

A2 Activate your strengths through art –
Immersing YOU(th) in the job markets of the future
(24. – 30.03.2021)

Results of Final Evaluation

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1. Individual Reflection

I One word to describe the week

To get the participants warmed up for the final reflection day, we asked them to describe the project week in one word. We did this through a poll that showed the most used words in larger font size. Here are some of the most-used mentioned words, starting with the most-used to least-used:

Amazing – collaborative – interesting – inspiring – challenging – well-structured – fulfilling – refreshing – modern – funny – ambitious – visionary – creative

II Your review for this project

In the final questionnaire, participants had the opportunity to leave a short review of the project for us to share with future participants and in dissemination materials, e.g. articles and videos. Here are some of the reviews:

“I had a lot of fun and learned a lot. I would gladly repeat this project.”

“Amazing project lead by wonderful people. I haven’t felt this happy in a long time taking part in a project, especially online. It was my first Erasmus project but I hope it won’t be my last. Thank you for one of the best weeks! I’ll cherish it for a long time.”

“This project came to me in a time when I really needed to focus on my mental health. Because I am an active person, it is difficult for me stay home and not have a goal, so this was the perfect opportunity to take of myself while learning new things and meeting new people. The atmosphere was so warm and everyone very friendly!”

“This project empowered me to use my voice, meet people from different parts of the world, discuss ideas about job markets and share mental health rituals.”

“This project had a lot of information and freedom for creativity. Fantastic organisation and lots of experience from the facilitators. I take with me many useful tasks and practices that will help me in the future.”

1. Small Group Evaluation: Project Objectives

During the small group evaluation before the final evaluation questionnaire, the participants discussed to what degree we had reached the objectives of the project during this week. The groups of 4 - 5 participants gave their ratings on a scale of 1 (not good) to 5 (very good).

Objective	Group Average
Discovering and activating our personal strengths	4.5
Discussing current issues of employability and mental health	4.4
Improving our critical thinking, decision making and self-confidence	4.2
Forming new international networks and friendships	5

Summary:

Based on the group evaluation, we conclude that the **objectives of the project have been fulfilled** in this mobility. The participants feel like they have gained valuable skills and new self-knowledge to support them in their career and education choices and goals. They especially feel like they have formed new connections to other young people across the European continent.

2. Evaluation questionnaire results

Individual online questionnaires were answered by 27 participants out of 34 participants, including youth leaders. Participants had access to the timetable of the week and a presentation with photos showing each day's results to help them remember the sessions. The questions were rated on a scale of 1 (not good) to 5 (very good). There were also open questions and space to leave comments in freeform writing.

I **Activities**

	Activity	Average rating	Average per day
Day 1	Introduction to the project	4.8	4.8
	Getting to know each other games	4.8	
Day 2	Mental Health session: Music & Exercise	4.8	4.6
	Teambuilding game: Bingo	4.6	
	Challenges and Chances of the Job market	4.3	
Day 3	Mental Health: Journaling	4.2	4.5

	Digitalisation, social media, entrepreneurship: shaping the job markets of the future	4.5	
	Mental Health & Positive Psychology	4.8	
Day 4	Mental Health session: Affirmations	4.6	4.6
	Active listening (with guest speaker Adam)	4.6	
	The perfect job	4.7	
Day 5	Mental Health session: Vision Boards	4.7	4.8
	Introduction: Workspaces of the Future	4.8	
	Research Challenge: Workspaces of the Future	4.8	
Day 6	Mental Health session: Nature Art	4.2	4.4
	Presentation: Workspaces of the Future research	4.6	
	Painting Workshop: Hopes and Dreams for the future job markets of Europe	4.5	
Day 7	Mental Health session: Free choice	4.75	4.8
	Final discussion	4.9	
Daily sessions	International evenings	4.8	4.8
	Reflection groups	4.7	
	Youth leader meetings	4.9	
TOTAL AVERAGE			4.7

Top rated project days: Day 1, 5 & 7 with an average rating of 4.8

Top Rated Activities:

Introduction & Getting to know each other games (Day 1) – an introduction to the project and getting to know each other games, e.g. “Speed dating”, an exercise where 2 people are randomly sorted into a Zoom breakout room for two minutes and discuss a question

Mental Health & Positive Psychology (Day 3) – an introduction to mental health and check-in for the participants on their own mental health, introduction to positive psychology and creative exercise “The Resource Tree” where participants drew a tree and wrote down resources for their mental health at the roots (e.g. family, taking walks, playing with pets)

Final Discussion (Day 7) – a discussion and recap with the participants about what they learned this week about mental health and the EU job market and then discussing strategies on how we can share our learnings and experiences with others all around Europe

Which were the most valuable activities, content and/or resources of this online project for you?

“I loved the **speed dating** because it created familiarity between us participants and helped us overcome awkwardness and shyness.”

“The **research challenge** was really helpful for me. I found interesting information from various sources and I felt like the topics of working from home and work-life balance were really fitting with the current global situation.”

“I liked the **workshops**, especially about mental health and positive psychology. They had a good balance between theory and practice.”

All the activities were rated as very highly by the participants, receiving at least 4.2 out of 5 on average. Participants stated throughout the week that they enjoyed the diversity of learning from different people and in different learning styles. They also enjoyed how open the project was to contributions from participants.

There were a few activities that stood out as favourites throughout the week:

- **Daily warm-up sessions with teambuilding games** like bingo, speed-dating. These were an opportunity for the participants to get to know each other and get warmed up for sessions by talking about questions like “What are you grateful for today?”, “What was the last book you read? Did you like it?”
- **Daily workshops** that blended theoretical knowledge and data with practical and creative skills, e.g. a workshop on active listening with AIESEC-guest speaker Adam or a workshop on the idea of “the perfect job”. All workshops included practical elements, e.g. participants discussing their ideas, researching new concepts, preparing presentations.

II Learning and personal satisfaction

Question	Group Average
I felt like I could be myself	4.7
I had enough freedom to use my sense of initiative	4.85
I felt respected	5
I know more about different cultures now	4.8
I feel like this course created opportunities for me to fulfil my learning goals	4.6
I had fun	4.9
I made new friends	4.7

I enjoyed the group atmosphere in this project	4.95
I would take part in a digital project again	4.6
My expectations for a digital project were met	4.7

Summary:

Overall, the participants felt very satisfied with their learning and personal outcomes during this project week. Many participants commented that they were grateful for the inclusive and collaborative atmosphere in the project and that they felt like their needs and interests were taken into account by us. Several participants also mentioned that they enjoyed taking part in a digital project (which was a first for many) and that the format exceeded their expectations.

IV Organisation and Team

	Group Average
Organising Team	4.95
Working with Zoom	4.6
Working with Slack	4.8

“The project was **well organised** between work, games, talking and listening to other people. Every part had enough time, not too much and I felt like there no time lack.”

“I enjoyed the way **presentations** were prepared in this project, they were very clear, well-structured and fun.”

“I wish we hadn’t worked with **Zoom** and I would like to be using a safer and more reliable application in future. I had many connection problems.”

Summary:

The participants were very satisfied with the organisational team and the programs we used to work during the week. The participants feedbacked us that they especially **enjoyed the organisers’ open and inclusive style of education and leadership**, e.g. through organising sessions with lots of small group research work, encouraging creativity and also contributions from participants and youth leaders.

V Overall Impressions – comments from participants

From this week I will always remember ...

“The laughs, the artistic activities, the work groups, the speed dating and the joy it all brought me.”

“Connecting with wonderful people over the internet and having a sense of belonging.”

“Mental health activities and new knowledge about workplace culture.”

“The social evenings and national presentations – I learned much about different cultures.”

I would like to forget about ...

“About my awkwardness while talking.”

“My initial fears about this project.”

“Sessions with drawing because my drawing skills are bad ...”

Would you recommend this project?

99% of participants would recommend this project and several commented they were surprised by how much they liked the digital format.

3. Follow-up questionnaire

Six weeks after the project week, we sent the participants a short questionnaire to find out how the project week had impacted their lives. We chose a mixed format of numerically scaled questions (1 – I do not agree to 5 – I completely agree) and free form writing so participants could describe their experiences in their own words. 18 participants filled in the questionnaire.

Question	Group Average
My English language skills have improved.	4.3
I am more aware of my mental health.	4.9
I actively invest time in taking care of my mental health.	4.5
I feel more confident voicing my opinions.	4.4
I feel more knowledgeable about the job market and my chances in it.	4.4

I feel more confident in presenting myself in work and social contexts.	4.6
I am more aware of my personal resources since the project week.	4.3
I actively use and work with my personal resources (from the exercise The Resources Tree.	4.2
Since the project week I am feeling more creative.	4.7

Would you say the project week has influenced your personal development? If yes, in what way?

“Yes, I feel more self-confident and it’s easier for me to work in a group.”

“Yes, I am more sure of my strengths and potentials. I gained new knowledge in several fields.”

“Yes, since the project I have been consciously taking care of my mental health through various exercises.”

Have you been able to implement some of the learnings of the project in your personal or work life? If yes, in what way?

“Yes, I was able to continue the mental health sessions. Especially the vision board exercise helped me because it improved my motivation.”

“Yes, my experiences helped me be more flexible and adapt more easily to the international work environment.”

“I shared my knowledge with colleagues and children at school.”

How has the project shaped your views on employability and mental health?

“Both mental health and employability are important and that I need to find a balance between working and caring for my mental health. I am not a robot and it is okay to make mistakes.”

“The project week has inspired me to work on myself; by finding my passion and going all the way with it, I will not only have more to offer but will feel happier and more accomplished.”

“I didn’t realise how important these subjects are together. Now I know it’s an employer’s duty to foster a good atmosphere at work and I will be looking for this.”

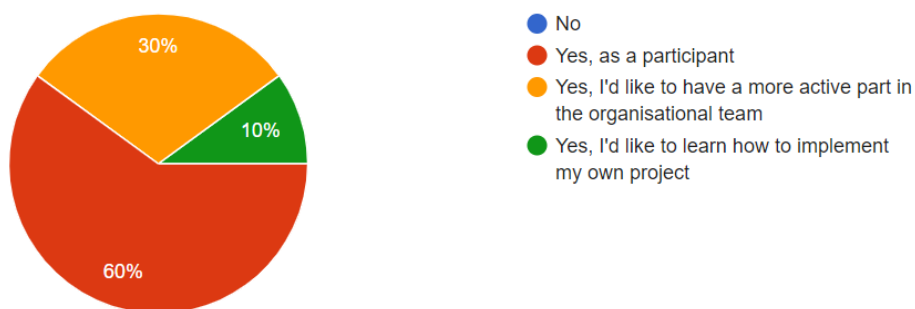
What part of the project has impacted your life the most?

Making a vision board and learning about active listening.

Mental health sessions!

Researching and presenting to the large group about sustainable future jobs!

Do you feel motivated to continue taking part in Erasmus+ projects in the future?



Summary:

The project week has had a positive and lasting impact on the participants. Many reported that they have started implementing learnings from the project week into their personal and professional lives, e.g. doing mental health sessions in the mornings. They also report feeling more confident in their strengths and skills. All of the participants would like to take part in more Erasmus+ projects in the future and some feel inspired to take on more responsible roles.

4. Lessons Learned

Overall, A2 of our project "Activate your strengths through art" has similarly well received by participants as A1. Despite the project being in an unfamiliar format, participants formed connections to each other and experienced many benefits from the project week for their personal and work lives. For the next part of the project, we would like to build on the following lessons learned:

- **Participants enjoyed the digital format**, especially when we regularly switched up methods and group sizes. We see a lot of potential for this format in the current global situation to help people get connected and work together meaningfully. However, we would like to note that we planned much more teambuilding time than for an in-person format after learning in A1 that this was needed for a strong group bond.
- **Participants enjoyed the research aspect of the project**, working in small groups on a topic they were interested in and learned a lot from discussions and preparing presentations. We made sure to give the participants ample time to do this research and provide topic choices to accommodate different interests.
- **Participants enjoyed the individual creative tasks in the morning**, which encouraged them to focus on their mental health. The flexible format allowed participants to do the sessions at any

time during their morning schedule and connect with the project topics before the main session.

- **Participants appreciated the guest speaker from AIESEC** – getting an external perspective and “master class” feeling within a project week can be refreshing and inspiring, especially when the speaker is an expert in this area and the topic aligns strongly with the objectives of the day/week
- **Involving Youth Leaders and organising clear responsibilities** improved the flow of the project week and the work-life balance for all.
- **For future digital projects, we would like to plan a day off in the middle of the week.** Online learning can be tiring and more energy-consuming than learning in-person. Instead of having 7 consecutive days of a project, we could organise a break day in the middle to give participants a chance to recharge and review their new learnings.

