TEAM RETROSPECTIVE

GUIDE OF ACTIVITIES FOR THE MENTOR

EUROPEAN SOLIDARITY CORPS

PiGreco – SEMI di Intercultura APS

Agenzia Italiana per la Gioventù

THE LAST TIME I FELT VALUED WAS WHEN? HOW DID I FEEL?
WHO ARE THE PEOPLE WHO MAKE ME FEEL GOOD? WHY?
HOW DO I SHOW THAT I AM HAPPY?WHAT I COULD DO TO IMPROVE THE ACTIVITIES OF THE PROJECTS IN WHICH I AM INVOLVED?INVENT A STORY WITH CHARACTERS (DESCRIBING THEIR BEHAVIOUR AND HABITS), A PLOT (A BEGINNING, A DEVELOPMENT AND AN ENDING) BY CHOOSING 5 PHOTOS THAT YOU HAVE TAKEN IN FAENZA AND THAT ARE SIGNIFICANT FOR YOUR EXPERIENCE HERE (BECAUSE OF THE EMOTIONS THEY AROUSE IN YOU, BECAUSE IT IS YOUR FAVOURITE PLACE OR BECAUSE SOMETHING SIGNIFICANT HAPPENED THERE FOR YOU), THE EMOTIONS THAT CORRELATE WITH THE 5 PHOTOS MUST EMERGE FROM THE STORY.DRAW WHICH JOB YOU WOULD LIKE TO DO (DESIRE) AND WHICH ONE YOU ARE BEST SUITED/MOST LIKELY TO DO (REALITY). WHICH OF THE ONES DRAWN CAN BECOME A JOB OR JUST A HOBBY, FOR EACH ONE IDENTIFY SPECIFIC SKILLS AND REFLECT (WHICH ONES DO I HAVE, WHICH ONES AM I LACKING, WHAT CAN I DO TO ACQUIRE THEM?) THE LAST TIME I FELT VALUED WAS WHEN? HOW DID I FEEL? WHO ARE THE PEOPLE WHO MAKE ME FEEL GOOD? WHY?HOW DO I SHOW THAT I AM HAPPY?WHAT I COULD DO TO IMPROVE THE ACTIVITIES OF THE PROJECTS IN WHICH I AM INVOLVED? INVENT A STORY WITH CHARACTERS (DESCRIBING THEIR BEHAVIOUR AND HABITS), A PLOT (A BEGINNING, A DEVELOPMENT AND AN ENDING) BY CHOOSING 5 PHOTOS THAT YOU HAVE TAKEN IN FAENZA AND THAT ARE SIGNIFICANT FOR YOUR EXPERIENCE HERE (BECAUSE OF THE EMOTIONS THEY AROUSE IN YOU, BECAUSE IT IS YOUR FAVOURITE PLACE OR BECAUSE SOMETHING SIGNIFICANT HAPPENED THERE FOR YOU), THE EMOTIONS THAT CORRELATE WITH THE 5 PHOTOS MUST EMERGE FROM THE STORY.DRAW WHICH JOB YOU WOULD LIKE TO DO (DESIRE) AND WHICH ONE YOU ARE BEST SUITED/MOST LIKELY TO DO (REALITY), WHICH OF THE ONES DRAWN CAN BECOME A JOB OR JUST A HOBBY, FOR EACH ONE IDENTIFY SPECIFIC SKILLS AND REFLECT (WHICH ONES DO I HAVE, WHICH ONES AM I LACKING, WHAT CAN I DO TO ACQUIRE THEM?)
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TIPS AND TRICKS

1. **For individual Reflection:**
   - Each participant takes a few minutes to reflect silently on the question, topic of the session
   - Add prompts to guide the reflection

2. **Group Sharing (in trios):**
   - Participants are divided into groups of three.
   - Each person shares their thoughts with the other two group members.
   - The focus is on active listening and creating a supportive space for sharing.

3. **Feedback and Encouragement:**
   - Group members can ask clarifying questions or provide positive feedback, helping each person in their process.
   - Participants may discover common interests, opinions, goals, creating opportunities for collaboration or mutual support during the project.

4. **Reflection or Recording:**
   - After the trio discussion, participants can write down their finalized thoughts, goals, dream...(depending on the topic of the day) in a journal or a shared space (e.g., a group mural, flipchart, or learning contract).

Purpose and Benefits:
- Clarity: Encourages participants to articulate their reflections, helps them take the time to reflect on topics they might not take the time to think about.
- Connection: Fosters peer support and builds trust within the group.
- Focus: Helps participants stay motivated and intentional about their learning journey.
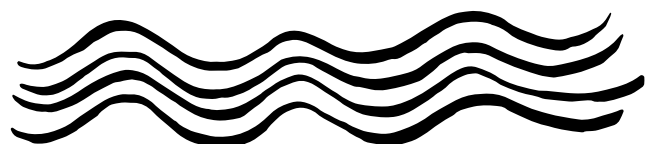
1-EXPECTATIONS: What do you expect from this experience?

Each participant takes a few minutes to reflect silently on their personal learning goals for the training or project.

Prompts could include:

- *What do I hope to learn or achieve during this experience?*
- *Which skills, knowledge, or attitudes do I want to develop?*
- *How will these goals help me in my personal or professional life?*
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Purpose and benefits: This activity is particularly effective at the beginning of a training or project, setting the tone for a collaborative and goal-oriented learning environment.
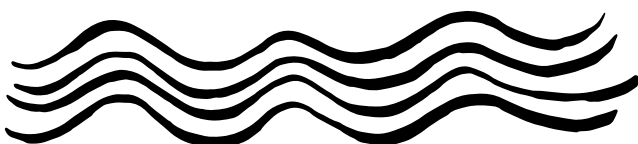
2- PROJECT REFLECTION: what could I do to improve the activities of the projects in which I am involved ?

Prompts could be additional questions such as:
- *What do I like in the project ? What do I not like ?*
- *To what extend is my attitude responsible for that ?*
- *How can I turn this ?*
- *List all the skills you would like to develop and how to achieve them*
- *List some small actions you could do to improve the activities*

Purpose and benefits: encourages to take a step back on what they are doing, their project, and to think about their position, their attitude, how they feel in their activities and in this new environment.
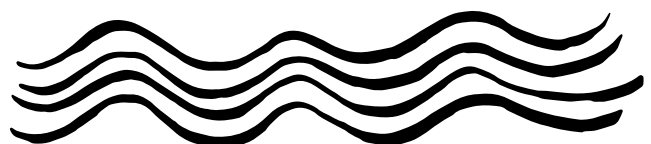
3- THINK COLOURED: What colour do I feel today; a colour to describe my experience. This activity could be used with any image/mandala.

Each participant will receive a image to be coloured and colours, give time limit (for example 30 minutes).
After the the colouring each participant shows the image to the group, explaining that the colours means and etc.

Purpose and benefits: This activity encourages self-reflection and emotional awareness by using colors as a medium of expression. Associating feelings with colors helps participants articulate their emotions in a non-verbal way, making it especially useful for those who may struggle with verbal expression.
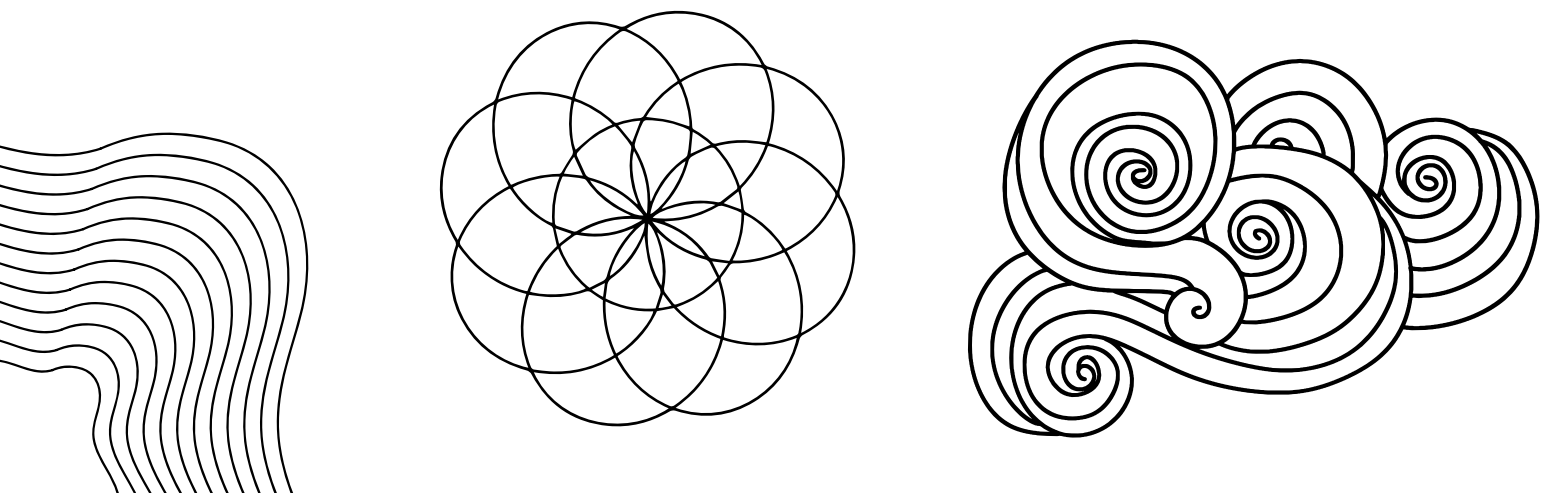
4- STORYTELLING: Make your own story

Invent a story with characters (describing their behaviour and habits), a plot (a beginning, a development and an ending) by choosing 5 photos that you have taken in Faenza and that are significant for your experience here (because of the emotions they arouse in you, because it is your favourite place or because something significant happened there for you). The emotions that correlate with the 5 photos must emerge from the story.

Purpose and benefits: encourages creativity and self-expression while helping participants reflect on their personal experiences in Faenza. By constructing a narrative around meaningful moments, they develop storytelling skills and a deeper awareness of their emotions.
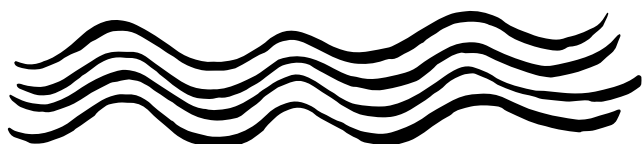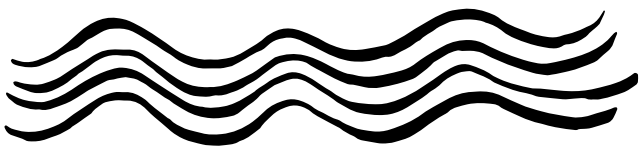
5- IMAGINE AND DRAW: How do I see myself in a year from now?

Encourage people to be creative, they can use colours, or even use object.
Give them a time limit, and then they will have to share with the other members of the group
Options: participants can select some categories or aspects of their lives to help them organise their thoughts, example: work, family, friend, country, sport...

Purpose and benefits: This activity helps participants visualise their future and set intentions. It encourages creativity, self-reflection, and goal-setting. Sharing their vision fosters motivation and mutual support within the group.
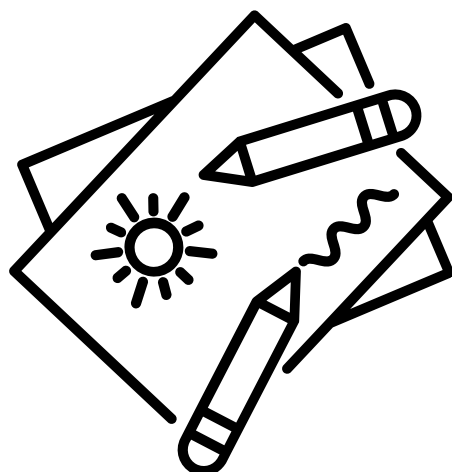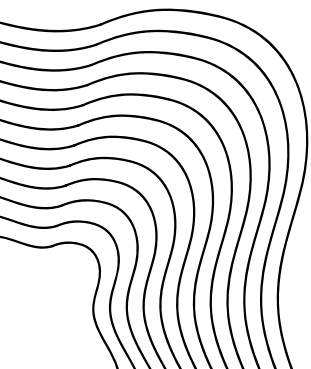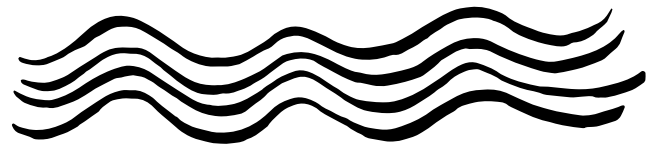
6- DREAM VS REALITY IN THE WORKPLACE:

draw which job you would like to do (desire) and which one you are best suited/most likely to do (reality).

Prompts: Which of the ones drawn can become a job or just a hobby, for each one identify specific skills and reflect (which ones do I have, which ones am I lacking, what can I do to acquire them?)

Purpose and benefits: helps participants explore their career aspirations versus practical opportunities. It encourages self-reflection on skills, gaps, and possible paths for growth. Discussing these insights fosters clarity and motivation for future choices.

7- ME AT WORK: Identify 3 positive and 3 negative characteristics that you take on at work. Which attitudes that others take annoy me? When do I assume negative attitudes? What can I do to reduce them?
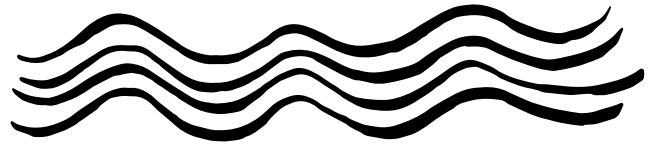
Prompts for reflection:
- *Think of a time when you felt proud of your work—what qualities did you demonstrate?*
- *What kind of feedback have you received from colleagues or supervisors?*
- *What workplace behaviors frustrate you, and why?*
- *In what situations do you tend to adopt negative attitudes? What triggers them?*
- *What small actions could help you shift towards more positive workplace habits*

Purpose and benefits: Reflecting on strengths and weaknesses helps participants understand their impact on others and identify areas for improvement. It also fosters empathy by recognizing how workplace dynamics influence attitudes and behaviors.

8- JOURNALING- 5 MINUTES JOURNAL:

Morning questions:

- 3 things I am thankful for today
- 3 things that would make this day a success
- A positive statement about myself: I am...

Evening questions:

- 3 significant things that happened today that I would like to remember
- What I could have done better

Purpose and benefits: This activity promotes mindfulness, gratitude, and self-improvement. Starting the day with intention boosts motivation, while evening reflection helps recognize achievements and growth areas. Over time, journaling fosters a more positive and proactive mindset.
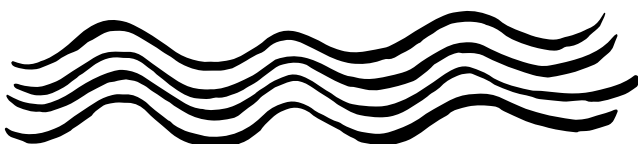
9- ROADS: if the months spent here were a road, what would they look like? draw

Prompts could include:
- *Is your road straight, winding, or full of obstacles? Why?*
- *Are there any crossroads or turning points? What decisions led you there?*
- *What symbols or elements could represent key moments or emotions?*
- *How does your road reflect personal growth or challenges faced?*

Purpose and benefits: helps participants visualize their journey and reflect on personal growth. It encourages them to recognize challenges, achievements, and turning points.
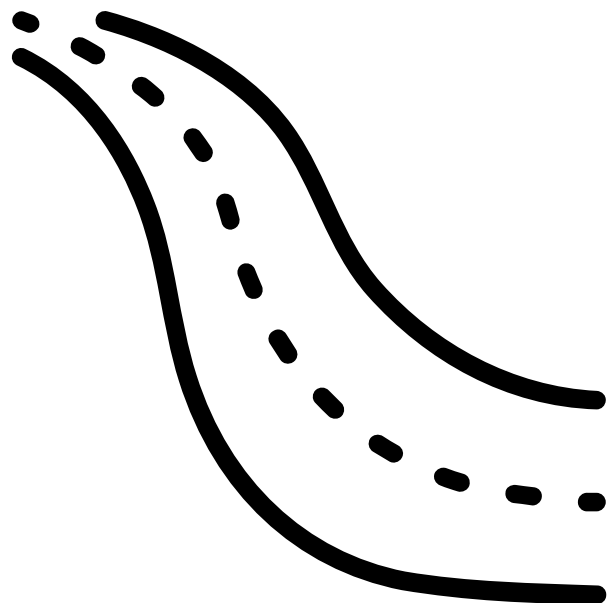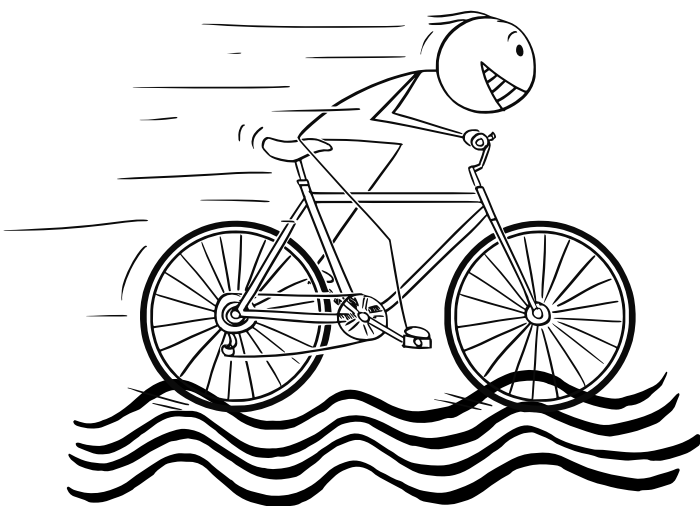
10- EXPERIENCES: make a drawing representing your experience here.

Prompts for reflection:
- *What are the most memorable moments from your experience?*
- *Which places, people, or emotions would you include in your drawing?*
- *What symbols or colors best represent your journey?*
- *How has this experience changed you or your perspective?*
- *If you could sum up your experience in one image, what would it be?*

Purpose and benefits: push the participants to express their experience creatively and reflect on its impact. It encourages self-awareness, storytelling, and emotional connection.
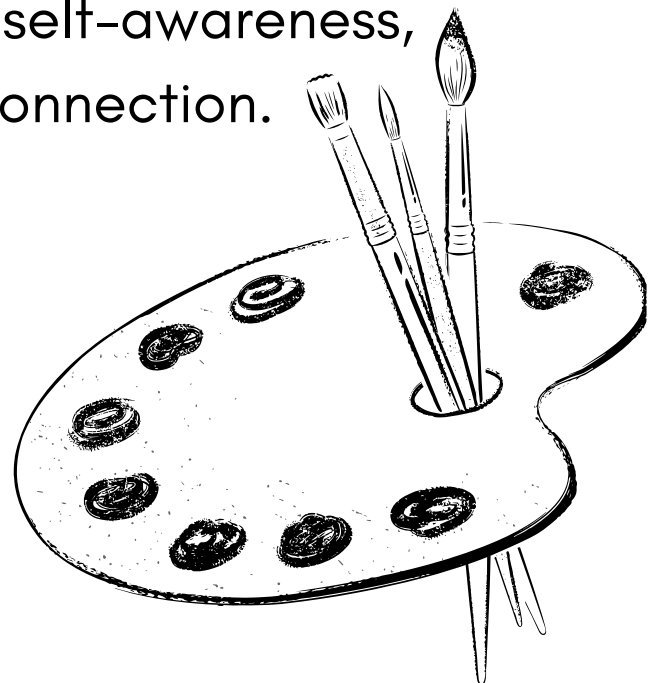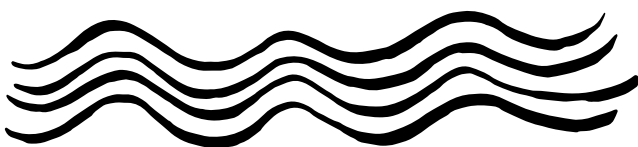
11- POSITIVE VS NEGATIVE: Divide the sheet into two: on one side negative, the other the negative.

Prompts: can be about specific topics. The volunteers' feelings about the project, about volunteering in general, about living abroad, living with people...
The negative can be feelings of anxieties, fears about an event, family or friends missing...
The positive can be feelings of hope, expectations...
At the end: Do the negatives outweigh the positives? Can any negatives be turned into positives? If so, how?

Purpose and benefits: encourages honest reflection on both the highs and lows of the experience. It helps participants process emotions, recognize personal growth, and reframe challenges in a constructive way. Sharing in a group fosters mutual support and perspective-taking.
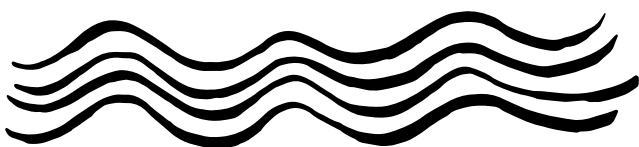
13- PERSONAL CHARACTERISTICS: personal characteristics analysis (card).

Read the characteristics and identify the 3 most developed ones and compare them with the opinions of the group (is it true that I possess these characteristics? if not, which more developed characteristics do I possess?)
Choose 3 characteristics from the form that are important to you at work
*Identify your professional interests/ values/ attitudes*

Purpose and benefits: This activity promotes self-awareness and personal growth by encouraging participants to reflect on their strengths and values. Comparing perspectives with the group helps build confidence and provides new insights. It also supports career orientation by linking personal traits to professional aspirations.
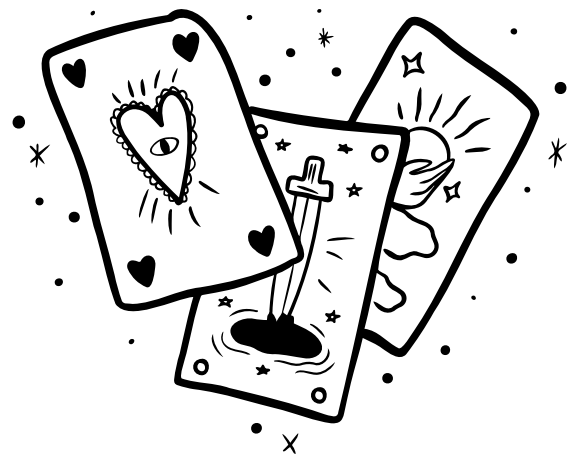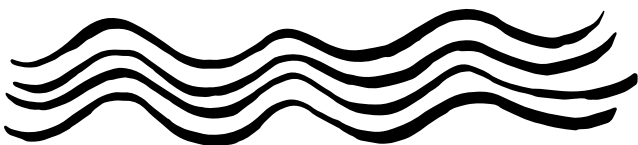
14- FEELING APPRECIATED: THAT'S ME

- The last time I felt valued was when? How did I feel?
- Who are the people who make me feel good? Why?
- How do I show that I am happy?
- 3 Things that make me feel good about myself
- 3 things I can do to achieve this

Purpose and benefits: Analyse the situations in which the volunteers feel valued and comfortable. It helps participants recognize the people and actions that contribute to their well-being. By identifying ways to cultivate positivity, they gain a sense of control over their emotional well-being.

LIFE IS GOOD
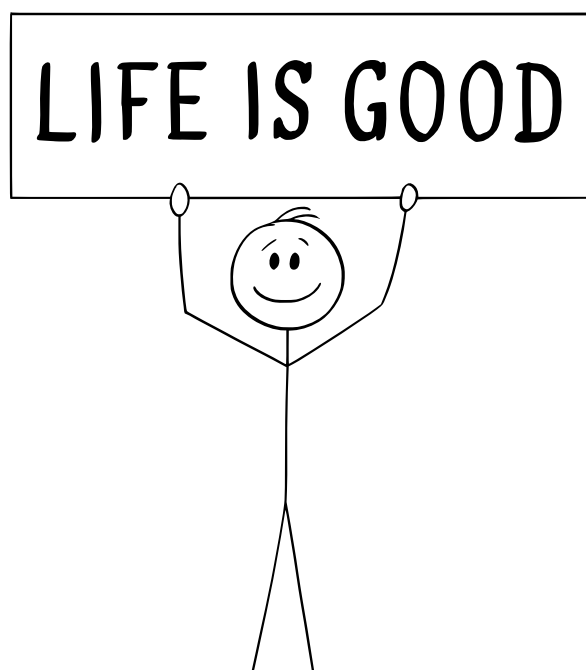
15- IDEAL LIFE: Make a collage about my ideal life in the future (how/what I want to be/have) How I was/what I am now/what I have learnt
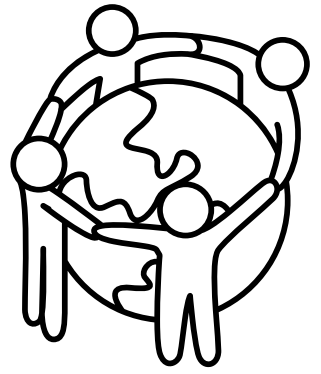
Prompts for reflection:
- *What does your dream life look like? What career, relationships, and lifestyle do you envision?*
- *What do you wish to have acquired in your futur life?*
- *What symbols, images, or words best represent your journey and future goals?*
- *What small steps can you take now to move toward this ideal life?*

Purpose and benefits: This activity encourages self-reflection and goal-setting through creativity. By visualizing their past, present, and future, participants gain clarity on their growth and aspirations. It also fosters motivation and a sense of direction for personal and professional development.
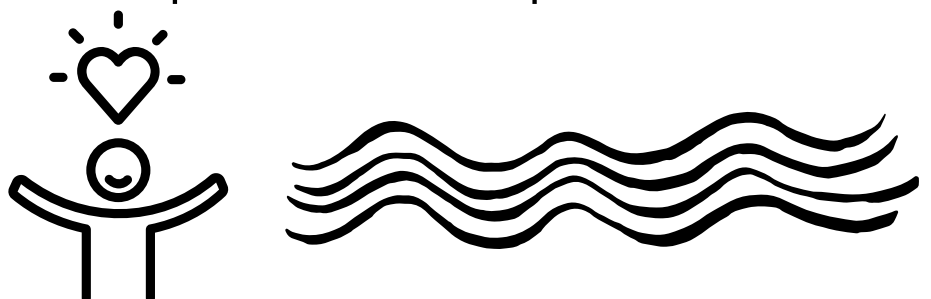
**16- INTERCULTURALITY:** Discussion about cultures

Prompts for reflection:
- *What are the characteristics, key values and traditions of my culture?*
- *What aspects of my culture make me proud?*
- *Are there any challenges or limitations within my culture?*
- *How do young people in my country perceive and interact with our culture?*
- *How has experiencing other cultures influenced my perspective on my own?*

Purpose and benefits: Promotes cultural awareness and critical thinking. It encourages participants to reflect on their own culture's strengths and challenges while fostering an open-minded discussion. Sharing perspectives helps build mutual understanding and appreciation of diversity.
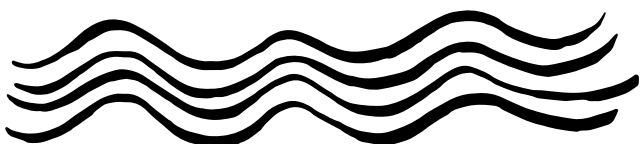
17- CONQUERING SAFETY- My three-legged stool
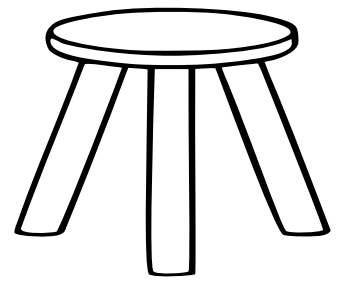
*Assign topics to each of the three legs of the stool. Example:*

First leg (feeling competent): I can repair my bicycle, I run fast, I can bake biscuits, etc.

Second leg (feeling appreciated): people say I am kind, patient, good at drawing, etc.

Third leg (feeling responsible): I can spend my money well, I can take care of my dog, I keep my things in order etc.

- *How happy are we with ourselves? Or dissatisfied?*
- *What can we do to change the image we have of ourselves?*
- *What have you learnt about the abilities, thoughts and feelings of others by listening to them?*

Purpose and benefits: This activity helps participants recognize their strengths and build self-confidence. It encourages self-awareness, appreciation of personal abilities, and reflection on self-worth. Sharing with the group fosters empathy and mutual encouragement.
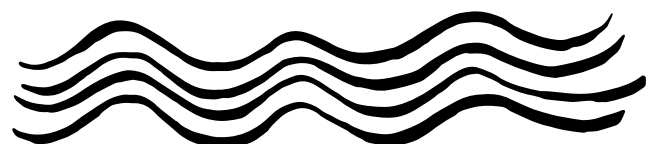
## 18- APPLAUDING ONE'S OWN SUCCESSES -

Applauding the success of...

Chose three events from your life that you consider to be successes. Illustrate your three chosen moments (cutting out of magazines, drawing, adding a short written description)
Present your 'success sheet', Each presentation can be applauded using the method you prefer, trying to invent new ways.

- *What did you feel when presenting your sheet?*
- *Is it difficult to talk about your successes? Why?*
- *Being proud and being vain, are there differences?*
- *What prevents us from sometimes complimenting and being happy about the successes of others?*

Purpose and benefits: encourages self-recognition and confidence by celebrating personal achievements. It helps participants reflect on the importance of acknowledging both their own and others' successes. Sharing in a supportive environment fosters positivity, mutual encouragement, and a growth mindset.
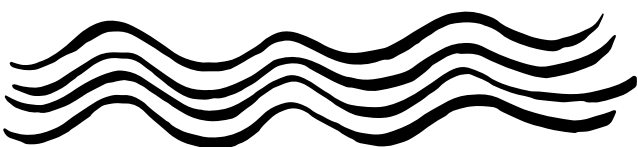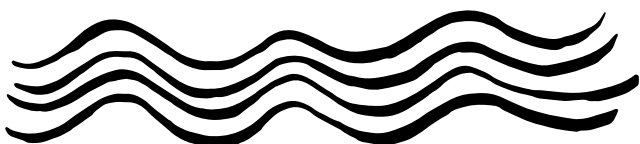
19- EMOTIONAL WHEEL – choose the emotions that best describe this past month and associate each one with a colour AND give 3 examples
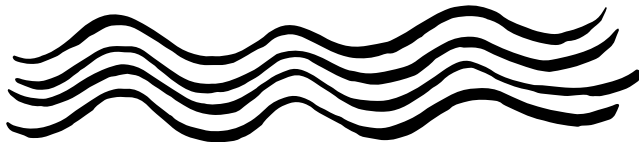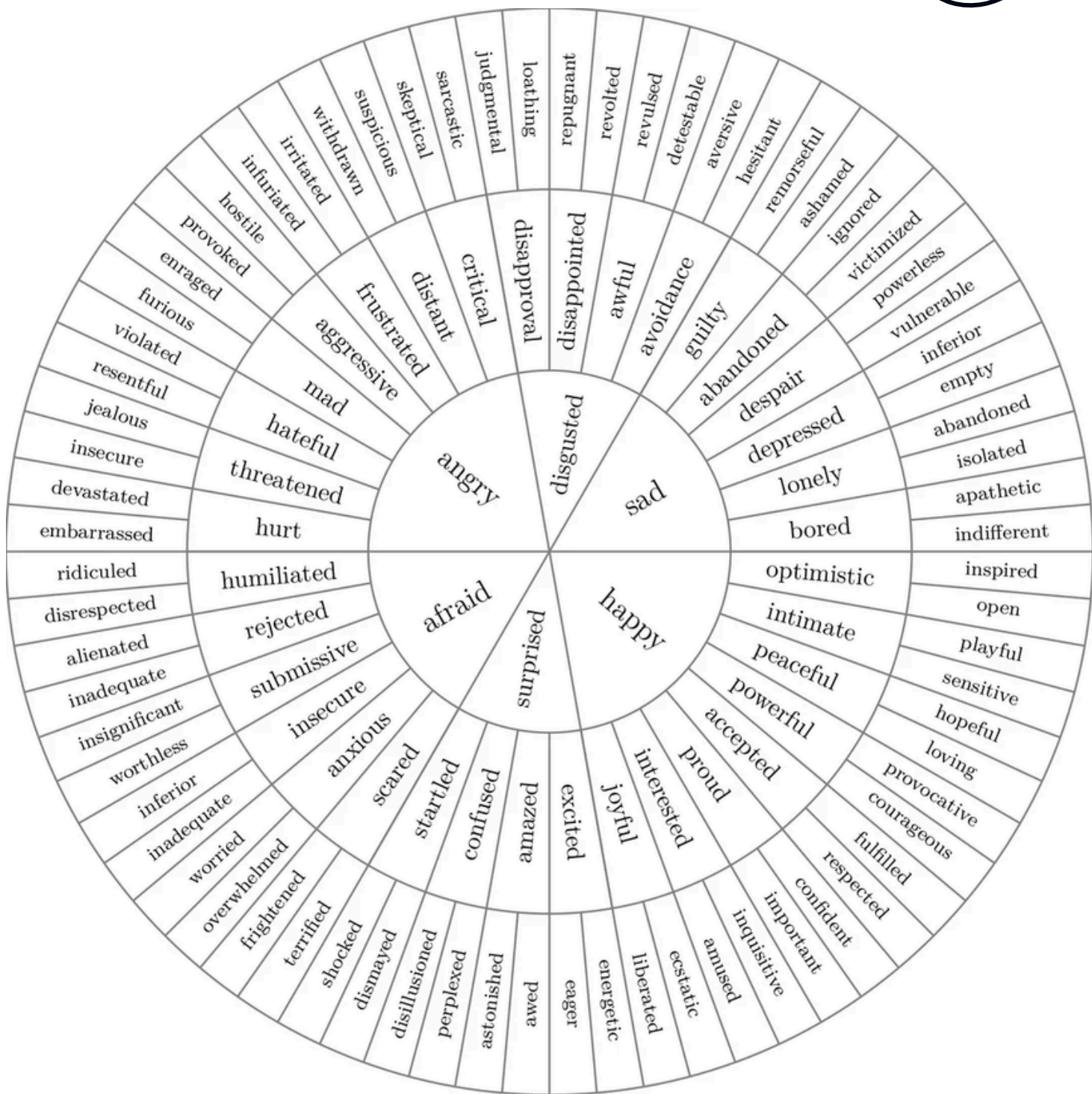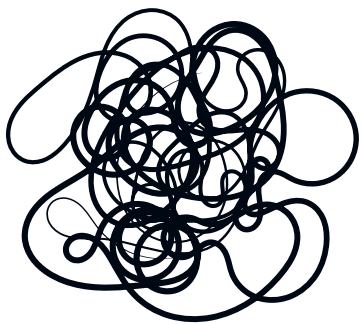
Prompts for reflection:
- *What emotions have I felt most often this past month?*
- *Which color best represents each emotion for me? Why?*
- *Can I recall three specific moments that triggered these emotions?*
- *Were these emotions mostly positive, negative, or a mix of both?*
- *How did I handle these emotions, and what did I learn from them?*

Purpose and benefits: this helps participants reflect on their emotional journey and recognize patterns in their feelings. Associating emotions with colors and examples encourages self-awareness and emotional expression.

EMOTIONAL WHEEL

Inner ring:
angry, disgusted, sad, happy, surprised, afraid

Second ring (clockwise from top):
- **disgusted**: disapproval, critical, distant, frustrated, aggressive, mad, hateful, threatened, hurt
- **angry**: humiliated, rejected, submissive, insecure, anxious
- **afraid**: scared, startled, confused, amazed
- **surprised / happy**: excited, interested, proud, accepted, powerful, peaceful, intimate, optimistic
- **sad**: bored, lonely, depressed, despair, abandoned, guilty, avoidance, awful, disappointed

Outer ring (clockwise from top):
loathing, repugnant, revolted, revulsed, detestable, aversive, hesitant, remorseful, ashamed, ignored, victimized, powerless, vulnerable, inferior, empty, abandoned, isolated, apathetic, indifferent, inspired, open, playful, sensitive, hopeful, loving, provocative, courageous, fulfilled, respected, confident, important, inquisitive, amused, ecstatic, liberated, energetic, eager, awe, astonished, perplexed, disillusioned, dismayed, shocked, terrified, frightened, overwhelmed, worried, inadequate, inferior, worthless, insignificant, inadequate, alienated, disrespected, ridiculed, embarrassed, devastated, insecure, jealous, resentful, violated, furious, enraged, provoked, hostile, infuriated, irritated, withdrawn, suspicious, skeptical, sarcastic, judgmental

20- DAISY OF POSSIBILITY – In the central part of the flower, the largest circle, you write the area of life you want to work on and make an improvement.
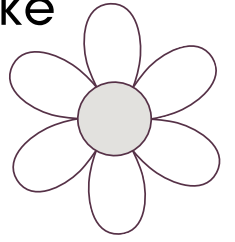
This can be work, family, school, sport or the area of feelings and relationships.
Define the topics of each petal (those written above or others) and in each one you should write the possibilities of each sphere:
change university/faculty, take a training course, leave your job, stay in your company or many others depending on the sphere analysed.
The things written in the petals must be concrete and achievable

Purpose and benefits: encourages participants to break down larger goals into smaller, achievable steps. By focusing on one area of life and identifying specific possibilities for growth, they gain clarity and motivation. It also fosters a sense of control over their future and helps participants make realistic plans for personal development.
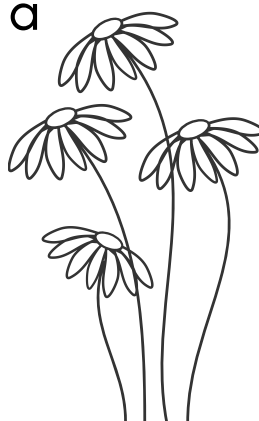
21- SUPERHEROES - Imagine and draw yourself as if you were a superhero, of course don't forget the superpowers.

Prompts:
- *If you were a superhero, what powers would you want to have and why?*
- *How would these superpowers help you in your personal or professional life?*
- *What skills or talents do you already have that could be your "real-life superpowers"?*
- *How could you use these superpowers to achieve your goals or make an impact in the world?*
- *What would your superhero name and costume look like?*

Purpose and benefits: encourages creativity and self-reflection by allowing participants to envision their ideal qualities and abilities. It helps them recognize their strengths and aspirations while also inspiring them to take action towards developing those abilities. Sharing superhero visions fosters a sense of empowerment and can spark conversations about personal growth and goals.
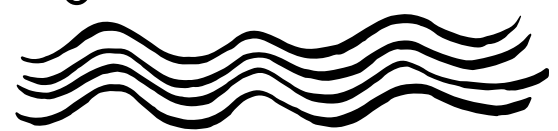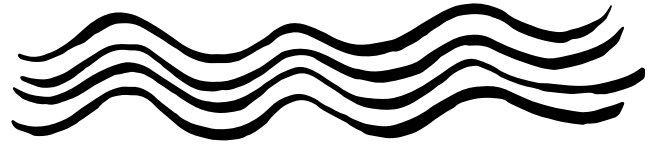
22- AM I CHANGING? WHO AM I NOW? -

- What was I like before the start of the project?
- How I am now: what has changed and how?
- How would I like to be in the future?
- What would I like to change before the end of the project?

Purpose and benefits: encourages self-reflection on personal growth and development. It helps participants recognize how they've evolved, identify areas for improvement, and set intentions for the future. It fosters a growth mindset, motivating them to continue learning and evolving throughout the project.
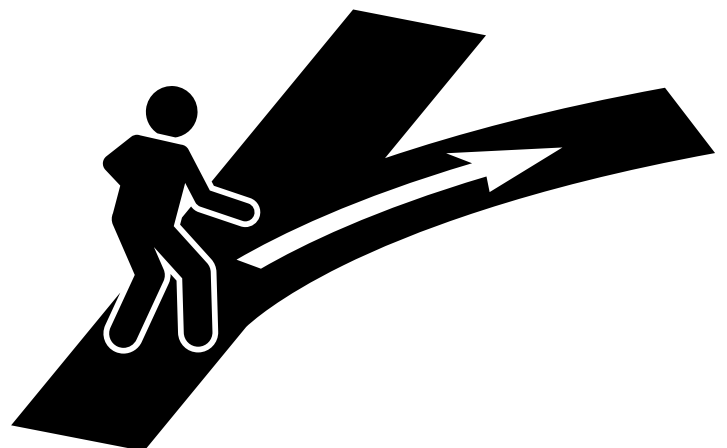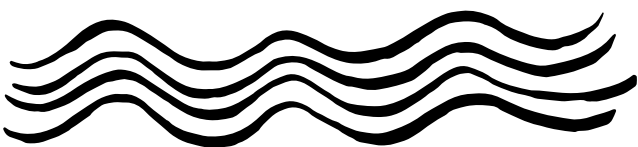
23- ME IN THE PROJECT - What does it mean for me to be part of the esc and this project? What emotions/skills is it giving me? Express it in a drawing

Prompts for reflection:
- *How do I feel about being part of the ESC project? What emotions come up when I think about my role?*
- *How has this experience impacted me personally or professionally?*
- *What does being part of this project mean for my future or my values?*
- *How do I see myself contributing to the group or community in this project?*
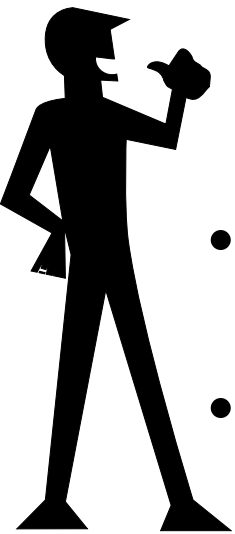
Purpose and benefits: This activity encourages participants to reflect on the meaning and impact of their involvement in the project. Expressing these thoughts visually helps to connect emotions and personal growth with the project experience. It fosters self-awareness and helps participants recognize how their involvement is shaping their skills and values.
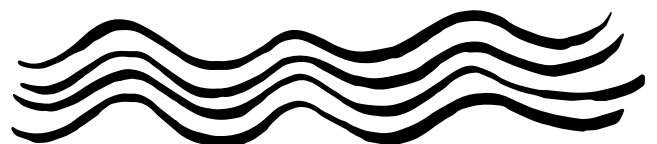
24- JOURNEY OF THE MONTHS - next month will be a 'journey' and the goal is to plan a meaningful itinerary.
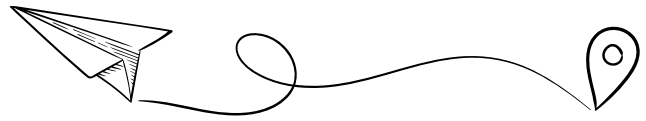
Reflect on goals, dreams, and things you want to achieve in the coming month.
Identify three main goals for the month (related to volunteering, personal development, skills growth, or any other significant area). For each goal, plan concrete actions to achieve those goals.
Prompts for reflection:
- *What specific goals do I want to achieve in the next month?*
- *What steps can I take each week to make progress towards these goals?*
- *Are there any obstacles I might face, and how can I overcome them?*

Purpose and benefits: This activity encourages participants to plan and set achievable goals for the upcoming month. It helps them reflect on their long-term aspirations while breaking them down into actionable steps. By planning a meaningful "journey," they stay motivated, focused, and intentional in their personal and professional development.
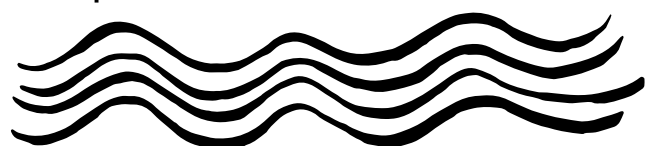
25- IDEAL WORLD - What I think the ideal world should be like?

Prompts:
- *What do I think the main problems of society are?*
- *What can I do (concretely, in my own small way) to bring us closer to this ideal world?*

Purpose and benefits: This activity encourages participants to reflect on societal issues and their role in creating positive change. It fosters a sense of responsibility and empowers participants to take small but meaningful actions toward a better world.
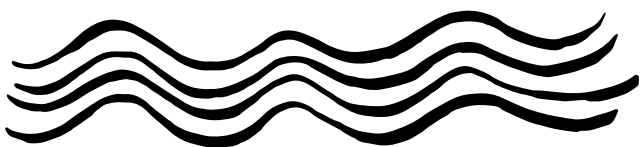
26- MY SELF - what can I do to take out the best from me? What would I like to achieve in my life? Things that I would like to be constant in my life.
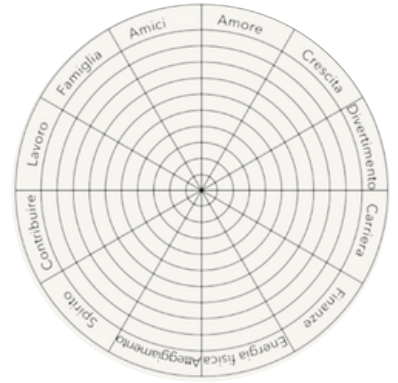
Prompts for reflection:
- *What are my core strengths, and how can I use them to my advantage?*
- *What are my long-term goals, and what steps can I take now to get closer to achieving them?*
- *How can I stay motivated and focused on the things that matter most to me?*

Purpose and benefits: Helps participants reflect on their strengths and aspirations, fostering self-awareness and personal growth. By identifying what they want to achieve and what should remain constant, they can set clear goals and create a more balanced and fulfilling life. It encourages consistency in personal development and helps maintain focus on long-term objectives.
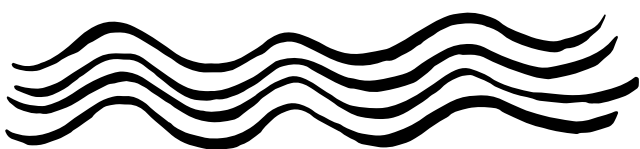
27- LIFE WHEEL - Consider the 12 categories of the wheel. Now, for each area, define your current level of satisfaction and colour. Choose a value between 1 (very dissatisfied) and 10 (completely satisfied). Use the first (score) that appears in your head, not the number you think it should be!

Prompts for reflection:

- *What factors contribute to my satisfaction or dissatisfaction in each category?*
- *What changes could I make to improve the areas where I'm less satisfied?*
- *What areas are going well, and how can I build on these strengths?*

Purpose and benefits: This activity helps participants assess their life balance by reflecting on multiple aspects, encouraging self-awareness and identifying areas for improvement. It gives clarity on what is working well and where more focus may be needed. By visually representing satisfaction, participants can prioritize areas for change and take actionable steps to enhance their overall well-being.
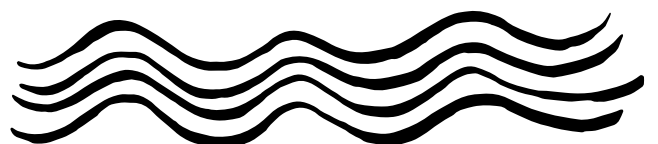
LIFE WHEEL
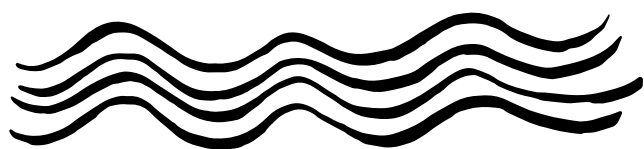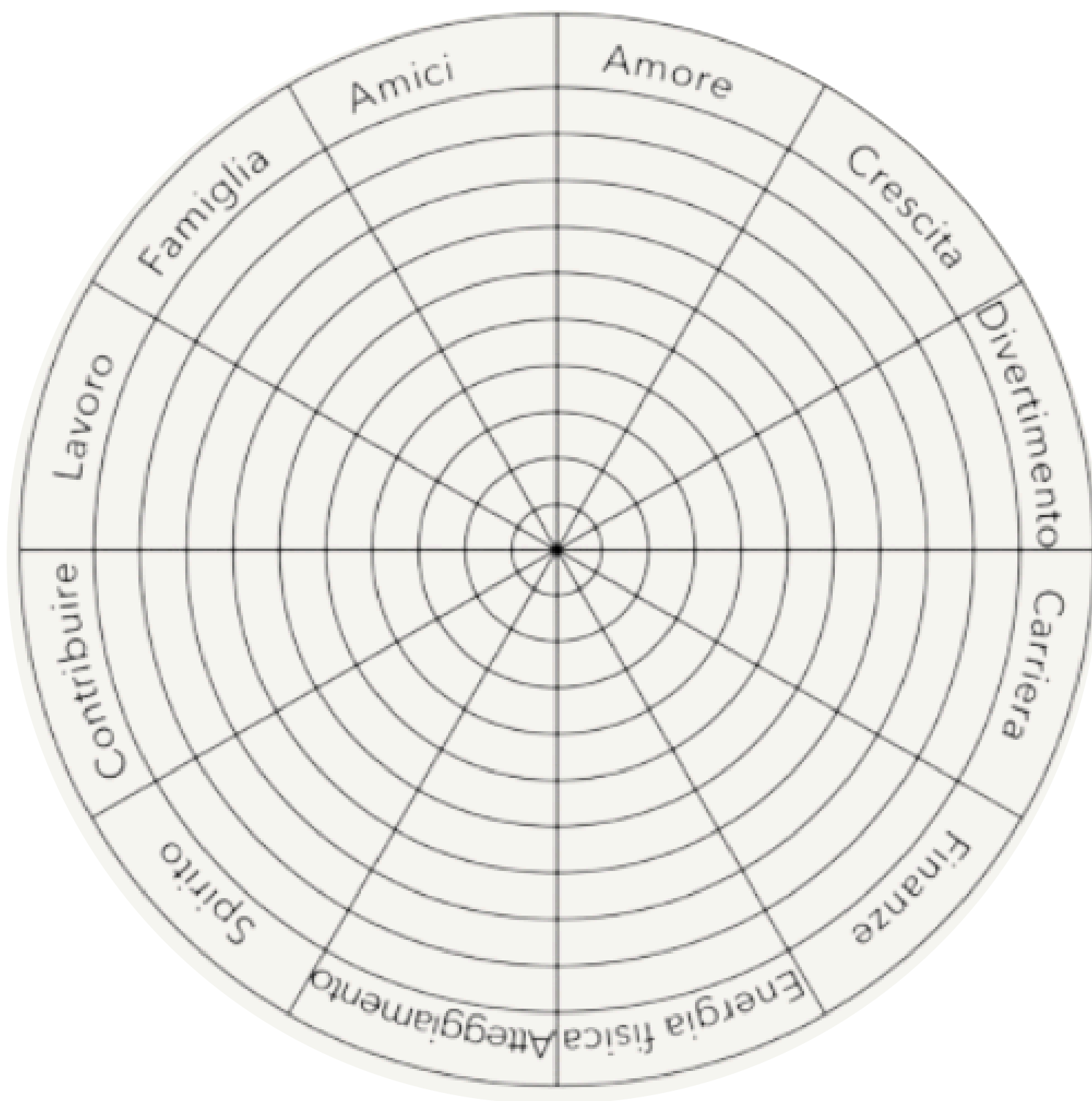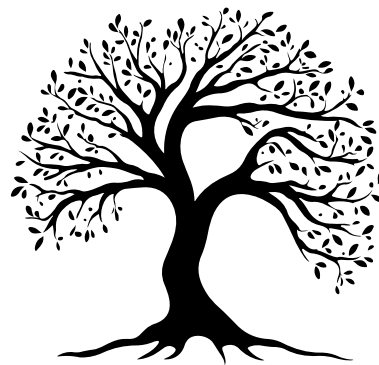
28- BLOB TREE - To use it, carefully observe the picture and select the blob person
that best reflects your current state and resonates with you.

- *What does the posture or shape of the blob say about my emotional state?*
- *How do I perceive myself in this moment compared to other times?*
- *What changes, if any, would I like to make to my current emotional state?*
- *How can I take small steps to feel more balanced, grounded, or confident?*

Purpose and benefits: This activity allows participants to visualize and reflect on their current emotional state in a creative and non-judgmental way. It also opens the door for self-compassion, helping to acknowledge and accept where they are emotionally.

Blob feelings

BLOB TREE

www.blobtree.com

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THE LAST TIME I FELT VALUED WAS WHEN? HOW DID I FEEL?
WHO ARE THE PEOPLE WHO MAKE ME FEEL GOOD? WHY?
HOW DO I SHOW THAT I AM HAPPY?WHAT I COULD DO TO IMPROVE THE ACTIVITIES OF THE PROJECTS IN WHICH I AM INVOLVED?INVENT A STORY WITH CHARACTERS (DESCRIBING THEIR BEHAVIOUR AND HABITS), A PLOT (A BEGINNING, A DEVELOPMENT AND AN ENDING) BY CHOOSING 5 PHOTOS THAT YOU HAVE TAKEN IN FAENZA AND THAT ARE SIGNIFICANT FOR YOUR EXPERIENCE HERE (BECAUSE OF THE EMOTIONS THEY AROUSE IN YOU, BECAUSE IT IS YOUR FAVOURITE PLACE OR BECAUSE SOMETHING SIGNIFICANT HAPPENED THERE FOR YOU), THE EMOTIONS THAT CORRELATE WITH THE 5 PHOTOS MUST EMERGE FROM THE STORY.DRAW WHICH JOB YOU WOULD LIKE TO DO (DESIRE) AND WHICH ONE YOU ARE BEST SUITED/MOST LIKELY TO DO (REALITY), WHICH OF THE ONES DRAWN CAN BECOME A JOB OR JUST A HOBBY, FOR EACH ONE IDENTIFY SPECIFIC SKILLS AND REFLECT (WHICH ONES DO I HAVE, WHICH ONES AM I LACKING, WHAT CAN I DO TO ACQUIRE THEM?) THE LAST TIME I FELT VALUED WAS WHEN? HOW DID I FEEL? WHO ARE THE PEOPLE WHO MAKE ME FEEL GOOD? WHY?HOW DO I SHOW THAT I AM HAPPY?WHAT I COULD DO TO IMPROVE THE ACTIVITIES OF THE PROJECTS IN WHICH I AM INVOLVED? INVENT A STORY WITH CHARACTERS (DESCRIBING THEIR BEHAVIOUR AND HABITS), A PLOT (A BEGINNING, A DEVELOPMENT AND AN ENDING) BY CHOOSING 5 PHOTOS THAT YOU HAVE TAKEN IN FAENZA AND THAT ARE SIGNIFICANT FOR YOUR EXPERIENCE HERE (BECAUSE OF THE EMOTIONS THEY AROUSE IN YOU, BECAUSE IT IS YOUR FAVOURITE PLACE OR BECAUSE SOMETHING SIGNIFICANT HAPPENED THERE FOR YOU), THE EMOTIONS THAT CORRELATE WITH THE 5 PHOTOS MUST EMERGE FROM THE STORY.DRAW WHICH JOB YOU WOULD LIKE TO DO (DESIRE) AND WHICH ONE YOU ARE BEST SUITED/MOST LIKELY TO DO (REALITY), WHICH OF THE ONES DRAWN CAN BECOME A JOB OR JUST A HOBBY, FOR EACH ONE IDENTIFY SPECIFIC SKILLS AND REFLECT (WHICH ONES DO I HAVE, WHICH ONES AM I LACKING, WHAT CAN I DO TO ACQUIRE THEM?)
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