

COACHING INSPIRE AND EMPOWER YOUTH



TOOLKIT FOR
YOUTH WORKERS

2023



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We extend our deepest gratitude to all participants who have not only embraced these coaching techniques with open hearts and minds but have also become co-authors of this transformative material through their exceptional feedback and collaboration. Your enthusiasm, commitment to the coaching journey, and active engagement with youth has been the cornerstones of this transformative experience.

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OUR VISION

The vision of the "Coaching: Inspire and Empower Youth" project is to enhance the skills and methodologies of youth workers across Europe, enabling them to better support and engage young people through innovative coaching techniques.

The project aims to foster a culture of empowerment, where youth workers are equipped to inspire young individuals, helping them to develop their potential, engage actively in society, and navigate the challenges of the modern world.

This vision focuses on creating a lasting impact on youth workers and the youth they support, promoting personal and professional development within an inclusive and supportive framework.

The "Coaching: Inspire and Empower Youth" project stands as a testament to the power of collaboration in addressing complex social challenges. By bringing together a diverse group of organizations, each with its unique strengths and insights, the project paves the way for a future where every young person has the tools and support they need to realize their full potential.

We encourage you to continue using this toolkit as a guide in your ongoing work with young individuals. May it serve not only as a resource but also as a reminder of the powerful impact collaborative efforts can have on the lives of youth and the broader community. Together, we have created something remarkable, and for that, we are profoundly grateful.

THANK YOU FOR BEING PIVOTAL
AUTHORS OF CHANGE, FOR AND WITH
THE YOUTH.

CORNELIU IONESCU
AEVR - PRESIDENT



A SPECIAL NOTE ON OUR COLLECTIVE JOURNEY

As we acknowledge the role as co-authors and key contributors of our partners and youth workers involved in the project, we also celebrate the fact that this toolkit is a product of shared effort and a common vision for empowering youth. The insights and methodologies detailed within these pages are a reflection of our collective journey— a journey marked by a commitment to fostering environments where young people can thrive, learn, and grow.

Celebrating Youth Workers and Their Impact

This toolkit is a testament to the collaboration between dedicated youth workers and young individuals striving for personal and collective growth. Your work in applying these techniques and sharing your insights has transformed this material into a living document, enriched by real-world applications and the dynamic spirit of youth engagement.

Authors Through Feedback and Collaboration

By providing feedback and sharing your experiences, each of the participants has contributed significantly to the development of this toolkit. This collaboration has ensured that the material is practical, relevant, and deeply infused with the wisdom of those actively engaged in the field of youth work. It's through your lens and experiences that we've been able to tailor this toolkit to truly meet the needs of those working with and for young people.

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CHAPTER

INTRODUCTION TO COACHING

THIS SECTION OFFERS DEFINITIONS OF COACHING AND INCLUDES AT LEAST ONE SUCCESS STORY TO INSPIRE READERS TO EXPLORE THE COACHING METHODOLOGY FURTHER. IT AIMS TO PROVIDE A FOUNDATIONAL UNDERSTANDING OF WHAT COACHING IS AND ITS POTENTIAL BENEFITS IN YOUTH WORK.

WHAT IS COACHING?

Coaching has emerged as a powerful tool in youth work, offering a framework to support young individuals in navigating their personal and professional development.

Coaching is a facilitated process that encourages self-directed learning, personal growth, and goal achievement through structured conversations. Unlike traditional teaching methods, coaching focuses on empowering the individual to discover their solutions and pathways to success. In the context of youth work, coaching helps young people explore their values, interests, and potentials, guiding them in setting and achieving personal objectives and overcoming obstacles.

Coaching has been defined by various experts in the field, each bringing their unique perspective to understanding its principles and applications. Below are serial definitions of coaching from notable figures such as Alain Cardon and John Whitmore, among others, highlighting the depth and diversity within coaching methodologies.

- **John Whitmore:** In his seminal book, "Coaching for Performance," John Whitmore defines coaching as "unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them." Whitmore's definition emphasizes the facilitative role of the coach in enabling individuals to discover and develop their capabilities, rather than directly instructing or advising them.
- **Alain Cardon:** A master certified coach by the International Coach Federation, Alain Cardon offers a definition of coaching that focuses on systemic coaching for teams and organizations. Cardon views coaching as a process that helps individuals and groups increase their awareness of systemic dynamics, improving their ability to achieve goals and enact change within complex systems. This perspective underlines the importance of understanding and navigating interpersonal and organizational relationships.
- **Daniel Goleman:** Known for his work on emotional intelligence, Daniel Goleman discusses coaching in the context of leadership and emotional intelligence. He defines coaching as a leadership style that develops others by offering hands-on guidance and instructions, focusing on developing capabilities and fostering growth in a supportive manner. Goleman's definition adds a layer of emotional intelligence to the coaching process, emphasizing the role of empathy, understanding, and emotional support.
- **Timothy Gallwey:** Author of "The Inner Game" series, Timothy Gallwey presents a simple yet profound definition of coaching: "Coaching is unlocking a person's potential to maximize their growth." Gallwey's work, particularly in the context of sports, emphasizes the internal obstacles that individuals face and the role of the coach in helping to overcome these barriers without direct intervention.



Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

**International Coach Federation
(ICF)**

BENEFITS OF COACHING

The benefits of integrating coaching into youth work are manifold. It promotes a sense of autonomy, enhancing young people's decision-making skills and self-confidence. Coaching also supports emotional and social development, helping youth to articulate their feelings and improve their interpersonal relationships. By focusing on the individual's strengths and possibilities, coaching fosters resilience and adaptability, essential skills in today's rapidly changing world.

- **Enhances Self-Awareness:** Helps young people understand their strengths, values, and goals.
- **Builds Resilience:** facilitate the developing of adaptive coping strategies and adaptability in the face of challenges.
- **Facilitates Decision-Making:** Guides youths in making informed choices about their education, career, and personal life.
- **Promotes Personal Development:** Encourages the acquisition of new skills and the pursuit of interests and passions.

Coaching in youth work is not just about achieving short-term goals; it's about instilling lifelong skills and values that young people can carry into their future. By providing a supportive and empowering framework, coaching helps unlock the immense potential within each individual, paving the way for personal success and societal contribution.

Coaching offers a dynamic and empowering approach to youth work, particularly within the enriching framework of Erasmus projects. By focusing on personal growth, goal achievement, and the development of key life skills, coaching can significantly enhance the experiences and outcomes for young people involved in these projects. This chapter aims to inspire youth workers and educators to explore and integrate coaching methodologies into their work, fostering an environment where young individuals can thrive and succeed.



Coaching and Erasmus Projects

Erasmus projects provide an ideal platform for applying coaching methodologies. These projects often bring together young people from diverse backgrounds to work on common goals, offering unique opportunities for personal and intercultural development. Coaching within Erasmus projects can enhance participants' learning experiences, helping them to reflect on their experiences, integrate new knowledge, and apply skills in various contexts. Furthermore, coaching supports the development of key competencies such as communication, teamwork, and problem-solving, which are vital for success in both personal and professional spheres.

STORY: EMPOWERING A YOUNG MIGRANT THROUGH COACHING

Maria, a 17-year-old from a conflict-affected region, recently relocated to a new country under a refugee resettlement program. Like many young migrants, she faced the dual challenge of adapting to a new culture while trying to overcome past traumas. Feeling isolated and unsure about her future, Maria's school counselor, who had training in coaching techniques, decided to work with her.

Success and Impact

Over several months, Maria's confidence blossomed. She improved her language skills significantly, formed friendships within the club and garden, and her academic performance soared. The coaching process empowered her to take control of her life in a new country, transforming her from a passive observer to an active participant in her community.

Maria's story is a testament to the power of coaching to facilitate positive change. By employing techniques such as building rapport, active listening, powerful questioning, goal setting, and action planning, the counselor helped Maria navigate her journey with resilience and determination. This success story highlights how coaching can be a transformative tool for young migrants, enabling them to overcome obstacles and realize their potential in unfamiliar environments.



Coaching Journey

Building Rapport: The counselor began by creating a safe, supportive environment for Maria, showing genuine interest in her story and validating her feelings. This approach, rooted in the coaching technique of building rapport, helped Maria feel seen and heard, laying the foundation for trust.

Active Listening and Powerful Questioning: Through active listening, the coach fully engaged with Maria's concerns, fears, and hopes. By asking powerful, open-ended questions such as "What does a good day look like for you here?" and "What strengths helped you in the past that you can rely on now?", the counselor encouraged Maria to reflect on her capabilities and aspirations.

Goal Setting: Using the SMART goal-setting framework, Maria identified her desire to excel academically and make new friends as immediate goals.

Identifying Resources and Overcoming Barriers: Together, they explored Maria's existing resources, including her resilience, language skills, and the supportive community services available. They also addressed barriers, such as her fear of rejection, by developing coping strategies and positive affirmations.

Action Planning and Accountability: Maria decided to join a language improvement club and volunteer in a community garden, aligning with her interests in learning and nature. The coach helped her plan these steps and set up regular check-ins to celebrate progress and navigate challenges.



"Through this journey, I've acquired new insights and skills, significantly enhancing my coaching techniques and the achievements of my clients. Learning about the distinct maps of clients and coaches, the power of silence, and the fine line between directive and nondirective coaching has been transformative. Understanding my various roles within coaching relationships and applying them judiciously, especially the GROW model, has been crucial in refining my approach and outcomes."

Sergiu Alexandru Vlăsceanu

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CHAPTER

BENEFITS OF APPLYING COACHING IN YOUTH WORK

LISTS CONCRETE EXAMPLES OF HOW COACHING CAN BE BENEFICIAL IN THE CONTEXT OF YOUTH WORK, OFFERING READERS INSIGHTS INTO THE PRACTICAL APPLICATIONS OF COACHING TECHNIQUES.

WHAT IS COACHING?

Coaching can significantly impact youth work by providing young individuals with the tools and mindset needed for personal and professional growth. Below are concrete examples illustrating the practical benefits and applications of coaching techniques in youth work:

- **Enhancing Self-esteem and Confidence:**

Coaching sessions that focus on strengths and achievements help young people build self-esteem. For example, using the technique of positive reinforcement, a coach can guide a youth to recognize their successes, no matter how small, reinforcing their sense of self-worth and confidence.

- **Goal Setting and Achievement:**

Coaches use the SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goal-setting framework to help youths identify and articulate their aspirations. This process empowers them to take actionable steps towards their dreams, such as improving academic performance, starting a small project, or learning a new skill.

- **Improving Communication Skills:**

Through role-playing and active listening exercises, coaches can enhance young people's communication skills. These techniques allow youths to practice expressing themselves clearly and effectively, an essential skill in both personal and professional contexts.

- **Social and Emotional Development:**

Coaching sessions that focus on emotional intelligence, empathy, and relationship-building can significantly improve young people's social skills. Techniques such as emotional mirroring and role-playing scenarios help them understand and manage their emotions and interact more positively with others.

- **Cultivating Leadership Skills:**

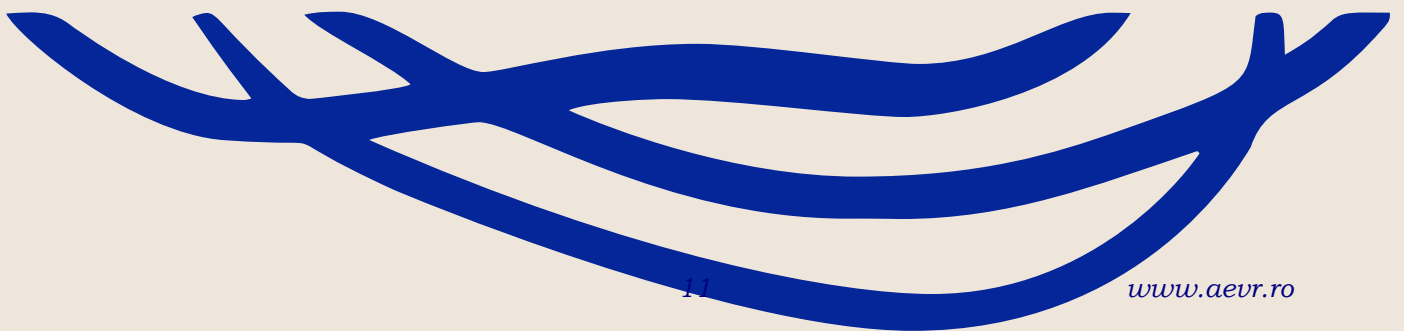
Through leadership coaching, young individuals learn to take initiative, motivate peers, and take responsibility. Coaches use techniques to foster leadership qualities, such as setting an example, effective delegation, and providing constructive feedback.

- **Adapting to Change:**

Coaching provides support for youths facing transitions, such as moving schools, entering the workforce, or dealing with family changes. Coaches use techniques to build coping strategies, helping young people navigate these changes with confidence and adaptability.

- **Enhancing Academic Performance:**

Coaches work with youths to develop time management, organization, and study skills. By setting academic goals and identifying strategies for achieving them, young people can improve their performance and engagement in school.



- **Overcoming Barriers and Challenges:**

Coaches help youths identify internal and external obstacles to their goals and develop strategies to overcome them. Techniques such as identifying limiting beliefs and reframing negative thoughts can empower young people to tackle challenges with resilience.

- **Career Guidance and Planning**

Coaches use tools and exercises to help young individuals explore their interests, values, and skills, aligning them with potential career paths. This guidance is crucial in helping youths make informed decisions about their education and career trajectories.

- **Social and Emotional Development:**

Coaching sessions that focus on emotional intelligence, empathy, and relationship-building can significantly improve young people's social skills. Techniques such as emotional mirroring and role-playing scenarios help them understand and manage their emotions and interact more positively with others.

- **Cultivating Leadership Skills**

Through leadership coaching, young individuals learn to take initiative, motivate peers, and take responsibility. Coaches use techniques to foster leadership qualities, such as setting an example, effective delegation, and providing constructive feedback.

- **Decision Making and Problem Solving:**

Coaching encourages young individuals to explore different perspectives and options, enhancing their decision-making and problem-solving abilities. Techniques like the GROW model (Goal, Reality, Options, Will) guide them in considering various scenarios and outcomes before making informed decisions.

- **Enhancing Academic Performance:**

Coaches work with youths to develop time management, organization, and study skills. By setting academic goals and identifying strategies for achieving them, young people can improve their performance and engagement in school.

- **Adapting to Change:**

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These examples underscore the versatility and impact of coaching in youth work, demonstrating how various coaching techniques can be applied to support the development and empowerment of young people across different areas of their lives.

BENEFITS FOR YOUTH WORKERS

• **Improved Communication Skills:**

Coaching enhances a youth worker's ability to listen actively, ask powerful questions, and engage in meaningful conversations. This skill set is crucial for building trust and rapport with young people, facilitating deeper connections and more impactful interactions.

• **Enhanced Leadership Abilities:**

Through coaching, youth workers develop leadership skills such as empathy, delegation, feedback delivery, and conflict resolution. These skills are essential for leading by example, motivating teams, and fostering a positive and productive work environment.

• **Personal and Professional Growth:**

Coaching encourages continuous learning and self-reflection, allowing youth workers to identify their strengths and areas for improvement. This self-awareness fosters personal development and career advancement, leading to greater job satisfaction and effectiveness.

• **Strengthened Problem-solving Skills:**

Coaching equips youth workers with the tools to approach problems creatively and constructively. By exploring different perspectives and options, they can develop innovative solutions to challenges faced by themselves and the youths they support.

• **Building a Supportive Community:**

Implementing coaching techniques can foster a culture of support, collaboration, and continuous improvement among youth workers and their colleagues. This community aspect is invaluable for sharing best practices, providing mutual support, and creating a positive work environment.

• **Efficiency and Effectiveness:**

Coaching skills help youth workers to conduct their sessions more efficiently and effectively, ensuring that interactions are goal-oriented and impactful. This leads to better outcomes for the youth and a more rewarding work experience for the youth worker.

• **Job Satisfaction and Resilience:**

Finally, the personal satisfaction that comes from seeing tangible results and positive changes in the lives of young people can significantly boost a youth worker's resilience and motivation. Coaching not only contributes to the success of the youths they work with but also to the youth worker's own sense of fulfillment and purpose in their career. Incorporating coaching into their toolkit allows youth workers to not only better support and develop the young people they work with but also to enhance their own skills, satisfaction, and effectiveness in their roles.



I think it improved my discipline. I love simple models, and I love simplicity and I like to stick to that, so it's helps me to focus and align myself with GROW model. I remember , that applying coaching tehniques, it brought me joy to know that I design lessons which really satisfy my students needs.

Arkadiusz Kalinowski

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CHAPTER

MAIN COACHING SKILLS

THIS CHAPTER DELVES INTO THE CORE SKILLS ESSENTIAL FOR EFFECTIVE COACHING, PARTICULARLY WITHIN THE CONTEXT OF YOUTH EMPOWERMENT. RECOGNIZING THE TRANSFORMATIVE POTENTIAL OF COACHING IN YOUTH WORK, THE CHAPTER UNDERSCORES THE IMPORTANCE OF THESE SKILLS IN FOSTERING MEANINGFUL CONVERSATIONS, GUIDING PERSONAL DEVELOPMENT, AND ENCOURAGING SELF-DISCOVERY AMONG YOUNG INDIVIDUALS.

COACHING SKILLS

In the dynamic field of youth work, coaching emerges as a transformative force, offering a pathway for young individuals to unlock their potential and navigate the complexities of personal and societal challenges. This chapter explores the critical skills and attitudes that underpin effective coaching, with a particular focus on fostering environments conducive to youth empowerment. Active listening and observation stand out as foundational competencies, alongside other essential skills, in cultivating spaces where meaningful conversations, personal development, and self-discovery can flourish.

- **Active Listening**

Active listening is more than just hearing words; it's about fully engaging with the speaker, understanding their message, and responding in a way that validates their experiences. For youth workers, this means creating a supportive atmosphere where young people feel heard and respected. Techniques such as paraphrasing, reflecting feelings, and asking open-ended questions demonstrate attentiveness and encourage youths to express themselves openly and honestly.

- **Observation**

Observation in coaching goes beyond mere visual assessment; it involves perceiving and interpreting non-verbal cues, such as body language, tone of voice, and facial expressions. This skill allows coaches to gain insights into the unspoken thoughts and emotions of young individuals. By observing these subtle signals, youth workers can tailor their approach, address underlying issues, and provide support that resonates on a deeper level.

- **Empathy and Understanding**

Empathy is the ability to understand and share the feelings of another. In youth work, displaying genuine empathy and understanding is crucial for building trust and rapport. It involves seeing the world from the young person's perspective and acknowledging their feelings without judgment. This empathetic stance fosters a safe and nurturing environment, which is crucial for effective coaching.

- **Patience and Perseverance**

Youth empowerment is a process that unfolds over time, requiring patience and perseverance from both the coach and the young individual. Coaches must be prepared to support youths through setbacks and celebrate their progress, no matter how small. This steady commitment encourages persistence and resilience, key qualities for personal growth.

- **Adaptability and Creativity**

The ability to adapt coaching strategies to meet the unique needs of each young person is vital. This flexibility, combined with creativity in problem-solving and goal-setting, ensures that coaching interventions are relevant and engaging. Youth workers must be open to experimenting with different approaches, learning from experiences, and continuously seeking innovative ways to inspire and empower.

The journey of youth empowerment through coaching is both challenging and rewarding. By mastering core skills such as active listening and observation, and embodying attitudes of empathy, patience, and adaptability, youth workers can significantly impact the lives of young individuals. This chapter highlights the essential competencies and dispositions that facilitate not just the personal development of young people but also their active and empowered engagement with the world around them. Through effective coaching, youth workers can inspire a generation of confident, resilient, and self-aware individuals, equipped to meet the challenges of their futures.





Personally I enjoyed the idea of “being hosted” and that I must allow myself to accept appreciation of my efforts by others. The training raised my awareness about self-love and recognizing my own needs, which is a valuable life lesson. At professional level, I feel I have improved my listening and effective question asking skills. Since the project started I have coached 23 individuals (total 35 sessions) who registered for 2 different courses of mine. This has been a very fruitful period for me, which all began thanks to this training. (I tried to switch from my mentor role to a coach) The techniques we were trained for were highly useful in my job. I am thankful for the opportunity you gave us. I am looking forward to meeting you very very soon!

Ferah Şenaydın

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CHAPTER

COACHING PROCESS

THIS CHAPTER EXPLORES TWO PIVOTAL FRAMEWORKS IN THE COACHING FIELD: THE GROW AND SPACE MODELS. BOTH MODELS OFFER STRUCTURED APPROACHES TO COACHING CONVERSATIONS, FACILITATING CLARITY, DIRECTION, AND ACTION FOR PERSONAL AND PROFESSIONAL DEVELOPMENT. BY INTEGRATING THESE MODELS, COACHES CAN EFFECTIVELY GUIDE INDIVIDUALS TOWARDS ACHIEVING THEIR GOALS AND REALIZING THEIR POTENTIAL.

INTEGRATING THE MODELS

The landscape of coaching is enriched by various models and frameworks that guide the coaching process, with the GROW and SPACE models standing as two of the most influential. These models offer structured pathways for facilitating coaching conversations, ensuring that individuals gain clarity, direction, and actionable strategies for their personal and professional development. This chapter delves into the intricacies of the GROW and SPACE models, illustrating how their integration can significantly enhance coaching effectiveness.

Considerations for Choosing a Coaching Process for Youth

- **Engagement and Interest**

Choose a process that actively engages young people and aligns with their interests. Methods that incorporate creativity, movement, or technology can be particularly appealing.

- **Flexibility**

Youth-facing environments are dynamic. Opt for a coaching model that allows flexibility and can be adapted to different situations and needs.

- **Empowerment and Autonomy**

Select a process that emphasizes empowerment, encouraging young people to take ownership of their learning and decisions.

- **Safety and Trust**

Ensure the coaching process builds a safe and trusting environment, which is crucial for young individuals to open up and engage deeply.



GROW PROCESS

The GROW model, an acronym for Goal, Reality, Options, and Will, is a straightforward yet powerful framework for coaching. It provides a clear structure for conversations that lead to actionable outcomes.

GOAL

The process begins by establishing clear, specific goals that the individual wishes to achieve. This sets the direction for the coaching conversation and ensures that there is a target to aim for.

REALITY

This step involves exploring the current situation in detail. It's about understanding where the individual stands in relation to their goals and identifying the challenges and opportunities that exist.

OPTIONS

Here, the focus shifts to brainstorming potential paths forward. The coach encourages the individual to think creatively about the different strategies that could help them move closer to their goals.

WILL

The final step is about commitment and action. The individual decides on the specific steps they will take, establishing commitments and defining how they will overcome obstacles.

THE SPACE MODEL

The SPACE model offers a complementary approach, focusing on Subject, Purpose, Alternatives, Consequences, and Execution. It's particularly useful for deepening the understanding of a situation and creating a comprehensive action plan

Subject

Identify the subject or issue at hand. This clarifies the focus of the coaching session and ensures that both the coach and coachee are aligned.



Purpose

Define the purpose of addressing this subject. Understanding the 'why' provides motivation and context for the coaching conversation.



Alternatives

Explore different approaches or solutions. This encourages open-mindedness and creativity, expanding the range of possibilities.



Consequences

Consider the implications of each alternative. This helps in assessing the viability and potential impact of different options.



Execution

Decide on the best course of action and plan the implementation. This includes setting timelines, milestones, and accountability measures.

WORKING WITH GOALS IN COACHING

Working with goals in youth coaching holds several distinctive aspects that make it uniquely impactful and rewarding. These special characteristics stem from the developmental stage of young individuals, their unique needs, and the potential for transformative growth. Here are some of the key aspects that highlight what's special about working with goals in youth coaching:

1. Developmental Sensitivity

- Youth are at a critical stage of personal, social, and educational development. Goals set during coaching need to be adaptable and sensitive to the rapid changes youth experience. This requires a coaching approach that is flexible and responsive to the evolving nature of young people's identities and aspirations.

2. Building Self-Efficacy

- Working with goals in youth coaching focuses on empowering young people to take charge of their lives. It helps build their self-efficacy by showing them that they have the power to influence their outcomes through goal setting and action planning. This is particularly impactful for youth, who are often at the mercy of decisions made by adults in their lives.

3. Exploration and Identity Formation

- Goals in youth coaching are not just about achieving specific outcomes but also serve as a vehicle for exploration and identity formation. The process of identifying and pursuing goals allows young individuals to explore their values, interests, and potential career paths, contributing to a stronger sense of self.

4. Skill Development

- Setting and working towards goals helps youth develop essential life skills, such as decision-making, time management, problem-solving, and communication. These skills are transferable across different areas of their lives and contribute to their overall success and well-being.

5. Future Orientation

- Coaching helps youth to envision a positive future for themselves by setting long-term goals. This future orientation motivates them to take steps toward their aspirations, guiding their educational and career choices.

6. Navigating Transitions

- Youth coaching often coincides with significant life transitions, such as moving from middle school to high school or from education to employment. Goals set during these periods can provide a sense of direction and continuity, helping youth navigate these transitions more smoothly.

GOALS

WHEN SETTING GOALS, MAKE SURE IT FOLLOWS THE SMART STRUCTURE.
USE THE QUESTIONS BELOW TO CREATE YOUR GOALS.

S	<p><u>SPECIFIC</u></p> <p>WHAT DO I WANT TO ACCOMPLISH?</p>	
M	<p><u>MEASURABLE</u></p> <p>HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?</p>	
A	<p><u>ATTRACTIBLE</u></p> <p>DOES THIS MOTIVATES ME? IT GIVES ME ENERGY?</p>	
R	<p><u>RELEVANT/ REALISTIC</u></p> <p>DOES THIS SEEM WORTHWHILE? HOW CAN THE GOAL BE ACCOMPLISHED?</p>	
T	<p><u>TIME BOUND</u></p> <p>WHEN CAN I ACCOMPLISH THIS GOAL?</p>	

ASSESSING THE REALITY AS A MEANINGFUL BASELINE

Assessing the reality in a coaching session is fundamental to the coaching process and serves as a crucial baseline from which growth and development are measured. This assessment plays several key roles in ensuring the effectiveness of coaching interventions:

1. Establishes a Starting Point

Understanding where the coachee is at the beginning of their coaching journey allows both the coach and the coachee to measure progress over time. It sets a clear starting point against which any change, improvement, or development can be gauged.

2. Comprehensive View

A thorough assessment of the current reality helps in mapping out the coachee's life or professional situation in detail. This includes identifying strengths, weaknesses, opportunities, challenges, and any other relevant factors that influence their current state.

3. Identifies Areas for Development

By assessing the reality, specific areas that require attention, improvement, or change are highlighted. This ensures that coaching efforts are directed towards aspects of the coachee's life or work that will have the most significant impact.

4. Facilitates Goal redefining and Setting

A clear understanding of the current reality enables the setting of SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals that are both challenging and attainable. Goals rooted in the coachee's current situation are more likely to be relevant and meaningful to them.

5. Enhances Self-Awareness

Assessing reality encourages the coachee to reflect deeply on their current state, promoting self-awareness. This increased insight into their own lives can lead to self-discovery and personal growth.

6. Supports Strategy Development

Knowing the coachee's starting point helps in developing strategies that are tailored to their unique situation. Strategies can be designed to leverage strengths, mitigate weaknesses, and address specific challenges identified during the assessment.

7. Motivates and Inspires Action

Recognizing the gap between the current reality and desired future state can motivate the coachee to engage actively in the coaching process. This realization often serves as a powerful catalyst for change.

WHEEL OF LIFE

Step 1: Introduction: the purpose of the Wheel of Life, emphasizing its role in helping individuals gain a visual overview of their current life satisfaction across different areas.

Step 2: Identify Life Areas

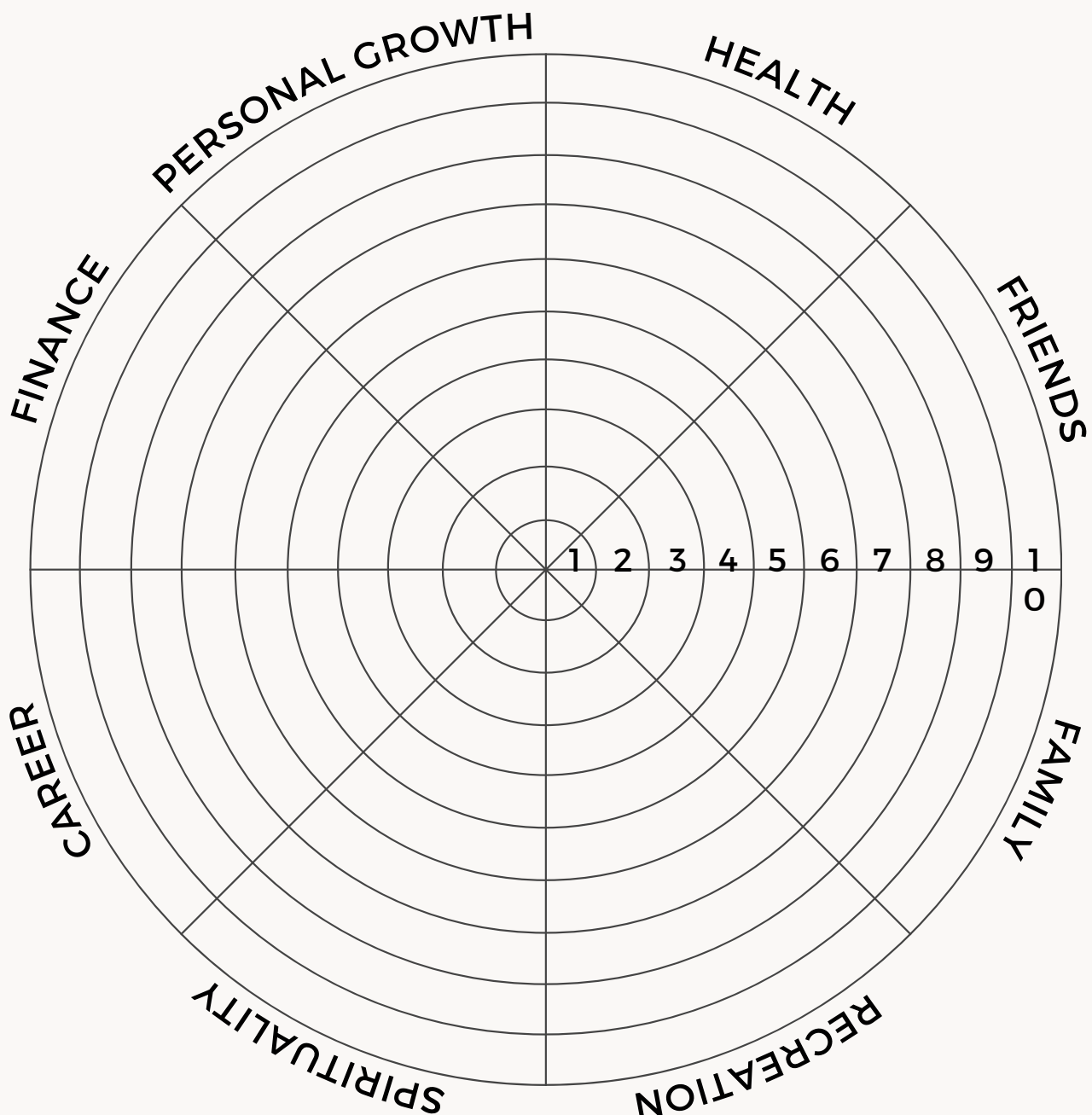
Step 3: Rate Current Satisfaction: How satisfied I am on a scale from 0 (completely unsatisfied) to 10 (completely satisfied) for each segment of the wheel.

Step 4: Reflect on the Results: Which areas of your life are you most and least satisfied with? Are there any surprises? How do you feel about the balance shown in your wheel?

Step 5: Set Goals

Step 6: Prioritize and Commit

Step 7: Review and Adjust



WORKING WITH ACTION PLANS

Coaching involves creating customized action plans that cater to the unique goals and circumstances of young individuals. These plans act as guides, steering them towards their desired outcomes and offering a clear path for self-improvement. When young people actively participate in developing their action plans, they not only take charge of their objectives but also foster a sense of empowerment and responsibility.

At the end of the coaching session, the youth depart with a renewed purpose and resolve, equipped with a detailed action plan to navigate their progress until the next meeting. This plan serves as a reminder of their dedication to personal development and establishes a structure for monitoring their accomplishments and adjustments. With the coach's support and the momentum from their action plan, the youth is ready to make significant advancements towards unlocking their full potential.

ELEMENTS OF AN ACTION PLAN

Clear and Specific Goals: - Ensure that each goal is SMART.

Actionable Steps - Make sure the steps are feasible and manageable given the youth's resources and constraints.

Timeline and Deadlines - Encourage the youth to prioritize tasks based on their importance and deadlines.

Resources and Support - Ensure that the youth know how to access these resources when needed.

Celebration of Milestones - Recognition of achievements reinforces positive behaviors and encourages continued effort.

Long-Term Vision - It provides a sense of purpose beyond immediate gratification, fostering a deeper connection to one's values, passions, and aspirations.

QUESTIONS FOR DEFINING THE ACTION PLAN

Action Planning: What are the concrete steps you need to take to work towards your goal?

Resources and Support: What resources or support do you need to accomplish your goal? (e.g., materials, information, mentorship)

Accountability: How will you hold yourself accountable for following through on your action plan?

Adaptability and Flexibility: Are you open to adjusting your action plan if needed? How will you know when it's necessary to make changes?

Reflection and Learning: How do you plan to reflect on your progress and evaluate your actions along the way?

Self-Care and Well-Being: How will you prioritize self-care and well-being as you work towards your goal?

Commitment and Motivation: On a scale of 1 to 10, how committed are you to achieving this goal? What would it take to increase your level of commitment?

ACTION PLAN

AREA OF MY LIFE	GOAL	WHY IS IMPORTANT

ACTION STEPS	DATE	MILESTONES
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The training helped me focus better and be more present in all areas of my life, not just at work. I also learned to see how powerful change can be, especially the kind of change young people can bring about. The skills and knowledge I gained from the training are useful in my current job, and I find new aspects of them every time I apply them to my work.

Gabor Ana-Maria

5

CHAPTER

COACHING METHODS AND TECHNIQUES

LISTS CONCRETE EXAMPLES OF HOW COACHING CAN BE BENEFICIAL IN THE CONTEXT OF YOUTH WORK, OFFERING READERS INSIGHTS INTO THE PRACTICAL APPLICATIONS OF COACHING TECHNIQUES.

PSYCHODRAMA: SCENE SETTING TECHNIQUE

Objective

To facilitate a youth client's exploration of different paths in a decision-making process.

Methodology

This method involves setting a hypothetical scenario related to the client's decision, having the client role-play different outcomes, and reflecting on the experience. For instance, if a youth is torn between two career paths, they explore each option through role-play, embodying their future self in both scenarios and reflecting on their feelings and insights.

Outcome

The youth gain clarity and confidence in making decisions by visualizing and emotionally experiencing the outcomes of different choices

PSYCHODRAMA: EXPLORING YOUR SOCIAL ATOM TECHNIQUE

Objective

To help youth participants visualize and understand their social networks, fostering self-awareness and facilitating discussions about relationships and support systems

Methodology

Participants draw a "Social Atom" diagram, mapping out their social connections and roles within various groups. This involves creating visual representations of relationships and reflecting on the roles they play and how these affect their well-being.

Outcome

Participants develop a deeper understanding of their social connections, identify patterns, and set goals for improving their social interactions and support systems.

DESIGNING YOUR PERFECT LIFE

Objective: To motivate young individuals to visualize and pursue their ideal future by identifying their aspirations, dreams, and goals across different life domains such as personal growth, education, career, and personal relationships.

Methodology:

Begin with an explanation of what a vision board is and how it can serve as a powerful tool for visualizing and achieving one's aspirations. Facilitate a guided brainstorming session where participants reflect on their dreams for the future, including their ideal day, life achievements, and areas of personal fulfillment such as hobbies, health, and social connections. Encourage participants to cut out images and words that resonate with their aspirations and arrange them on their vision boards.

Outcome: Young will gain clarity on what a fulfilling life means to them and understand the importance of setting and working towards concrete goals.

VISUALIZATION TECHNIQUE: USING PHOTOS AND IMAGES IN COACHING

Objective

To use visual aids to help youth explore different perspectives and insights related to their coaching goals.

Methodology

Participants select images that resonate with them and discuss their thoughts, emotions, and sensations in response. They engage in stylistic analysis and explore different perspectives offered by the images, guided by coaching questions.

Outcome

Youth gain new perspectives and insights into their situations, leading to personal revelations and the identification of actionable steps based on these newfound viewpoints.

META-LEVEL PERCEPTUAL POSITIONS

Objective

To facilitate a deeper understanding of a situation by exploring it from multiple perspectives.

Methodology

The youth is guided through adopting different perceptual positions: their own perspective, another person's perspective, and an objective observer's perspective. This exploration is followed by reflection and comparison of insights gained from each standpoint.

Outcome

The youth gains clarity, new insights, and a broader understanding of the thoughts, feelings, and behaviors, informing their decision-making process and action planning.

PSYCHODRAMA: SOCIOMETRY

Objective

To enhance group cohesion, strengthen interpersonal relationships, and promote self-awareness among youth participants.

Methodology

Through activities like Circle Formation and Affinity Mapping, participants explore their positions within the group, discuss the dynamics, and reflect on their roles. This may involve physical positioning to represent relationships and discussions to unpack these representations.

Outcome

The group gains insights into the collective dynamics, recognizes each member's unique contributions, and identifies ways to improve group cohesion and support.

CONSTELLATION METHOD

Objective

To explore systemic principles and gain insights into complex issues, particularly effective in youth coaching where creativity and metaphorical thinking are impactful.

Methodology

The client uses small objects to represent key elements or individuals related to their issue. These objects are arranged to reflect the client's perception of relationships and dynamics. The coach guides the client through exploring the constellation, encouraging reflection on the positions and relationships represented by the objects.

Outcome

The youth gains a deeper understanding of the systemic factors influencing their situation, leading to insights that inform new approaches or resolutions to their challenges.

NLP COACHING METHOD: REFRAMING

Objective

To assist clients in altering their perception of an issue or situation. By changing how they view their challenges, clients can transform obstacles into opportunities, leading to more empowering thoughts and behaviors.

Methodology

The process starts with identifying a particular challenge or negative thought pattern the youth wants to change, providing a clear direction for the session. The coach delves into the youth's perspective on the issue to uncover underlying beliefs or values, facilitating an understanding of its negative framing. By prompting the youth to view the problem through different lenses—considering it as an opportunity or how a role model might tackle it—the coach guides them toward discovering positive aspects or new interpretations. This reframing encourages the youth to see challenges as opportunities for growth, integrating this new, empowering view into their mindset. The youth then outline actionable steps and sets specific goals to apply this outlook, fostering positive behavioral changes and enhanced problem-solving skills.

Outcome

Reframing methodology in youth coaching is a transformative shift in how young individuals perceive their challenges, leading to a more positive and empowering viewpoint. This shift encourages youths to recognize challenges as opportunities for personal growth and development. By integrating this new perspective, they are motivated to take actionable steps towards their goals, resulting in positive behavioral changes. Additionally, this approach enhances their problem-solving skills, enabling them to navigate future obstacles with greater resilience and creativity. Ultimately, the reframing methodology fosters a sense of agency and self-efficacy among youths, equipping them with the mindset and tools necessary for personal success and well-being.

NLP COACHING METHOD: REFRAMING

In youth coaching, reframing techniques and paradoxical questions are tailored to support young individuals in navigating their challenges and fostering a growth mindset. By using these strategies, coaches can help youth see their situations from new, more constructive perspectives. Here are some examples, specifically adapted for working with youth, including techniques like generalizing, diminishing, or magnifying symptoms or consequences:

Types of Reframing for Youth

1. Context Reframing for Youth

Changing the context or environment in which a young person views a behavior or situation can alter its perceived impact. For instance, a youth's reluctance to participate in group activities could be reframed as an opportunity to observe and learn from others before diving in.

Content Reframing for Youth:

Shifting the content of a thought or belief to highlight its positive aspects. For example, a young person's impulsive behavior could be reframed as a sign of enthusiasm and a willingness to take risks.

Outcome Reframing for Youth:

Emphasizing the potential positive outcomes of situations that initially seem negative. For instance, the end of a friendship could be reframed as a chance to meet new people and learn more about oneself.

Generalizing:

Expanding the perspective to see a singular event as part of a larger pattern of growth or learning. "What could this situation teach you about life or about how to handle similar situations in the future?"

Diminishing Symptoms or Consequences:

Minimizing the perceived severity of a problem to make it seem more manageable. "What if this problem was only half as bad as you think? How would you feel then?"

Magnifying Symptoms or Consequences:

Occasionally, exaggerating the problem's impact to explore its potential outcomes or to motivate change. "What's the worst that could happen if this continues? How would that affect your choices now?"

USING SILENCE IN COACHING

Silence is a versatile tool in youth coaching, serving multiple functions from facilitating deep reflection to enhancing the coaching relationship. By skillfully incorporating silence into coaching sessions, coaches can support the developmental needs of young individuals, helping them navigate their journey towards self-awareness and empowerment.

1. Facilitates Reflection - Deepens Thought Process:

Silence gives youth the time to process their thoughts and feelings more deeply. In the fast-paced world they grow up in, moments of quiet can be scarce. Coaching provides a rare opportunity for introspection, allowing them to explore their inner landscape without immediate external feedback.

2. Encourages Ownership - Promotes Autonomy in Problem-Solving:

By not jumping in with solutions or advice, coaches using silence encourage young people to take ownership of their challenges and potential solutions. This empowerment is crucial for building their confidence and decision-making skills.

3. Enhances Emotional Processing - Space for Emotion:

Youth, navigating complex emotions and social dynamics, often benefit from silent moments to recognize and process their feelings. Silence in coaching can serve as a supportive space where emotions can surface and be acknowledged without immediate analysis or judgment.

4. Builds Trust and Safety - Signals Respect and Patience:

When a coach is comfortable with silence, it signals to the youth that their thoughts and feelings are valid and important, no matter how long it takes them to articulate.

5. Encourages Verbalization of Thoughts - Spurs Self-expression:

The quiet space created by silence can encourage youth to put their thoughts into words, a skill that is crucial for their personal and academic development. Articulating thoughts can clarify their understanding of themselves and their situations.

6. Promotes Active Listening - Demonstrates Attentiveness:

For coaches, using silence is also a practice in active listening. It shows that they are fully present and engaged with what the youth is saying, providing a model of attentive behavior that young individuals can learn from and emulate.

7. Reduces Pressure - Alleviates Performance Anxiety:

The pressure to respond quickly can be overwhelming, especially for youth who may be uncertain or insecure. Silence relieves this pressure, giving them the freedom to explore their thoughts without the fear of immediate critique or feedback.

8. Facilitates Creative Thinking - Encourages Divergent Thinking:

In the silence, youth can explore different angles and solutions to their challenges. This quiet contemplation can lead to creative insights and innovative problem-solving approaches that might not emerge in a more conversation-heavy session.

USING QUESTIONS

Using questions, particularly powerful questions, in coaching for youth is a cornerstone technique that can unlock profound insights, foster self-discovery, and drive meaningful change. These questions, when used effectively, can engage young individuals deeply, challenge their thinking, and encourage them to explore new perspectives. Here's how questions and powerful questions play a crucial role in youth coaching:

Engaging and Explorative

Questions in coaching are designed to be open-ended, encouraging youth to think more broadly about their experiences, feelings, and goals. This open-endedness invites exploration and avoids the limitations of yes/no answers, which can close down conversation.

Empowerment Through Self-Reflection

Asking questions, rather than offering advice, empowers youth to find their solutions, fostering a sense of autonomy. This is crucial for their development, as it builds confidence in their ability to navigate life's challenges.

Deepening Understanding

Clarifying Thoughts and Feelings: Questions can help young people clarify their thoughts and feelings. By articulating their internal world, youth can gain a clearer understanding of their motivations, fears, and desires, which is essential for personal growth.

Enhancing Self-Awareness

Exploring Values and Beliefs: Questions that probe values and beliefs help youth to align their actions with their core selves. This alignment is key to living authentically and making choices that reflect their true identities.

Encouraging Action and Accountability

By asking about the next steps and what might be holding them back, coaches can encourage youth to take action towards their goals. These questions also foster accountability, as youth verbalize their commitments and potential challenges.

IMPLEMENTING QUESTIONS IN COACHING SESSIONS

Create a Safe Environment: Ensure that the coaching space is safe and non-judgmental, where youth feel comfortable expressing themselves.

Listen Actively:

Listen to the answers with full attention, showing that you value their thoughts and encouraging deeper exploration.

Follow Up:

Use their responses to ask further questions, diving deeper into their experiences and perspectives.

Be Patient:

Allow time for reflection. Youth may need moments of silence to formulate their thoughts.

POWERFUL QUESTIONS

Powerful questions are invaluable tools in youth coaching, facilitating a process of self-discovery, learning, and growth. Through thoughtful questioning, coaches can support young individuals in navigating their developmental journey with increased self-awareness, confidence, and resilience.

POWERFUL QUESTIONS IN YOUTH COACHING

For Self-Reflection:

"What are you learning about yourself through this experience?"

For Challenging Assumptions:

"What if the opposite of what you believe is true?"

For Exploring Values:

"What values are most important to you in this situation?"

For Clarifying Goals:

"What would success look like to you?"

For Encouraging Action:

"What is one small step you could take today towards your goal?"

For Fostering Resilience:

"How have you overcome similar challenges in the past?"

HOW TO CREATE POWERFUL QUESTIONS

Focus on the Coachee, Not the Solution

Powerful questions are designed to direct attention inward, encouraging the coachee to explore their thoughts, feelings, values, and beliefs. Instead of leading towards a specific solution, they open up the space for self-discovery.

Open-Ended and Expansive

Ensure questions cannot be answered with a simple "yes" or "no." Use prompts like "What," "How," and "Why" to encourage detailed responses that require thought and reflection.

Challenge the Status Quo

Craft questions that challenge existing assumptions or beliefs. This can help the coachee see their situation from a new perspective and consider alternatives they hadn't previously thought possible.

Encourage Visualization

Use questions that prompt the coachee to visualize their ideal future or the successful resolution of their issue. Visualization can clarify desires and motivate action towards goals.

Promote Emotional Exploration

Ask questions that encourage the coachee to connect with and articulate their feelings. Understanding emotions can be key to understanding motivations and barriers to action.

Cultivate Self-Efficacy

Design questions that reinforce the coachee's ability to effect change. Questions that highlight past successes or strengths build confidence and the belief in one's ability to overcome challenges.

PARADOXICAL QUESTIONS FOR YOUTH

Using paradoxical questions in youth work can be a highly effective strategy to engage young people in critical thinking, encourage them to explore their assumptions, and motivate change in their behaviors or attitudes. These questions work by presenting a contradiction or suggesting an action that seems counterintuitive, which can help break through resistance or fixed mindsets. Here's more input on how to use paradoxical questions effectively in youth work:

USE SPARINGLY AND WISELY

Paradoxical questions are powerful but should be used sparingly and judiciously. Overuse can lead to confusion or resistance, diminishing their effectiveness.

Before using paradoxical questions, it's crucial to have a solid understanding of the youth's perspective, challenges, and goals. This understanding will help tailor the questions in a way that resonates with them and prompts a meaningful reflection.

Once the youth have explored the paradox, follow up with more supportive questions that guide them toward identifying actionable steps they can take. Questions like, "Based on this new perspective, what's one small step you could take today?" can help translate insights into action.

EXAMPLES

"What's one thing you could do that would make this situation worse?"

This paradoxical question encourages youths to think about their control over the situation and identify behaviors they should avoid, thereby indirectly highlighting positive actions.

"How might staying the same be more challenging than changing?"

This question prompts youths to consider the costs of not changing and the potential benefits of adopting new behaviors or perspectives.

"What strengths do you rely on when you're not trying to solve this problem?"

This encourages youths to apply their existing strengths and resources in new areas, broadening their problem-solving approaches.

"Can you think of the worst possible advice you could give someone else in your situation? Why would it be the worst?"

By identifying the worst advice, youths can indirectly recognize what constitutes good advice or actions. This reverse psychology approach can clarify the more beneficial steps they should consider taking.

"If you succeed in avoiding this task, what are you also avoiding learning about yourself or the situation?"

This question highlights the potential learning and growth opportunities missed through avoidance. It encourages youths to see the value in tackling challenges head-on, promoting a growth mindset and resilience.



Keeping silent. :)

In my personal life, I realized that I had been guiding the issues of the clients in the way I liked. I learned how to be "neutral" instead of giving positive or negative reactions. It is exactly the same in my professional life. When my students come to me to consult about how to get prepared "best" for the final exam, I tried to ask essential motivation-focused questions rather than telling my "best" methods.

Seda ALTINER

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CHAPTER

ADDITIONAL REFERENCES, BOOKS, VIDEOS

OFFERS A CURATED LIST OF EXTRA MATERIALS ON COACHING AND RELATED TOPICS, PROVIDING USERS WITH RESOURCES FOR FURTHER LEARNING AND EXPLORATION.

ONLINE RESOURCES

To support further learning and exploration in coaching, here's a curated list of resources covering various aspects of coaching, from foundational theories to practical applications and advanced topics.

These resources include books, articles, and websites that offer valuable insights for both new and experienced coaches, as well as individuals interested in self-coaching techniques.

MENTORING UNDER CONSTRUCTION



Mentoring under Construction is a community for mentoring practitioners within the European Solidarity Corps program. Mentoring under Construction aims to identify, share and implement good practices on mentoring volunteers within the European Solidarity Corps programme.

This community is for mentors, including those, who just embark into this journey, project managers that are developing and implementing volunteering projects, coordinators of volunteers, facilitators of learning, ... in short everyone who is interested in raising the quality in mentoring within European Solidarity Corps program.

ARTICLES AND ONLINE RESOURCES

- **International Coach Federation (ICF) Blog and Resources**
 - The ICF is a leading global organization dedicated to advancing the coaching profession, and its website offers a wealth of resources, including research, articles, and toolkits.
- **Harvard Business Review (HBR) - Coaching Section**
 - Provides articles on coaching in leadership and management contexts, offering insights from academic research and practical application.
- **"What an Executive Coach Can Do for You" - HBR**
 - This article outlines the benefits of executive coaching and what to expect from the coaching process.
- **TED Talks on Coaching and Leadership**
 - TED Talks offer inspiring and informative presentations by experts in coaching, leadership, and personal development.
- **Psychology Today - Coaching Topic**
 - Features articles on various aspects of coaching, including techniques, benefits, and personal stories.
- **Coursera and edX**
 - Both platforms offer courses on coaching, leadership, and psychology from reputable universities and institutions worldwide.
- **International Coach Academy**
 - Offers ICF-accredited coach training programs that cover a wide range of coaching niches and methodologies.

OFFLINE RESOURCES

WHAT TO SEARCH?

1. **Books on Coaching Techniques:** Look for foundational texts on coaching methodologies, such as "Coaching for Performance" by John Whitmore, which introduces the GROW model, a staple in coaching across various contexts including youth coaching.
2. **Youth Development Literature:** Books focusing on developmental psychology or youth work can offer insights into the unique challenges and opportunities when working with young people. "Adolescence" by John Santrock is a comprehensive resource.
3. **Non-Formal Education Guides:** Non-formal education plays a significant role in youth work within the EU. Manuals and guidebooks on non-formal education activities, such as those published by the Council of Europe, provide practical activities and theories behind youth engagement.
4. **European Union Publications:** The EU publishes a variety of materials on youth policy, youth work, and related topics. The "EU Youth Strategy" and "Youth Work and Non-formal Learning in Europe's Education Landscape" offer insights into the EU's approach to youth work. These can usually be obtained through the EU Bookshop or national agencies of the Erasmus+ program.

AUTHORS

1. **Alan Seale:** His book "Transformational Presence: How To Make a Difference In a Rapidly Changing World" offers tools, frameworks, and practices for coaches to facilitate transformational change, emphasizing presence and awareness as key components.
2. **John Whitmore:** Besides "Coaching for Performance," which introduced the GROW model, Whitmore's contributions to the coaching field are foundational, emphasizing the importance of unlocking a person's potential through coaching.
3. **Tim Gallwey:** Known for "The Inner Game of Tennis," Gallwey's work transcends sports coaching, offering insights into overcoming mental barriers and enhancing performance through inner self-awareness and focus.
4. **Brené Brown:** While not exclusively a coaching author, Brown's research on vulnerability, shame, and courage, particularly in "Dare to Lead: Brave Work. Tough Conversations. Whole Hearts." provides valuable lessons for coaches on fostering courage and resilience in clients.
5. **Alain Cardon** Alain Cardon is well-known for his expertise in systemic coaching, an approach that looks at the coachee within the context of their broader system, be it a team, an organization, or a family. His work emphasizes the interconnectedness of systems and how changes within these systems impact individuals.
6. **Richard Barrett** Richard Barrett is an author, speaker, and internationally recognized thought leader on the evolution of human values in business and society. He founded the Barrett Values Centre, which provides tools and programs for supporting change in individuals, corporations, and societies.

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CHAPTER

COLLABORATION PARTNERSHIP MODEL

PROVIDES INSIGHTS INTO THE ORGANIZATIONS INVOLVED IN THE PROJECT,
HIGHLIGHTING THEIR CONTRIBUTIONS AND AREAS OF EXPERTISE.

PARTNER ORGANIZATIONS OVERVIEW

The "Coaching: Inspire and Empower Youth" initiative is a collaborative effort that brings together a diverse group of organizations. Each partner, with its unique strengths and experiences, contributes significantly to the project's overarching goal: to enhance the engagement and development of young people through innovative coaching methodologies.

This model fosters a multi-faceted approach to youth empowerment, leveraging each organization's strengths to enhance the project's impact. Through joint activities, shared knowledge, and a commitment to youth development, the partnership aims to equip youth workers with innovative coaching tools and methodologies, facilitating personal and professional growth among young people across Europe. This collaborative effort not only enriches the project but also strengthens the network between organizations, setting a precedent for future cooperation.

Real Life Education Association - AEVR (Romania)

Spearheading the project, this Romanian organization is dedicated to implementing educational programs that encourage real-life skills and financial independence among the youth. Their expertise in non-formal education methods and financial education is pivotal to the project's success.

- **Expertise and Contributions:** Specializes in financial education and entrepreneurship programs for youth and adults, leveraging a decade of experience to foster financial literacy and self-sufficiency.
- **Role in the Project:** Leads the project, drawing on extensive experience in youth engagement, financial coaching, and organizational management to enhance youth workers' coaching skills and methodologies.

The Collaboration Model: The synergy between these organizations is structured around shared objectives: enhancing youth workers' skills, fostering a coaching culture among youth mentors, and creating an inclusive, empowering environment for young people across Europe. The project's activities, including workshops, seminars, and training courses, are designed to leverage the diverse expertise of each partner, ensuring a holistic approach to youth empowerment.

PARTNER ORGANIZATIONS OVERVIEW

Freedom Universe (Poland)

A Polish organization committed to creating inclusive educational spaces. Freedom Universe focuses on empowering young individuals to become active participants in their communities, leveraging non-formal education to foster personal and professional growth.

- Role in the Project: Enhances the project with creative approaches to youth engagement, integrating arts, personal development, and environmental consciousness into coaching practices.

PANGEA GENÇLİK DERNEĞİ (Turkey)

Originating from İzmir, PANGEA brings to the table its experience in fostering youth skills development, promoting lifelong learning, and enhancing civic participation. Their work aims to bridge cultural gaps and encourage social integration.

- Role in the Project: Shares insights and methodologies for cultivating an inclusive learning environment and empowering youth through creative and educational activities.

ASOCIACION PROMESAS (Spain)

With a strong focus on non-formal education and inclusion, ASOCIACION PROMESAS leverages its network of youth workers to promote educational programs that address the needs of young people, emphasizing sustainability, vocational training, and social inclusion.

- Role in the Project: Contributes expertise in engaging youth from diverse backgrounds, employing non-formal education techniques to foster inclusivity and active participation.

Officina Nuova Dimensione Europea (O.N.D.E.) APS (Italy)

ONDE specializes in educational and cultural initiatives that support youth development and intercultural understanding. Their contribution emphasizes the importance of creativity and cultural awareness in empowering the youth.

- Role in the Project: Brings innovative educational methodologies and a commitment to human rights and diversity, offering valuable perspectives on fostering inclusivity and empowerment in youth work.

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CHAPTER

ABOUT THE ERASMUS+ PROGRAM

INCLUDES INFORMATION ON FUNDING, LINKS TO MORE DETAILS ABOUT THE PROGRAM, AND GUIDANCE ON HOW TO APPLY, ENCOURAGING MORE ORGANIZATIONS TO ENGAGE WITH AND BENEFIT FROM ERASMUS+ OPPORTUNITIES.

ERASMUS+ FOR YOUTH: EMPOWERING THROUGH INTERNATIONAL LEARNING EXPERIENCES

Erasmus+ is the EU's programme to support education, training, youth, and sport in Europe. Its budget of €26.2 billion is designed to provide over 4 million Europeans with the opportunity to study, train, gain experience, and volunteer abroad. The aim is to not only foster personal development and employability but also to stimulate the modernization of systems within education, training, and youth work.

FUNDING OPPORTUNITIES

Erasmus+ provides grants for a wide range of actions and activities in the fields of education, training, youth, and sport. The programme offers opportunities for both individuals and organizations from Europe and beyond.

- **For Organizations:** Funding is available for projects that are collaborative and bring a European Dimension to their work, such as youth exchanges, volunteer projects, and training of youth workers.
- **For Individuals:** Young people can access funding for learning mobility projects, including studying, training, work experience, or volunteering abroad.

How to Apply

- **Find a Call for Proposals and Read the Guidelines Carefully:** Each call has specific criteria and guidelines that must be followed.
- **Register Your Organization:** Obtain a OID number by registering your organization in the Participant Portal.
- **Find Partners:** Many projects require partnerships across countries. Platforms like SALTO-Youth can help find potential partners.
- **Prepare Your Application:** Clearly define your project's objectives, activities, expected impact, and budget.
- **Submit Before the Deadline**

WHAT ERASMUS+ OFFERS TO YOUTH

- **Youth Exchanges:** Opportunities for groups of young people from different countries to meet and learn about each other's cultures.
- **European Voluntary Service (EVS) / European Solidarity Corps (ESC):** Offers young people the chance to volunteer abroad, contributing to community projects and gaining new skills.
- **Youth Worker Training:** Training and networking opportunities for professionals working with young people, enhancing their teaching skills and knowledge on fostering youth development.

SALTO-YOUTH

SALTO-Youth is a network of resource centers working on European priority areas within the youth field. It provides non-formal learning resources for youth organizations and offers training and contact-making activities to support organizations and youth workers.

- Platform Features: Training calendars, partner finding for projects, toolkits for youth work, and research resources.
- How to Use: Register on the SALTO-Youth website to access resources, find partners, and apply for training opportunities.

This community is for mentors, including those, who just embarked on this journey, project managers that are developing and implementing volunteering projects, coordinators of volunteers, facilitators of learning, ... in short everyone who is interested in raising the quality in mentoring within European Solidarity Corps program.

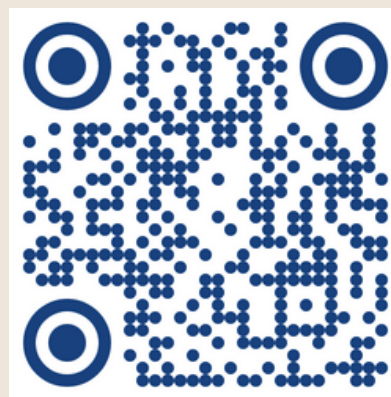
Erasmus+ offers invaluable opportunities for young people and organizations in the youth sector to engage in learning, volunteering, and professional development activities across Europe. By leveraging these opportunities, youth organizations can enhance their capacity, broaden the horizons of the young people they work with, and contribute to a more connected and educated Europe.

Encouragement to Engage
We encourage more organizations and youth to explore the possibilities that Erasmus+ and platforms like SALTO-Youth offer. By participating, you not only gain experience but also contribute to the vibrant tapestry of European youth culture and education.

LINKS FOR MORE INFORMATION ERASMUS+ OFFICIAL WEBSITE



EUROPEAN YOUTH PORTAL



SALTO-YOUTH





EMPOWERING THE NEXT GENERATION

"Together, we've embarked on a journey to inspire and equip our youth with the skills to navigate their paths with confidence and purpose. This toolkit is not just a testimonial of our shared efforts but a proof of the transformative power of coaching. Let's continue to foster environments where young minds can flourish, guided by our wisdom and unwavering support. Thank you to all our partners, participants, and supporters for making this vision a reality."

Silvia Misu

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