Understanding and facilitating individual and group learning processes	Understanding and facilitating individual and group learning processes	Understanding and facilitating individual and group learning processes	Understanding and facilitating individual and group learning processes
Selecting, adapting or creating appropriate methods	Creating a safe, inspiring learning environment	Support learners in identifying and meeting their learning needs and overcoming any barriers	Understanding and facilitating group dynamic in a way that is conducive to different ways of learning
Understanding and facilitating individual and group learning processes	Understanding and facilitating individual and group learning processes	Understanding and facilitating individual and group learning processes	Learning to Learn
Stimulating active participation and motivating and empowering learners	Promoting creativity, problem-solving and 'out-of-box' thinking	Effectively managing one's own emotions in training situations; respecting ethical boundaries vis-à-vis learners	Assessing one's own learning achievements and competences
Learning to Learn	Learning to Learn	Learning to Learn	Learning to Learn
Identifying learning objectives and pursuing them pro-actively	Undergoing personal/ professional development through feedback	Acknowledging and dealing with unexpected learning moments and outcomes	Identifying and providing appropriate resources to support individual learning

designing educational programmes	designing educational programmes	designing educational programmes	designing educational programmes
Developing an educational approach based on the principles and values of non-formal learning	Transferring knowledge or values related to the activity to learners	Integrating Learners' the socio-political backgrounds into the educational programme	Where relevant, integrating ICT2, e-learning and other tools and methods into the educational activity

designing educational programmes	designing educational programmes	designing educational programmes	designing educational programmes
Designing an evaluation process and impact assessment	Choose & designing appropriate methods for Information and communication technologies - ICT collecting, interpreting and disseminating information (data, resources, findings, etc.)	Being aware of the team processes and how they affect the team's effectiveness	Managing disagreements constructively

Cooperating successfully in teams	Cooperating successfully in teams	Cooperating successfully in teams	Cooperating successfully in teams
Contributing actively to team tasks	Being willing to take on responsibility	Encouraging and involving other team members	Learning with and from others

Cooperating successfully in teams	Cooperating successfully in teams	communicating meaningfully with others	communicating meaningfully with others
Being aware of the team processes and how they affect the team's effectiveness	Managing disagreements constructively	Being diversity-aware	Managing disagreements constructively
communicating meaningfully with others	communicating meaningfully with others	communicating meaningfully with others	communicating meaningfully with others
An ability to listen actively	An ability to be empathetic	An ability to clearly express thoughts and emotions	An awareness of identity-related issues
intercultural competence	intercultural competence	intercultural competence	intercultural competence
Reflecting acceptance of ambiguity and change	Maintaining awareness of one's own identity	Critically reflecting and distance oneself from one's own perceptions, biases, and stereotypical constructions of reality	Reflecting and using diverse ways and methods to increase self-awareness

intercultural competence

Being able to apply human rights principles

Selecting, adapting or creating appropriate methods	Creating a safe, inspiring learning environment	Support learners in identifying and meeting their learning needs and overcoming any barriers	Understanding and facilitating group dynamic in a way that is conducive to different ways of learning
Knowledge of existing methods and their sources	Courage to improvise, adjust and deal with unknown and unpredicted situations	Knowledge of the dynamics of individual learning processes	Knowledge of group processes
Knowledge of methodologies used in youth training	Knowledge of group processes and of the principles of creating an encouraging learning	Skill to establish a supportive relationship with the learner	Knowledge of different learning styles and methods to identify them
Skill to choose, adapt or create an appropriate method	Knowledge of safety regulations in a given context	Skill to support and encourage/confront learners in a useful way	Skill to identify group processes and act accordingly
Skill to adjust to a changing training situation Improvises and adjusts to changing situation	Skill to identify the potential of the environment		
	Skill to identify risk factors	Empathy, honesty and respect	Skill to identify and support an individual's specific way of learning
Curiosity about their own learning process	Skill to support and encourage/confront the group and/or learner in useful way	Openness	
	Empathy, honesty and respect	Reflectiveness	Empathy, respect for differences, flexibility
	Creativity		
	Attentiveness to the safety of the learner group		