

MENTOR'S LAB. Edition 2



NON FORMAL EDUCATION METHODS MANUAL



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MENTOR'S LAB. Edition 2



Energizers/Icebreakers

1.1 Title: Evolution

Type: Energizer, icebreaker

Goal: To increase energy of a group, mix it up a bit and offer some friendly competition

Number of participants: 10 or more

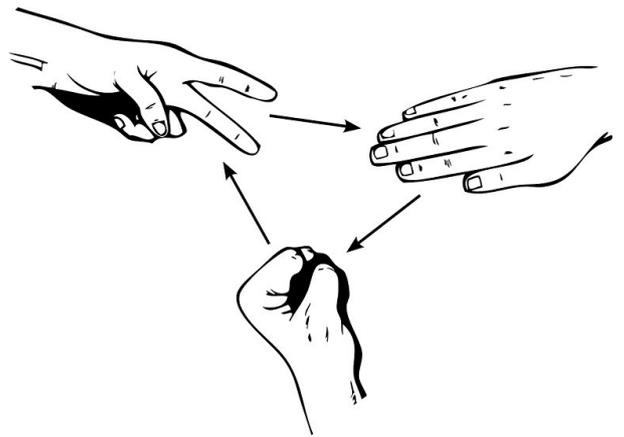
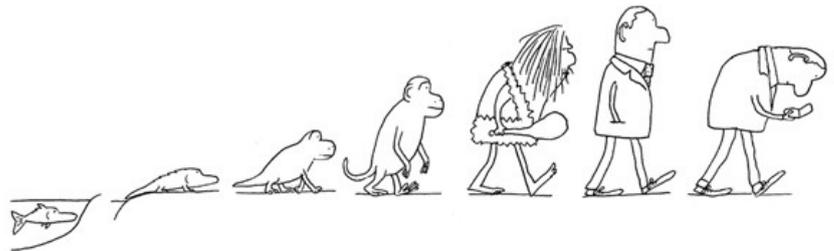
Time: At least 5 minutes

Tools for methods/conditions: A spacious room

Rules: It is simply a rock-paper-scissors tournament framework. Everyone starts at the lowest level (fish), but when someone wins a game of rock-paper-scissors immediately evolves to the next level. Out of each game there is a winner who evolves up a level and a loser who devolves back a level. Participants can only play rock-paper-scissors against those who are at the same evolutionary level as them – there is a pose/action/noise to indicate which level others are at. Therefore every participant can find more competitors by checking if they're doing the same thing.

The evolutionary chain:

- Fish – imitate swimming
- Mouse – imitate whiskers of a mouse with finger gestures
- Monkey – imitate voice and movements of a monkey
- Human – the game is won



Recommendations: The facilitator can encourage participants to move around at a fast pace so everyone gets to move up and down the evolutionary ladder a few times. Because of the evolution/devolution process, nobody can play just with their friends as, one way or another, their friends will quickly no longer be at the same level. It is always possible to use more levels on an evolutionary chain or lose some.



Energizers/Icebreakers

1.2 Title: Move the Rope

Type: Icebreaker, team building

Goal: To recall names of participants, make them work as a team and create good atmosphere

Number of participants: 10-15

Time: 5-10 minutes (depends on a number of participants)

Tools for methods/conditions: Rope/hula-hoop, piece of fabric/scarf

Rules: Participants stand in a circle holding a rope in their hands.

Scarf is attached to the rope. When the facilitator says a name of one of the participants they all have to move the rope, so that the scarf arrives to that participant whose name was just mentioned. Everyone is allowed to use only forefinger to move the rope. The point of the game is to move the rope as fast and repeat as many names as possible.

Recommendations: This activity can be made more challenging by making a participant who is holding a rope with a scarf at a time say a name of someone who is standing on a completely opposite side. Alternatively, one participant can say a name of another participant who is standing by.



1.3 Title: Name Roulette

Type: Icebreaker, introduction

Goal: To get to know each other better and more of things everyone likes

Number of Participants: No limit

Time: about 20-30 min

Tools for methods/conditions: None

Rules: Everyone stands in a circle close to each other. The game starts with one person telling his/her name, how he/she is feeling and why is here. Then another person continues in the same manner and so it goes on.

Recommendations: This method can be used more than once, even periodically, before or after other activities. To encourage participants the facilitator could start the activity.



Energizers/Icebreakers

1.4 Title: Human Knot

Type: Icebreaker, problem-solving, team building

Goal: To make participants work together in order to find a solution for a problem

Number of participants: 10-20

Time: 5-30 minutes (depends on a number of participants)

Tools for methods/conditions: None

Rules: Participants stand in a circle shoulder to shoulder. Then they are asked to close their eyes, slowly move towards the center of the circle and find a hand across that circle.

Eventually every hand should have a pair. When everyone is paired they can open their eyes and see the situation. The main task of this activity is to try untie the human knot without letting go of any hands and everyone should end up standing in a circle connected by hands like in the beginning.

Recommendations: Best and more difficult knots are made when participants aim for hands which at first are as far from them as possible. Also, to increase the difficulty level some of the participants could be either blindfolded or asked to be completely silent in general.



Energizers/Icebreakers

1.5 Title: Get the Flow

Type: Icebreaker, energizer

Goal: To increase the energy of participants

Number of participants: 8 and more (best experience with approximately 15)

Time: 10 minutes

Tools for methods/conditions: A spacious room

Rules: Participants stand randomly in a room and the facilitator prepares to give different signals to them to indicate what they'll all have to do. When the facilitator claps once participants take one step; two-time-clap means participants jump up; three-time-clap make them kneel down; when the facilitator whistles everybody has to make their own noise and open their arms.

Recommendations: Signals as well as their meanings that are given to a group can vary. It is important to practice once or twice every movement everybody will have to make after the agreed signal before really going into the game.



Energizers/Icebreakers

1.6 Title: Yarn Game

Type: Icebreaker, getting to know each other

Goal: To get more various information about one another, build connection and trust

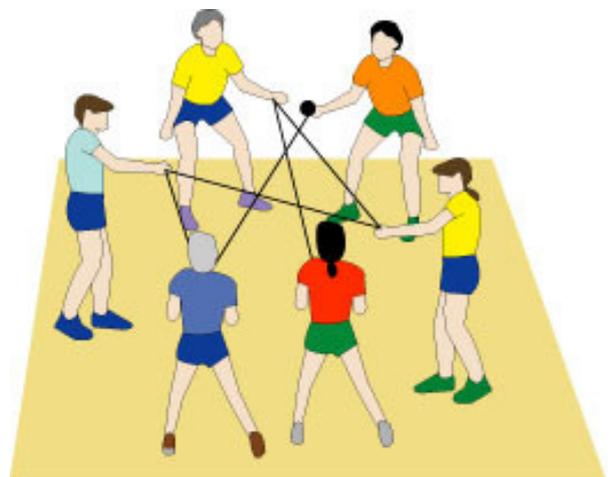
Number of participants: 5-50

Time: 10-15 minutes (depends on a number of participants)

Tools for methods/conditions: Woolen yarn/rope

Rules: The whole group makes a circle, one person holds a yarn and tells his/her name, age and country where he/she is from. Then that person throws another piece of yarn to the next person in a circle, preferably to the opposite direction, not too near, while still holding a piece of yarn. The next person, now holding a yarn too, also tells a name, age, country and passes a yarn to another person and so the game goes on. The game is completed when each person of the group has hold a piece of yarn once and introduced himself/herself. It results in a wide 'spider web' where everyone knows each other a little bit better, feels more connected.

Recommendations: To encourage participants the facilitator can start the game. The type of information participants share can also be changed accordingly to how well the facilitator knows a particular group as more personal questions can be given (dreams, goals, hobbies, family etc.).



Energizers/Icebreakers

1.7 Title: Ninja

Type: Energizer

Goal: To create positive energy and break the ice in the group

Number of participants: 5-50

Time: 5-20 minutes (depends on a size of a group)

Tools for methods/conditions: None

Rules: Participants stand in a circle and the facilitator starts the game by putting his/her hands in front pointing at someone in the group and saying Hi; the participant who was pointed at should move his hands up by saying Ha; the two participants standing next to the one holding the hands up should 'slay' him by saying Ho. The participant who said Ha should continue the game by pointing at someone else in the circle again and saying Hi. The game continues like this until someone makes a mistake or takes too long to respond. When this happens that person is eliminated from the game and it continues until there are 3 people left.

Recommendations: At the beginning of the game the facilitators should demonstrate how it is played, so others will catch the idea and learn faster. Nobody should be eliminated from the game at the very beginning as it takes a little time to get used to it. If the game gets too slow, the facilitators should encourage participants to move faster because only then it gets interesting and even funnier.



Energizers/Icebreakers

1.8 Title: Catch the Finger

Type: Energizer

Goal: To make a group more dynamic, connected, focused

Number of participants: No limit

Time: 2-3 minutes

Tools for methods/conditions: None

Rules: Participants stand in a circle, left hand palm up, right index finger pointing up and touching on neighbor's outstretched palm. When the facilitator counts to three participants have to do two things: grab the finger on their left hand and prevent their right finger from being grabbed. It needs to be repeated several times.

Recommendations: Participants should be encouraged to put a lot of effort and energy into the game as it never fails to get everyone's attention, bring people back to present moment to the fullest. Also the game can be played with a different trigger word, e.g., "Cheese".



1.9 Title: Machinga

Type: Energizer

Goal: To make participants active again after a long activity

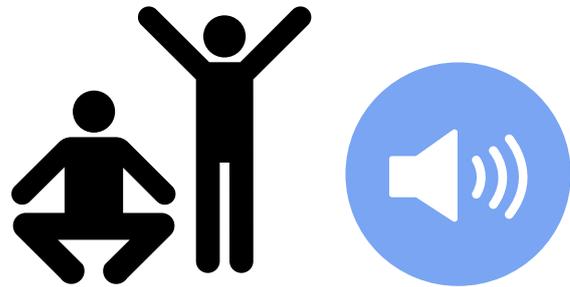
Number of participants: No limit

Time: 2-3 minutes

Tools for methods/conditions: None

Rules: Participants stand in a circle and the facilitator extends his arms while making fists and shouts out the word 'Maa..'. Then everybody, one after another, in a circle, repeats the facilitator's actions louder than the previous participant did, holding the rising tone until the end of the circle. When the last person is reached, all participants brings back their hands and shout out all together: '..chinga!' The whole circle goes like human wave, one person after another, so everybody has to wait for their turn a bit to make it smooth.

Recommendations: The facilitator can explain that the purpose of these exercises is to send all the energy of the group inside a circle, raise it and get back even more energy. For the first time it can be done as a trial and for the second one to try to beat the intensity of the shout.



Energizers/Icebreakers

1.10 Title: Zen

Type: Energizer

Goal: To make participants active after or before long activity and to find oneself in the crowd

Number of participants: 15-20

Time: 5-10 minutes

Tools for methods/conditions: None

Rules: Participants start to walk around the room randomly. While walking they 'meet' each other and have to exchange their names and favorite colors while shaking hands. After every stop like this everybody needs to keep walking and 'meeting' other people, shaking hands and now saying not their personal information but the one they heard from a previous person, so somebody else's name and favorite color. In this chaotic way the game goes on and participants need to find (=hear) their own names again which would mark the end of the game.

Recommendations: If it takes too long for participants to find their names and favorite colors again and the game becomes too mixed up, the facilitator can stop it.



1.11 Title: Moon Game

Type: Energizer, icebreaker

Goal: To create positive energy and break the ice in the group

Number of participants: No limits

Time: 20 min

Tools for methods/conditions: Pen

Rules: Everyone is standing in a circle. The facilitator takes a pen and draws in the air a figure of a moon. Then everyone in a row needs to do the same and the facilitator tells if each participant did it correctly. There is one secret: before drawing a moon everyone must say „thank you“ at the time when someone else is passing a pen to them. Nobody knows this secret at first, but while playing, more and more people begin to understand. The facilitator approves that a person drew a moon correctly only when "thank you" is said beforehand.

Recommendations: This game might take a longer period of time until everyone understands the secret, so patience is necessary.



Energizers/Icebreakers

1.12 Title: Penguins and Flamingos

Type: Energizer

Goal: To make participants active before or after a long activity

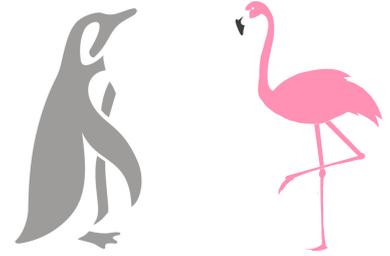
Number of participants: No limit

Time: 5-10 minutes

Tools for methods/conditions: A spacious room

Rules: Participants are divided into two groups. First group's members are penguins and the other group stands for flamingos. Penguins are able to move only with feet together and arms pressed to the sides of the body (just like a real penguin does), whereas flamingos can walk only in long slow strides with one arm stretched out and the other hand shaped like a beak. Every time flamingo touches penguin that penguin turns into flamingo. The energizer ends when all penguins have been turned into flamingos.

Recommendations: A larger space must be assured for this game or it's even better to play it outside.



1.13 Title: Find the Leader

Type: Energizer

Goal: To make participants active before or after a long activity

Number of participants: No limit

Time: 5-10 minutes

Tools for methods/conditions: None

Rules: Everybody stands in a circle. Then one participant is asked to go out of the room. Meanwhile others, who remained in the room, choose someone to be a leader. That person who was sent outside the door is invited back and has to stand right in the middle of a circle. The secretly chosen leader starts doing different movements and the rest of the participants repeat them (clapping hands, jumping etc.), whereas somebody standing in the middle watches carefully and has to guess who is that leader. If the person guesses right, then a leader goes out of the room for a moment just as the first person did and the activity is repeated.

Recommendations: Repeat it 5-6 times.



Energizers/Icebreakers

1.14 Title: A Box

Type: Energizer, icebreaker

Goal: To create positive energy and break the ice in the group

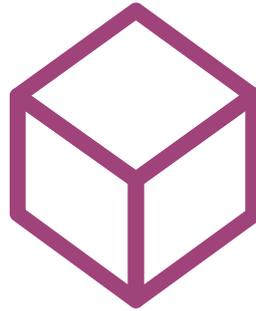
Number of participants: No limit

Time: 15 min

Tools for methods/conditions: A box

Rules: One of participants comes to the middle of a room and is given a box. The task is to act with it in order to show that box as some different thing/item than it truly is. Other participants need to guess what kind of a box meaning that person is trying to show. Who guesses right is the next one acting. Acting examples – Radio, Pandora box, baby, handbag etc.

Recommendations: Any other thing can be used instead of a box. Also participants can act in pairs.



1.15 Title: Broken Telephone

Type: Energizer, icebreaker

Goal: To create positive energy and break the ice in the group

Number of participants: No limit

Time: 20 min

Tools for methods/conditions: None

Rules: Everyone stands in a circle and someone starts the game by whispering a sentence into the ear to another person on the left. Then this person on the left has to whisper the same sentence that had just heard into the ear of another person on the left. The passing of the sentence goes on in a circle and the last person to hear it finally says it out loud, so everybody can check if they heard and whispered same words or not. In the end it becomes clear if the telephone “broke” or not.

Recommendations: To make this game more difficult longer sentences or even in foreign language can be passed on.



Energizers/Icebreakers

1.16 **Title:** Zombie

Type: Energizer, icebreaker

Goal: To create positive energy and break the ice in the group, learn group members names

Number of participants: No limit

Time: 20 min

Tools for methods/conditions: None



Rules: People make a circle. In the middle of that circle there is one person – A ZOMBIE - who tries to catch one person that's randomly chosen. All other people must shout out the name of that person zombie is trying to catch and if they do it all together and on time that person is saved from zombie. If zombie catches the chosen person they switch places.

Recommendations: Before playing this game it is important to to learn each other names even a little bit.

1.17 **Title:** Running Bridge

Type: Energizer, icebreaker

Goal: To create positive energy and break the ice in the group

Number of participants: No limit

Time: 20 min

Tools for methods/conditions: None



Rules: People stand holding hands forming a bridge. That person who is standing at the end of a bridge starts running through its tunnel grabbing one random person by hand. In this same way one by one other people start running from the end of a bridge taking another person with them and then forming same position at the front of a bridge. The person whose pair was “stolen” by someone else has to run through a tunnel grabbing another random person by hand again. It has to be fast.



Team building activities

2.1 Title: New Country

Type: Team building

Goal: To make new countries and cultures in order to acquire better the importance of respect to foreign people and other cultures, connect participants

Number of Participants: 16

Time: 40 minutes

Tools for methods/conditions: Blank papers

Rules: Participants are split into four groups and each group has to create a new country with a new name, flag, language, traditional food, greetings and some special power. For this part 20 minutes are given and afterwards groups present their new country.

The second part of the game starts when participants receive a letter from an alien who wants to destroy their planet so they must choose one leader from a group who will represent their country as the best one. The chosen leaders must discuss with each other what country to pick as only one of them can be saved from aliens and people will live in it in the future. For this part only 5 minutes are given. Then the decision is shared to everybody and that team is a winner.

Recommendations: This activity can be used under different titles (e. g., New planet), new tasks can be created. After it finishes participants can reflect on how they felt during and after this game.



Team building activities

2.2 Title: Words Game

Type: Team building, language exchange

Goal: To get to know more of each other's country and culture by learning a specific word in another language

Number of participants: 5 and more

Time: 20-30 min (depends on a size of a group)

Tools for methods/conditions: None

Rules: The group makes a circle. The facilitator starts the game or chooses a participant to start it. So whoever starts the game has to say a word, e.g. thank you, in their language. The person sitting next to the first one who spoke repeats what he/she said and adds a random word now in his/her language. The third person says those two words of the two previous participants and adds again a word in his/her language. This goes on until the last person in a circle has to say all of the words in different languages each participant used.

Recommendations: Preferably, the chosen word should be a polite or a useful/common one, e.g. thank you, hello, sorry etc. It would be better for participants to sit while making a circle as the game might last long.



Team building activities

2.3 **Title:** 3 Monkeys

Type: Team building

Goal: Working together on one goal, increasing creativity

Number of participants: 3 people in one group, no limit for number of groups

Time: 15 minutes for groups work, 20 minutes for a reflection

Tools for methods/conditions: Blindfolds, ear plugs

Rules: There should be groups consisting of three people. Each group of people needs to make some trip plans (note: find a place near you or even in a building that you are in). An important part of the game is that each participant of every group has one ability: one can only hear, another one can only see and the third one can only talk. In this way participants discuss as many questions about their trip as possible. Only 7 minutes are given for this trip arrangement and afterwards it is checked how many questions were answered. Did any of the group manage to plan a trip?



Questions for groups:

- Where are they going?
- Where will they stay?
- When are they going?
- What do they need to bring?
- What will they do there?



Team building activities

2.4 **Title:** The Meaning of Mentor and Volunteer

Type: Team building

Goal: To get to know more about the roles of volunteer and mentor, increase creativity

Number of participants: 2

Time: 5 minutes for writing, 15 minutes for discussion

Tools for methods/conditions: Paper, pens, markers

Rules: There are only two words in this game: MENTOR and VOLUNTEER. Mentor and volunteer works in a pair. Together they need to write their features/qualities/characteristics that start with every letter of these two words and are essential for these two roles. For example: M - Meaningful, E - Energetic, N - Neat, T - Trained, O - Open, R - Real etc.

Recommendations: A discussion can take place why those particular words were chosen.



2.5 **Title:** Rattlesnake

Type: Team building

Goal: To create a positive atmosphere

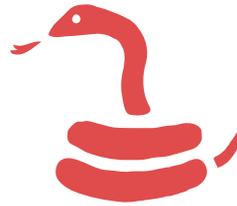
Number of participants: 8-30

Time: 20 minutes

Tools for methods/conditions: 2 bunches of keys, 2 blindfolds

Rules: People need to make two teams - catchers and runners. Then everybody stands in a circle, only two people from these two teams are in the middle: catcher will chase runner. When the game starts outside circle catchers help the catcher in the middle and outside circle runners help the runner in the middle not to step out of the circle or go too far. Both people in the middle are blindfolded and each have a bunch of keys. The catcher needs to make noise with the keys and the runner needs to respond to the noise by also making a noise with keys. At the end of the game a reflection takes place. One team only runs and another team always catches. How did both teams feel about their roles?

Recommendations: There should be enough space for catcher and runner, so it is important to make the right size circle.



Role play activities

3.1 Title: Cultural Role Playing

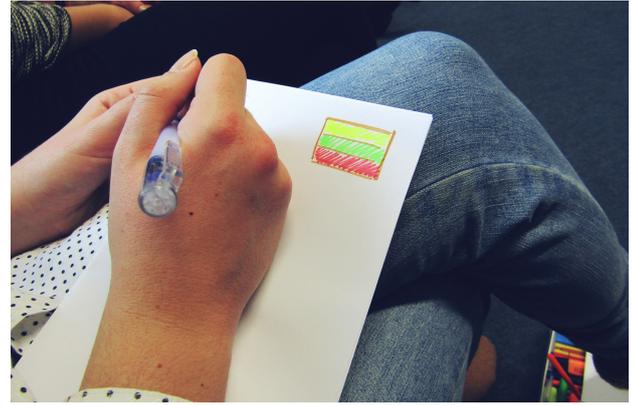
Type: Role play

Goal: To create cultural awareness among participants



Number of participants: 8 and more

Time: 25-30 minutes



Tools for methods/conditions: Flipchart papers, pens, markers, colored pencils, scissors, glue and other stationery supplies, a spacious room with larger group

Rules: The facilitator divides participants into equally numbered groups, which consist of mixed country and culture people. Then participants work in groups where they are asked to discuss and find a way on how to show cultural differences, things in common, things that shocked them or seemed interesting etc. They need to decide how they are going to present what they've got to know and learnt from their group members to others. As a way of expression participants can make a drawing, performance, dialogue, dance, pantomime etc.

Recommendations: The facilitator decides how many groups should be made. Participants should have their creativity, insight encouraged.

3.2 Title: Prepare for Departure

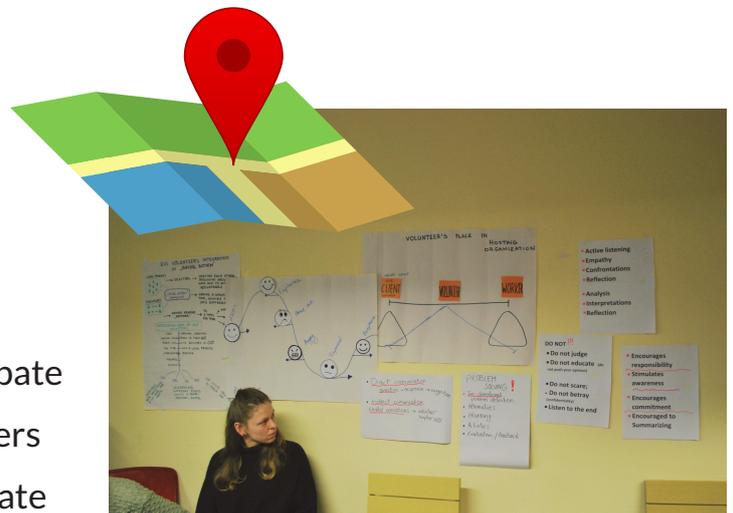
Type: Role play activity

Goal: To prepare volunteers for EVS process

Number of participants: 4-10

Time: 10 minutes for role play, 20 minutes for debate

Tools for methods/conditions: Real EVS volunteers situations written on a paper, questions for a debate



Rules: A game to help volunteers get ready for their EVS project. Short scene/role play has to be prepared involving volunteers where they need to act those EVS situations as if they are real and happening now. Later goes debate.

Recommendations: Prepared situations need to contain dilemma questions. Volunteers need to solve some kind of a problem or misunderstanding.



Problem solving activities

4.1 Title: A Dream to Come True

Type: Problem-solving

Goal: To recognize inner dreams/ideas/goals and get support or feedback on how to achieve them

Number of participants: 10-30

Time: 25-30 minutes



Tools for methods/conditions: Sticky notes, pencils

Rules: Each participant gets one sticky note (which are in three colors) and is asked to think for 2 minutes about some inner dream that he/she would like to achieve someday and write it down. Nobody should show to others what they wrote. After that participants are split into groups by a color of a sticky note they hold.

Later follows work in those smaller groups: participants have to tell what dream they wrote by using pantomime and others have to guess it. When expressed dreams seem more or less similar, participants are invited to discuss how those dreams could become true.

Participants should give some feedback like: What they like about their dream the most? What is the most important thing to do in order to achieve it? What kind of support they might need and where/how to find it?

After 15 minutes all gather in a circle for a reflection. The facilitator gives questions to think about: How did everyone feel sharing their dreams and ideas with others? Did anyone find some useful or interesting tips, motivation from others? Does everyone agree that support of others was important in discussing personal dreams?

Recommendations: Team building activities that were organized before should have made an impact on this one: a good atmosphere should be already set and participants shouldn't feel uncomfortable anymore sharing their dreams and insights with others. Groups should consist of no more than 5 people, so there'll be more time for a productive discussion. In a final reflection nobody should be forced to speak up as it is more important that everybody shares personal thoughts in small groups.



Problem solving activities

4.2 Title: The Perfect Line

Type: Problem solving

Goal: To make participants cooperate with teammates in order to solve the “Line” problem, to explain them Theory of Self-Development.

Number of participants: Maximum 6 per team

Time: 7-10 minutes

Tools for methods, conditions: Markers, sheets of paper

Rules: Participants are divided into teams. Every one of them has to choose a team leader. One of the facilitators goes to another room and then all of the team leaders go to see the facilitator in that other room to get indications regarding the task. When they come they see the facilitator holding a sheet of paper with a straight line drawn on it. After seeing it the leaders return to their teams and explain them how to draw a line similar to the one they were shown by the facilitator. The leaders cannot draw the line themselves, they can only give indications to their teammates. After teams are done drawing the line, team leaders take the drawing back to the facilitator to check if the two lines are similar. The facilitator shouldn't approve the drawing of any team but send the team leader back to redo the drawing. The activity goes on for about 7 minutes until the participants get frustrated, which is the main goal of this activity. After it ends a reflection follows on how participants felt executing an unclear task, which often happens in organizations.

Recommendations: The facilitator shouldn't explain what exactly is wrong about the drawing the leader brings for checking. During reflection participants should be asked to refer to their experience in their organizations. Two facilitators could be working simultaneously: one of them giving indications to the leaders and the other one monitoring the group work.



Getting to know activities

5.1 Title: Interests Bingo

Type: Getting to know each other

Goal: To meet interests of other participants, think over own interests, help participants to become more aware of what their skills are/ what they are good at/what they like.

Number of participants: 15-20

Time: 15-20 minutes (depends on a number of participants)

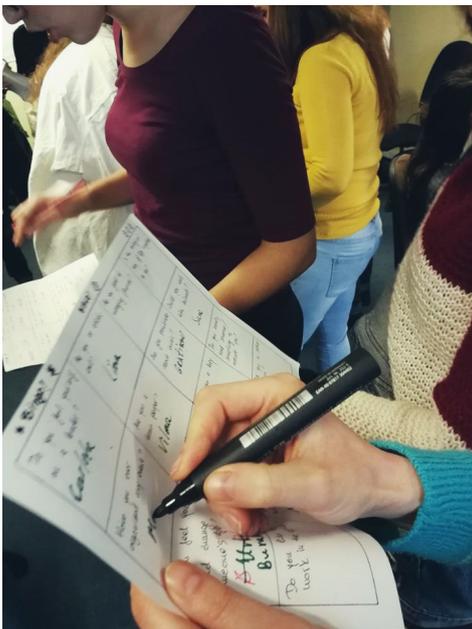
Tools for methods/conditions: Copies of bingo table

Rules: A name bingo sheet needs to be created, so basically a 4 x 4 or 5 x 5 grid of personal statements, e.g. "has long hair" or "has more than 5 siblings" or "has traveled overseas" etc. Each participant is handed out bingo sheets and a pen. Then everybody is sent off to mingle and find people that fit in the gaps. Each player can only use another person once on their sheet. So the game can either finish when someone collects a name for the entire grid or, alternatively, after everyone has completed their grids.

Recommendation: After the activity participants can be invited to tell which of the descriptions can apply to them as well. A discussion with those who have described themselves just like it was written in sentences can be held:

- Do others see themselves the same? If either yes or no, why they think so?
- Can they share some example from their life?

Participants can keep reflecting on how can they find themselves in many different descriptions and share what differ or what they have in common.



Are you a nature person?	Do you feel yourself as a leader?	Are you an artistic soul?	Are you good at managing finances?
Is the ecological way of life important to you?	Have you ever organized any event?	Are you a team player?	Are you passionate about music?
Could you work with animals?	Do you feel you could change someone's life?	Do you feel like you benefit from volunteering?	Are you a lazy person?
Do you usually need someone/something to motivate you?	Do you like to work in the office?	Are you good with kids?	Do you enjoy doing sports?



Getting to know activities

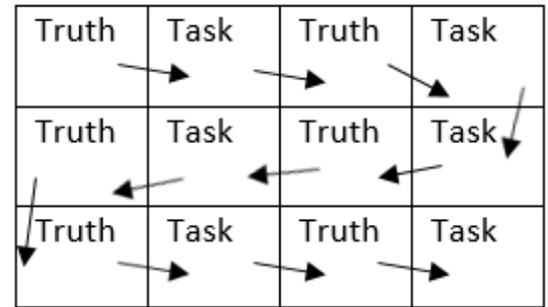
5.2 Title: Truth or Task

Type: Getting to know activity

Goal: To get to know more facts about each other, have fun

Number of participants: 2-10

Time: 30 minutes



Tools for methods/conditions: Prepared playing board, truth and task cards, dice, figurines for each participant

Rules: The facilitator prepares a playing board with two columns named "truth" and "task" and writes a pile of statements, both, for "truth" and "task" columns, then sticks them below.

Participants roll the dice and then stand on the playing board square with the same number they rolled which shows if there's a truth to be told or a task to be completed. Player needs to follow the directions showed on a playing board. So a participant takes a card, reads what is in there and does what that card asks to do.

Recommendations: If there are a lot of players it is important to prepare bigger playing board and get enough figurines. Participants can also write tasks or questions for truth cards themselves. Examples: Task - draw a map of Finland, task - say something in Finnish, truth - describe your family, truth - reveal what's your biggest passion etc.



Getting to know activities

5.3 Title: Sell a Feature

Type: Getting to know activity

Goal: To get to know more about other group members

Number of participants: No limit

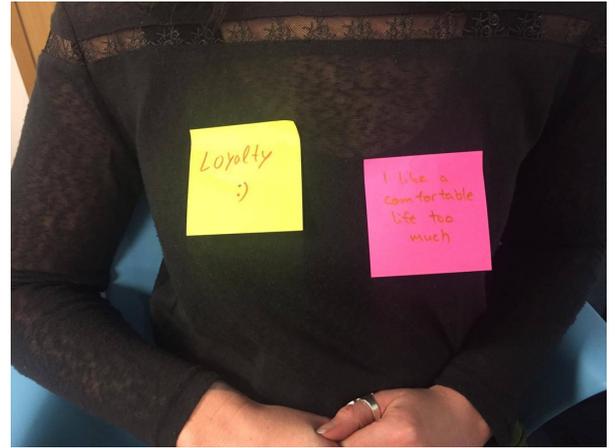
Time: 20 minutes

Tools for methods/conditions: Sticky notes, pens

Rules: On a sticky note participants write one negative and one positive feature/quality/characteristic about themselves and stick it on a sweater. Then, while walking in circles, they need to try to convince each other to take their own feature by explaining how useful it can be. So all this movement of convincing-accepting-or-refusing convincing goes on for a period of time.

Hearing different points of view teaches to understand that even good features have negative aspects or, vice versa, that negative features might have positive aspects.

Recommendations: After the activity a discussion to share feelings and insights can be held.



5.4 Title: 4 Words

Type: Getting to know activity

Goal: To get to know more about other group members, increase creativity

Number of participants: 4-30

Time: 15 minutes for drawing, 5 minutes for presenting

Tools for methods/conditions: Already prepared 4 words, paper, markers, pens

Rules: Participants are split into groups and then 4 random words are given to each group. On a sheet of paper every group needs to draw what every single given word means to them while making decisions about the drawings all together. Later groups present their drawings to everybody. Examples of words to use – empathy, active listening, inclusion, trust etc.

Recommendations: Words can be chosen from participants' work topics to understand similarities or differences among group members.



Getting to know activities

5.5 Title: Compliment

Type: Getting to know activity

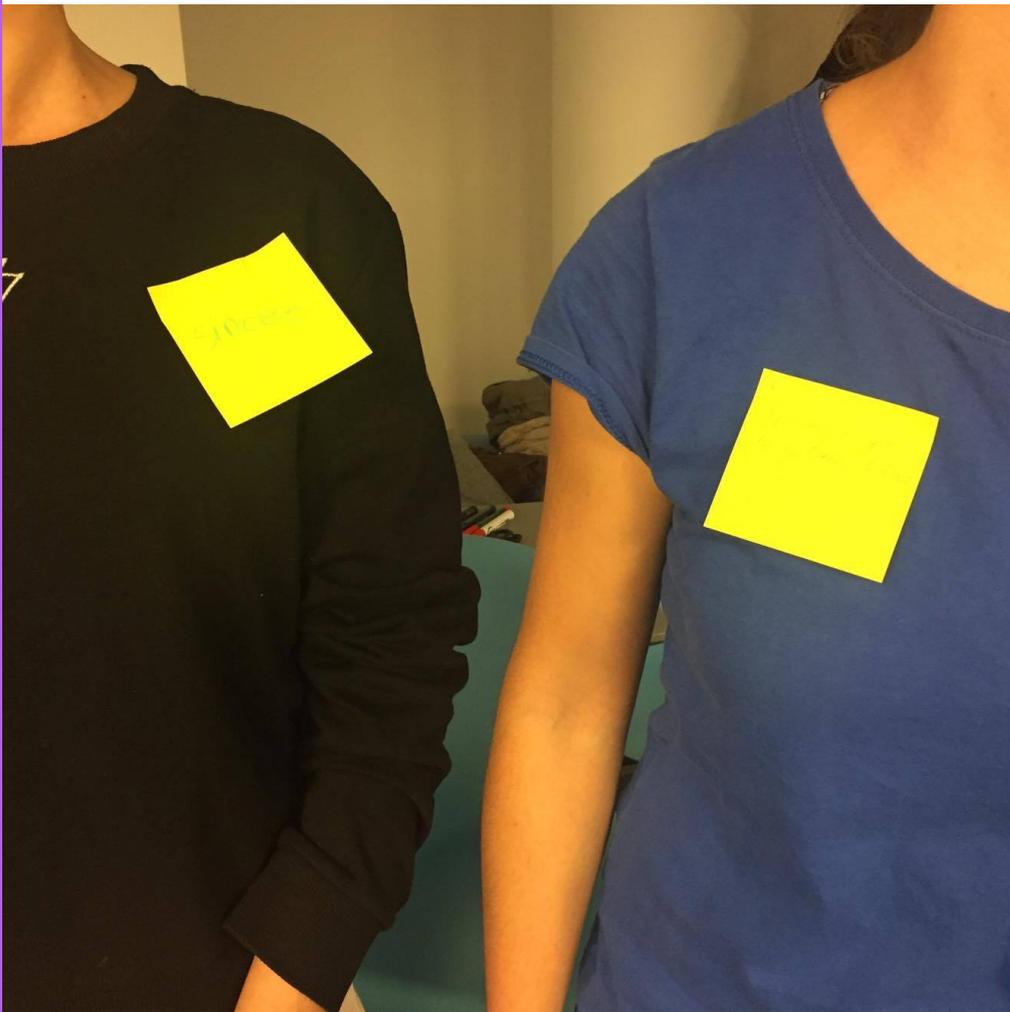
Goal: To get to know more about other group members, create a positive atmosphere

Number of participants: No limit

Time: 20 minutes

Tools for methods/conditions: Sticky notes, pens, markers

Rules: Every person needs to write on a sticky note a compliment to a person on the right and then literally stick it on him or her. After finishing creating compliments and sticking them on people's sweaters everybody shares in a circle what compliment they received.



Presenting the idea activities

6.1 Title: Planning Your Project

Type: Team building

Goal: To make participants work together as a team and improve in project management by creating a project plan according to the project development steps

Number of participants: No limit but the activity works best with 15 (5 groups of 3 members)

Time: 60 minutes

Tools for methods, conditions: Color pencils, scissors, flip charts

Rules: First participants should figure out 3 topics which they are interested in. Then they have to find 2 other partners who have same/similar topics. After that groups should figure out one common topic and then start planning the project according to the project development steps which are: project initiation, planning, execution, monitoring and reflection. Eventually, after all the planning and designing every group has 2 minutes to present their results to other participants by making a "poncho" from paper and putting all the information on it.

Recommendations: The facilitator must follow up each group by asking questions and providing ideas. The facilitator also has to remind participants about time (30 minutes left, 5 minutes left etc.). Presentations should be timed with alarm in order to be fair for every group. To make a 'poncho' as a tool for presentation participants should make a hole in paper and wear it.



Presenting the idea activities

6.2 Title: Personal Project

Type: Brainstorming

Goal: To discuss what are the main steps of project development

Number of participants: Not more than 30

Time: 5-15 minutes

Tools for methods, conditions: Nothing specific

Rules: Participants are divided into 5 groups of no more than 5 members. Then every group starts brainstorming in order to find out and commonly agree what are those 5 most important steps of project development. After 5 minutes every group has 1-2 minutes to present on what they agreed.

Recommendations: As the activity is really quick and quite challenging the facilitator should keep constantly reminding about the time. Also those who would like to lead this activity and facilitate the last reflection/discussion needs to have experience of project development.



6.3 Title: Presenting the idea/“Pitching”

Type: Presentation, performance

Goal: To sell own ideas to other participants

Number of participants: 6-20

Time: 15- 60 minutes

Tools for methods, conditions: Nothing specific

Rules: This is a follow-up of the Personal Project method. Participants are divided into groups and each group has maximum 3 minutes to prepare a short pitch to get ready to introduce an idea they had made during previous activity. Then groups present their ideas to others in a convincing way and the activity is finalized with a reflection.

Recommendations: The pitch must be prepared well and in an uncomplicated way that every single person could understand the ideas shared.



Presenting the idea activities

6.4 Title: Represent your Hosting Organization

Type: Brainstorming and presenting the idea activities

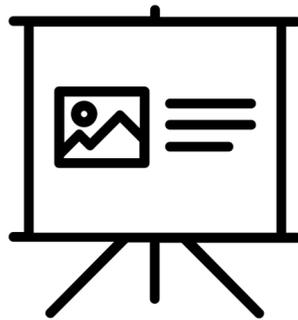
Goal: To prepare volunteers for EVS process, get to know hosting organization better

Number of participants: No limit

Time: 30 minutes for preparation, 10 minutes for presentation

Tools for methods/conditions: Paper, markers, pens, computer

Rules: Volunteers need to make a presentation about a hosting organization in order to understand how it works and to make sure that every other volunteer understands the basic information about that particular hosting organization that was just presented.



Cultural awareness activities

7.1 Title: Hand Flag Game

Type: Icebreaker

Goal: To feel the power of unity

Number of Participants: 20

Time: 10-15 minutes

Tools for methods, conditions: Colored markers

Rules: First each participant finds a pair. Then in pairs everyone draws their home country flag on each other's hands. After finishing exchanging flags all participants stand in a circle and stretch out their hands demonstrating drawn flags towards the centre of a circle. A good atmosphere among participants is created, a vision of a friendly, united globe empowered.

Recommendations: A variety of nationalities should be ensured to participate in this activity. The more people participate, the more time will be needed. Two people from same country must be in different pairs. Afterwards participants can be invited to reflect: How do they feel with another country's flag on a hand? Would they allow to draw on a hand any flag out of all?



7.2 Title: Cultural Baggage

Type: Icebreaker

Goal: To help make dialogue between participants, raise the level of respect to other cultures and different points of view

Number of Participants: 20-25

Time: 20-25 minutes

Tools for methods/conditions: Paper, pencils

Rules: This activity is divided into two parts. First participants get a piece of paper with a pencil and are asked to draw anything they want that's symbolic to them and related to their culture: traditional food, weather, flag, coat of arms, national sport etc. Then participants explain to everybody the meaning of their drawings.

Recommendations: An unlimited number of participants can do this activity at once. If a number of participants is large they can be asked to discuss the meaning of drawings in groups.



Cultural awareness activities

7.3 Title: Language Task

Type: Cultural awareness activities

Goal: Get to know other languages better

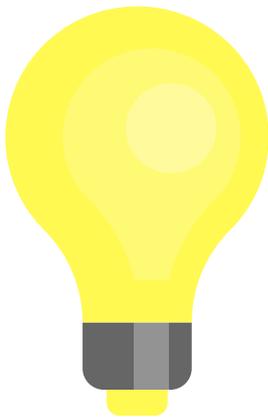
Number of participants: No limit

Time: 10-30 min

Tools for methods/conditions: Cards with words in different language

Rules: Cards in English and some other foreign language are prepared. Then participants are asked to take cards and match those phrases that have same meaning although written in different language. For example: English - I love you, Lithuanian – aš tave myliu.

Recommendations: It is better not to mix a lot of languages at the same time and words shouldn't be really difficult.



Reflection activities

8.1 Title: Five Fingers

Type: Reflection

Goal: To get feedback from participants of previous activities, summarize what new each of them have learnt

Number of participants: 1-30

Time: 20 -30 minutes (depends on a number of participants)

Tools for methods/conditions: Papers, markers, peaceful space

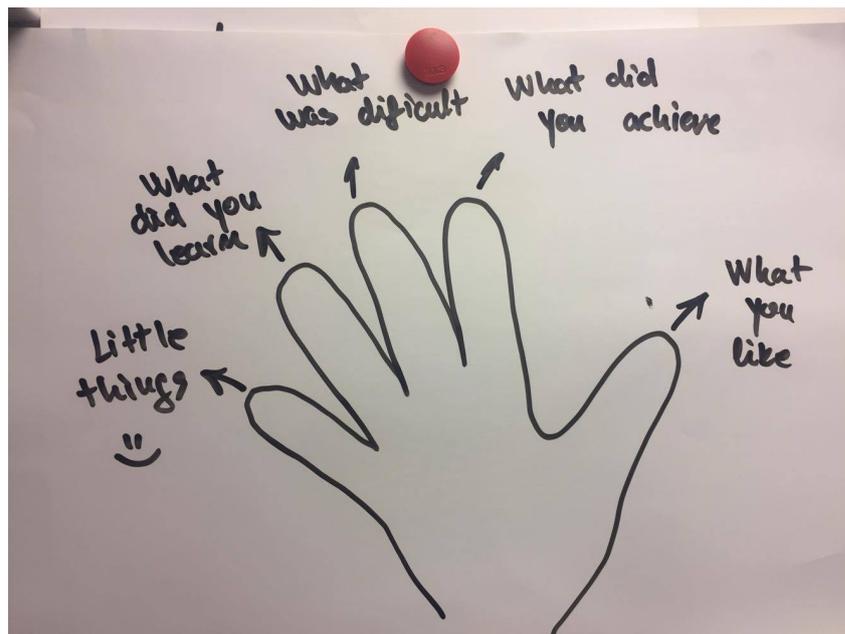
Rules: Participants are asked to draw their hand on a paper. For each finger of a hand there is a specific question:

- What did you like the most?
- What you didn't like?
- What is the most important thing you learnt?
- Did you discover anything new about yourself and if so, what is it?
- Small details that touched you spiritually.

After answering the questions everyone is invited to share and reflect on their answers.

Recommendations: The facilitator should monitor the activity. Depending on a size of a group participants are asked to present what they wrote either on one finger or on all of them.

Questions can vary.



Reflection activities

8.2 Title: Target

Type: Reflection

Goal: To let participants express opinion about activities that took place

Number of Participants: 5 and more

Time: 10 minutes

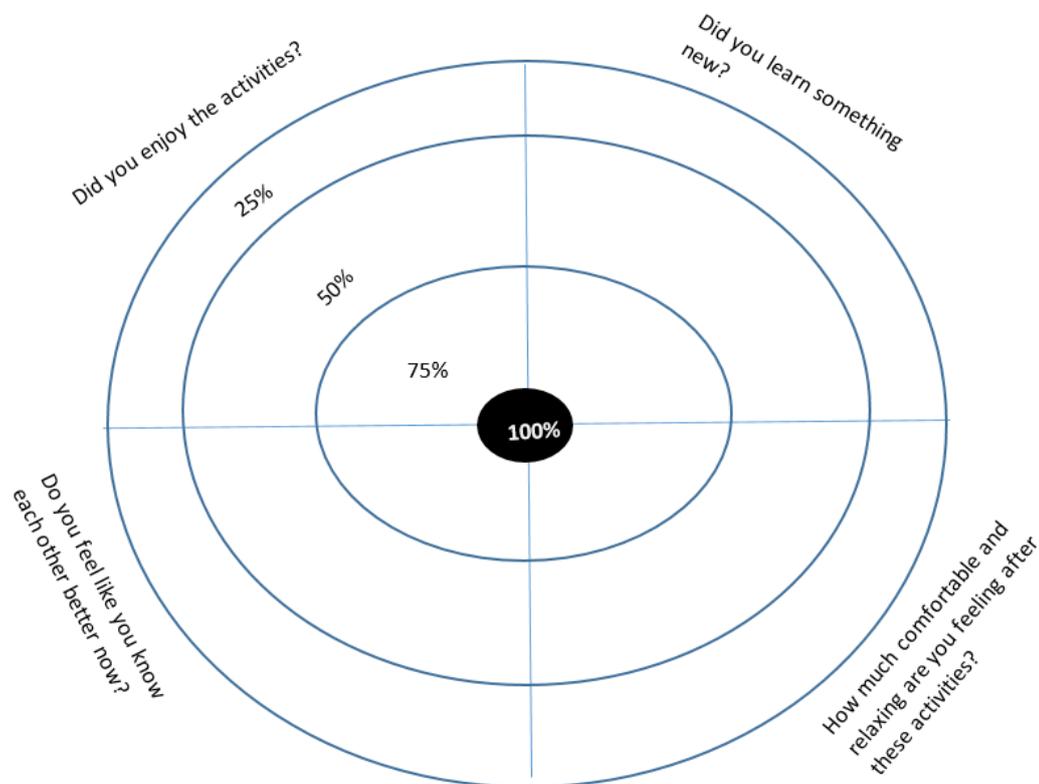
Tools for methods/conditions: Paper, colored pens, a poster with a target drawn on it

Rules: On a large poster there is a drawn target. It is divided into parts according to questions that the facilitator wants participants to evaluate. **Question samples:**

- Did you enjoy activities?
- Did you learn something new?
- How much different and more comfortable do you feel now with other participants?

The facilitator writes percentage on a target and participants one by one tick on a target spots which answer each actual question.

Recommendations: Questions can vary. Participants can evaluate either one or more activities.



Reflection activities

8.3 Title: Color Evaluation

Type: Reflection, evaluation

Goal: To let participants express opinion about activities that took place

Number of participants: 2 or more

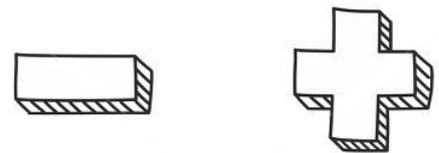
Time: Depends on a size of a group and time that's left for evaluation after activity session

Tools for methods/conditions: Coloured pencils/crayons, sheets of paper to draw a big plus and a big minus

Rules: All participants gather in a circle and the facilitator puts a box of coloured pencils in a middle. Then everyone is invited to choose one colored pencil from a box that they simply like or that indicates their mood or possible feedback.

On a ground where everyone could see and reach the facilitator draws and puts a big plus and a big minus to create a kind of a scale. A plus marks positive and a minus negative emotion(s). After giving some moments to think participants are invited to put their chosen pencil on the plus-minus scale and comment, indicating the specific color, what does it mean.

Recommendations: In order to encourage participants the facilitator can start this reflection by putting a chosen colourful pencil on a scale and giving personal feedback first. Participants can comment their experiences based not only on a pencil colour but also on a position how they lay it down. This activity can be used even at the beginning of the day, therefore everybody could give not only feedback but also share expectations, so the facilitator would get much more flexibility in implementing further activities.



Reflection activities

8.4 Title: Letter for a Volunteer

Type: Reflection activities

Goal: To prepare volunteers for EVS process and reflect on achievements

Number of participants: No limit

Time: 15 min for writing a letter, 20 min for reflecting

Tools for methods/conditions: Paper, pens, envelope



Rules: Volunteers write a letter for themselves before going to EVS and then another letter after returning from EVS. When everything is over they compare those two letters. What kind of changes do they see?

8.5 Title: Solar System

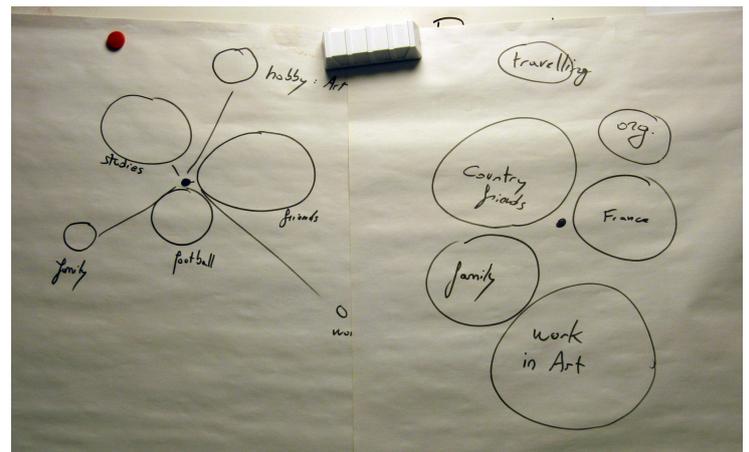
Type: Reflection activities

Goal: To prepare volunteers for EVS process and reflect on personal environment

Number of participants: No limit

Time: 15 min for drawing, 20 min for reflecting

Tools for methods/conditions: Paper, pens



Rules: A volunteer needs to draw a solar system with himself/herself in a middle and mark planets of friends, family, hobbies etc. around. Then a reflection takes place:

- How big are those planets?
- How far away or how near from each other?
- What's the importance of them?

After EVS volunteers draw another solar system (new parts of it might appear) and compares it to the previous one. What kind of changes do they see?



MENTOR'S LAB. Edition 2 project was organized in Vilnius, Lithuania involving 25 mentors from Kosovo, Ukraine, Croatia, Greece, France, Moldova, Portugal, Spain, Macedonia, Finland, Estonia and Lithuania. Coordinating organisation **VŠĮ Socialinis veiksmas (NGO Social action)**. The main aim of the project was to create space for learning in order to develop competences of people working with youth through mentoring. During the project participants analyzed and described methods that they find useful in mentoring.

Mobility of learners and staff project “MENTOR’S LAB. Edition 2“

(Nr. 2017-2-LT02-KA105-005450)

2017.12.04-2017.12.09

Training course

Lithuania

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THANK YOU FOR COOPERATION

Eesti Avatud Noortekeskuste Ühendus
Centrul Republican pentru Copii si Tineret Artico
ASSOCIATION CENTER FOR INTERCULTURAL DIALOGUE - KUMANOVO
Federación de Asociaciones Juveniles de Gijón
Eko Centar Latinovac
Civic Organization "Development and Initiative"
The Ideas Partnership
ELIX
ProAtlântico - Associação Juvenil
4H-association of Lemi
BREIZH MEA

Coordinating organisation **VŠĮ Socialinis veiksmas (NGO Social action)** is an organization working with people through programs of volunteering, with organizations and with promotion of voluntarism in social, institutional and political levels since 2005. Organization's target groups are youth, young people with fewer opportunities, NEET as well as employees of the business companies.

**MENTOR'S
LAB. Edition 2**

