opened with the people around.
- During this Youth Exchange I gained knowledge about the issue of migration in other countries – what they do for immigrants, how many immigrants are in other countries and what the admission process looks like.
- Knowledge on methodology that can be used working with kids and youth, greater self-awareness and connection to myself, empowerment and readiness for writing my own projects and becoming a trainer.
- I discovered information about other countries that I didn't know, and this made me more aware about other points of view and also about mine.
- Openness, public speaking, going past stereotypes, empathy, knowledge of Cyprus, Poland and Greece & more.
- I became less shy, more flexible and independent and more fluent speaking English. I learnt more about different cultures and new possibilities for my future.
- I become more aware about situations in other countries, I become much more open minded.
- Language skills, social and personal skills.
- During this Youth Exchange I learned more about other cultures. I wrote articles and made flipcharts. I improved my English, because I was translating from Polish to English and I was communicating with other participants.
- I learned that, I can't judge people by their nationality, background. Each person is amazing on their own way.
- I have improved my English and working in a group, and I have known many aspects of other cultures.
- More confidence, not more afraid of speaking in front of people.

- I was informed about migration issues in other countries except mine and I felt more confident to help leaving my comfort zone.
- I gained competences like patience, tolerance, be more acceptant and fair with situations that may occur in life. Also, I achieved to feel more open and comfortable with who I am.

How will you use these newly acquired competences (knowledge, skills and attitudes) in your future widely understood activities?

- I will try to transfer all what I gained, back to my country!
- Public speaking and foreign languages will help me in university and while finding a job. Tolerance and curiosity will make me travel more.
- I will write a book and it's partially thanks to that secret skill how to build a character.
- I will use these competences in the human relations, in my everyday life actions and maybe in other projects like this one.
- Hold more workshops, use languages other than English more.
- First off all I can speak with friends and family about my experience in the project and share thoughts that surprised me during the project.
- They will be really useful in everyday life.
- I will continue to volunteering into international environment. And I will share with the others all these newly acquired competences, knowledge and skills. As well, with the people that surrounding me.
- Participate in more programs to share my ideas, opinions and knowledge. Share experience with friends, family, discussion in my university.
- I hope to organize a workshop for Erasmus students inspired by this project, also will use this knowledge to educate my future students about diversity.
- First of all, I will describe in detail my experience of my participation in the program in order to inspire new people to take part. Secondly, I will definitely use activities I saw during my program in my teaching.
- As I am studying business, it is very important for me to be tolerant and listen to what others have to say. Through the activities I also feel more confident when presenting something.
- I plan that everything I have learned in this project, to present to other people, especially to my faculty college, by organizing a workshop.
- I think this new skill to break my own stereotypes is important to me to share this kind of ability to people that maybe hesitate to be part in this kind of programmes.

- I already start talking about my experience and the things i learned in the project with my friends and family.
- As I already said, I hope that I will be able to contribute to a better future. Also, all the activities inspired me and I think that in most of the cases I can use some ideas for other workshops that I'm planning to organize for youth people.
- I will use this learning gained during the YE in my future professional aspiration, I still wish to become one day a cultural manager and I think this experience will be relevant for me. Of course, regarding communication in foreign languages will be also a plus, because I would like to know more languages and to use them in communicating with people who live abroad (to have friends, contacts).
- I will use these newly acquired competences to teach other people about our world, especially about the issue of migrations. I will use ideas for the preparation of workshops or activities to make my future presentations more interesting.
- I will keep on growing and use it at my daily work in education and youth field.
- I think that these competences could be useful in my everyday life, especially when I'll be in contact directly with migrants or with people with different points of view and backgrounds in general.
- I will use them in my job environment, in day-to-day life, when expressing my natural curiosity of different cultures and peoples. I will use them in future Erasmus+ activities. These activities will make me more confident in communicating with others.
- These new attitudes will be very useful in the moment I will have to travel or move to another country, start a new job and meet new people or take part in another International project.
- I will be easier to live and work with, I will be better in team work.
- I hope in the better way.
- I will use these newly acquired competences at school, different workshops and activities. Probably it was the best experience for me.
- I will be more confident, I will take a part of as many discussions as I can.
- I will try to share the acquired knowledge.
- I will use them in my university's master that I'm going to attend abroad.
- I have already become more energetic and I'm trying to influence my closest environment or even help use with main problems that exist in my society.
- I will use these new competences in my life like in my personal relationships, in my work environment or in everyday life in general.

Do you feel more able to influence your closest environment? Please explain why or why not?

- Of course, cause is from my experience not just from some words that I heard.
- Yes, because showing photos of the project and talking about it already influenced my closest environment.
- Yes. I can share my experience with others and hopefully it will open their eyes just a little bit and that can be enough to make a change!
- Yes, I think I'm able to do it. I'm only a little part of society and I can do my part to change the mind of other people like me.
- Yes. Because I tried it on the project and got the feedback for it.
- Yes!!!!
- Still not. Even though I managed to get a great feedback from different people and different background stories, I still feel like it's hard to influence my closest environment. But changing one man's perspective is just a first step in a good direction.
- To this question I would like to answer with a Chinese proverb "Tell me and I will forget. Show me and I will remember. Involve me and I will understand".
- Yes, because I feel more possible to help someone if I can and if I explain to them some things I learnt they will understand and influenced to as I influenced.
- Yes! ☺ because now I have been shown how to do it.
- I feel ready to inspire my environment and to raise awareness for more and more people because I learned through the program that I am not alone and I am now feeling stronger. In addition, I learned that the change is slowly taking place with small but steady steps.
- Yes. After the project, I feel that I have learned many things about the migrant situation which I can use so that I can have an impact on my closest environment.
- Yes, I am able to change something in society, starting from the experience I had through the project. How? Even by presenting video about the situation of migrants in some countries and also by telling the talks with those from the countries participating in the project.
- I think yes because now I have this kind of wisdom that I gain through the young exchange and I can share with my closest friends and peers.
- I don't think that I can influence them because I don't have the "gift" to influence the others but I can talk to them and I "change" them that's good.
- I'm still not so confident regarding what can I do for the environment or for a better future in general, but at least I want to try, maybe the change will not

be immediately visible, it will take years, but I am conscience that I can contribute somehow.

- I'm more able to influence my closest environment because I could change the opinions or beliefs of people according to the topics.
- I feel more able to influence my closest environment because on the Youth Exchange I changed my mind because of people who were there. They gave me courage to talk about the issue of migration and I think I also can give it to other people.
- For more than sure! I feel inspired to take some new initiatives within my NGO.
- I surely feel more aware about the migration problems also in other countries in Europe and I had the possibility to reflect on important values and situations; this is why now I'm surely more able to influence my closest environment, also because I understood that is very useful to listen to different opinion and be opened to different points of view.
- More or less. I knew of my abilities or anyone's individual ability to influence our closest environment, but these activities definitely give me more confidence in getting involved and communicating with others; getting others organized and myself too. More proactive and involved.
- Yes, I do. I feel more open-minded and confident about my values and this is very important in order to influence my closest environment.
- Of course, I can influence my surrounding, especially my parents and friends.
- Just yes.
- I feel more able to influence my closest environment, because now I know more about situation in other countries, I met different people, but they were still thinking the same, between our cultures we are more similar than different.
- I'm feeling more able to influence my closest environment because even the smallest step/advice can change something in our way of thinking or people around us.
- Yes, I learnt to respect more and more environment.
- Yes, thanks to the project I feel more able to influence my closest environment because I learned to leave my comfort zone. But what is more, I learned in what way I would influence my environment and be the change I want to see in the world!
- Yes, I do. All these days, I interacted with a lot of people, which means a lot of different personalities. So, in my closest environment I can face a situation like this. In this way, I feel more ready to express opinions about different topics and influence my closest environment.

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

- More energizes and split the "games" and to the last 2-3 days!
- Smaller groups during the workshop where we were interviewing people.
- The name game was too long. It was fun but started to be tiring. Some people didn't pay enough attention and every time from the beginning we need to listen others struggling to remember somebody's name or something. Maybe if it's split into 4 parts or something. Add one "free night" where participants can lead their own non-country related activities. Maybe a game night, movie night, poker night or something similar. But yeah, I do realize we didn't have the time for that. Maybe to add some outdoor team work activities. Not necessary long, but something that we do split into teams in the backyard or near the house. It can be fun, we can build team spirit and also learn something new and about Zakopane. City break was amazing, and it would be nice to do something similar to that in smaller scale around the venue.
- Improve languages skill, change your point of view and add more awareness of the society we live in.
- Use buffet table for lunch like we had with breakfast and dinner. Not everyone eats the same amount of food. To be alone in the venue. To have several common rooms where one would have a party, one would be a lounge, others for private chats.
- More energizers! More fun games! Of course a lip dub 😊
- I would add just a bit more one to one workshops, at least in the beginning of the project. Some people feel more comfortable to speak to a smaller group, so it is easier for them to adjust.
- If I would be able, maybe I will make the World better, society more tolerant, and decision maker politicians - more conscious and responsible for their (in) actions regarding to any social problem.
- To participate more in competition games because I was shy. Speak more with others times I could and I don't because I wasn't feel so comfortable to express my feelings.
- Really nothing to add.
- Honestly, despite being a teacher and despite the fact that I am aware of the subject, interculturalism, stereotypes and so on, I feel that there is no need to change anything in the project. All the activities were very correct and appropriate to approach the issue, and I was impressed by the fact that a non-formal education has immediate and more effective results from the formal education.

- More free time, to get to see more of Zakopane and try more winter sports (snowboarding, ski etc.). More days (2 weeks).
- I would not want to change anything.
-
- I have nothing to add.
- I believe everything was perfect I didn't feel that I would change anything except a little bit more free time during the afternoon to do something else.
- Better cooperation between countries; make the youngsters more involved in the society.
- I would like to improve the transport part. Romanian team had another alternative to take the airplane from Bucharest to Cracow with LOT Airlines and we could have only one stop in Warsaw to take another airplane to Cracow on reasonable hours as well. We were enclosed the budget but unfortunately it was chosen a harder option to have the airplane from Bucharest to Warsaw and from Warsaw to Cracow to change buses, trains with hard luggage's walking through the cities and taking them with our hands every time in every way of transportation and having a bad weather as well. I would like to improve this aspect in the future, when it's an easier option, enclosed in the budget and reasonable one (good time) should be accepted, according to every participant's hard luggage's with stuffs for preparation the cultural evenings. Why to make the life more complicated?
- If I would be able to improve something I would do the activity with writing article in groups created by people, not random. Except that I would improve nothing. Everything was really well planned and prepared.
- I would dedicate more time to group reflection after some activities. Can't think of 2 more.
- Actually for me everything was very well organized, so at the moment I don't have improvements to suggest.
- I don't think I would change anything. Everything that happened worked out very well. It was a good combination of very good organization and energetic, eager participants.
- More organization between the teams, more information about migration issues in the different countries, more discussion about migration topic.
- I would put Baby shark energizer, give bigger portions for lunch and the most important is that you need to add Sugar cubes in the end of project (personal letters).
- Nothing.
- I would like to add 3 more days or months with these people.

- Continue on this path.
- Improve English, change some negative people's mind, change people's stereotypes.
- I would recommend to add even more discussion through activities. Although in this project we discussed a lot, discussing is never enough. It would be also great to do more outdoor activities so that the participants can be more aware of the civilization of the country that the project takes place or even visit some national sights.
- I cannot think of a thing that could be changed or added.

Additional comments of the participants:

- About the hotel. Ceilings are too low, and I needed to lower my head all the time. Who could that be, you probably wonder ☺ The room where I stayed was too small for three persons. There was no room for luggage, so it was on the floor all the time along with our stuff and we had to jump over it just to get to the toilette or to go to the door.
- Thank you, Martin, thank you, Ola: you are great persons and coordinators, keep up the excellent work you are doing. Thank you to all participants for all the good moments we have spent together.
- Everything was organized perfectly! I liked the most the fact that in every activity or anything that we were doing together we were standing in a circle, so everyone was the same with each other and everything was balanced!
- Sorry for the answer to 23 question (because is not on the topic) but I wrote what I feel and think (at all of them). #THANK (GREAT) YOU!
- I hope I will be chosen in more projects like this with the same organizers!
- I hope the organizers will continue this excellent job and continue to inspire new people. The experience was unique and covered 100% of the requirements of the subject and our expectations.
- Very friendly organizers make you feel like your home and very fast familiarize with the country and with philosophy of the program.
- Thank you for everything!
- The activities were great, dynamic, funny, interesting, helpful for me and for sure I will remember about this wonderful Youth Exchange because it had a huge contribution to my personal development and I've met very kind and awesome people with who I will continue to keep in touch.
- THANK YOU VERY, VERY MUUUUCH!
- Great complete experience in all aspects.

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- Amazing, fantastic, super leaders Ola and Marcin.
- Perfectly organized life experience!
- Everything was so perfect, I don't want to add a thing!! :)