

# Self-Reflection Tool for Youth Workers

Level Up! Learning in youth work:  
deeper understanding, better quality,  
more recognition!

May 2015 – February 2016 in Latvia and Estonia



salto|youth



# Introduction

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This tool was developed in the context of the Level up! project by Paul Kloosterman in cooperation with SALTO Training & Cooperation. Please use it in projects you find appropriate. Any feedback can be send to [youthpass@salto-youth.net](mailto:youthpass@salto-youth.net)!

This Self-Reflection/Analysis Tool is in the first place a tool to help you to assess where you stand as a youth worker when it comes to facilitating learning with young people. This tool focuses only on that role of the youth worker.

## **The tool is there**

- to assist you on your learning journey, and
- to help you to define what are your relevant learning objectives when acting as a facilitator of learning with young people.

## **How to use this tool:**

On the next pages you will find the four 'main competences'

- the competence to Facilitate individual learning
- the competence to Facilitate Group Learning
- the competence to Design Educational Programmes for young people
- the competence to be a self-directed learner

## **described in 'tasks' related to those competences. In the first column you can rate yourself from 1 – 3:**

1. I have no experience with this
2. I have points to develop further there
3. I feel comfortable in this

In the second column you can write comments about experiences you have, questions you have, ideas you have for improvement

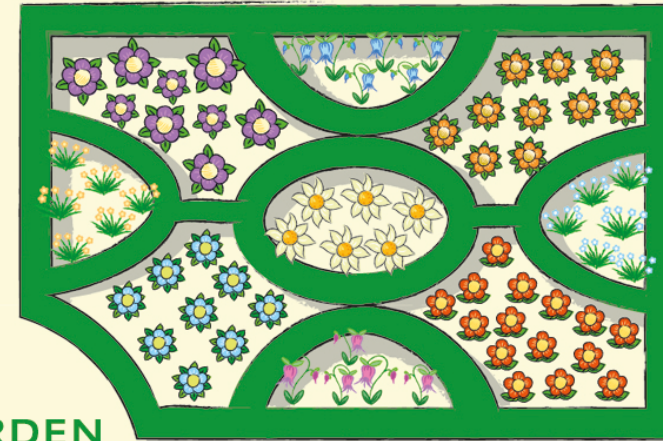
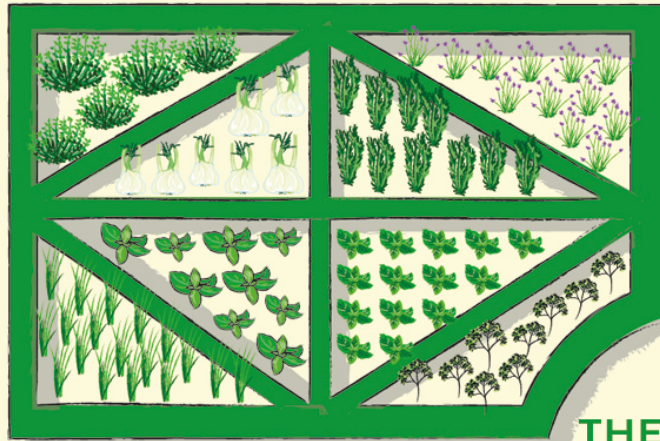
In the first place this document is for you as a personal reflection tool. Of course you can decide to share it with peers or other people that can assist you or can give feedback on your own reflection.

Design and layout by kreativraum, Mandy Krühne  
Editing and compiling by SALTO T&C RC, Rita Bergstein  
Bonn, May 2015

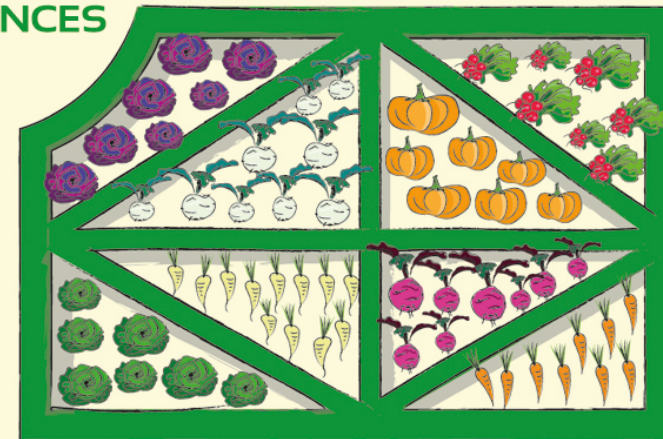


## INDIVIDUAL LEARNING

## GROUP LEARNING



THE GARDEN  
OF LEARNING  
COMPETENCES

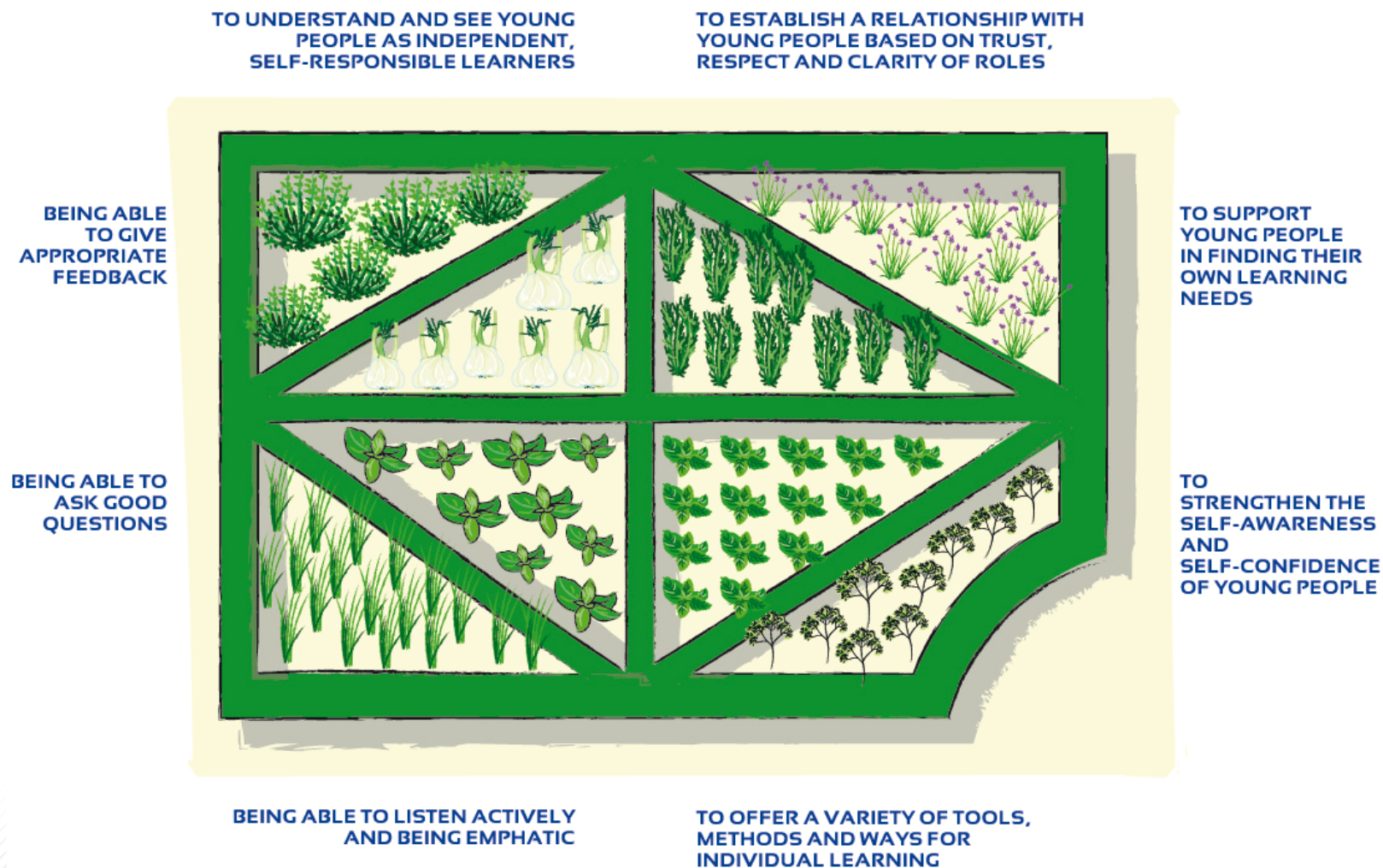


## SELF-DIRECTED LEARNING

## EDUCATIONAL PROGRAMMES



# The competence to facilitate individual learning





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I rate myself  
(1-3) Date:

Comments (experiences,  
concrete situations, questions,  
ideas for development, what to  
change)

I rate myself  
(1-3) Date:

Comments (experiences,  
questions, ideas for  
development)

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to understand and see  
young people as independent,  
self-responsible learners



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to establish a relationship with  
young people based on trust,  
respect and clarity of roles



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to support young people  
in finding their own  
learning needs





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to strengthen the  
self-awareness and  
self-confidence of  
young people



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to offer a variety of tools,  
methods and ways for  
individual learning



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being able to listen  
actively and being  
emphatic





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being able to ask  
good questions



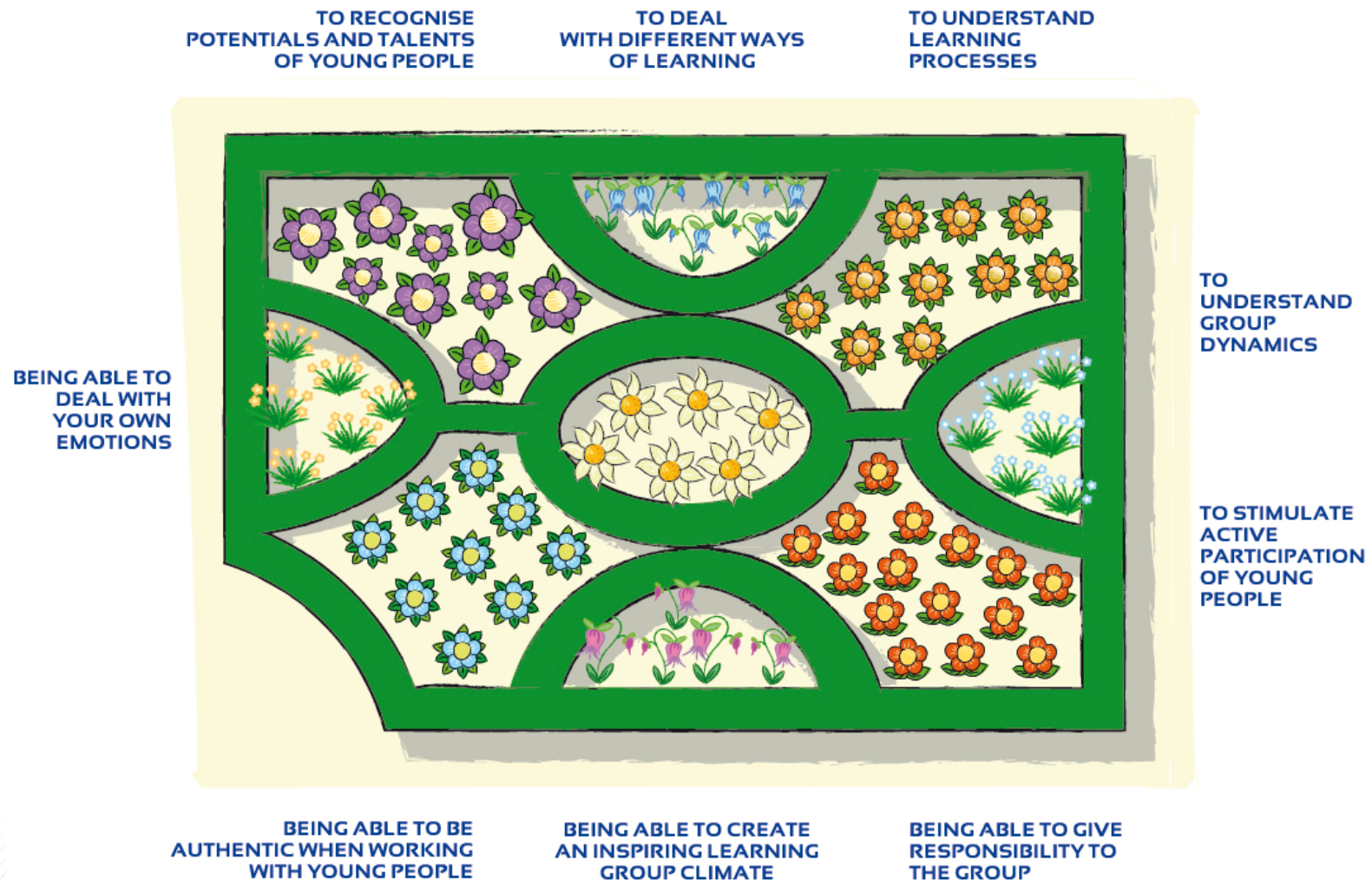
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being able to give  
appropriate feedback





# The competence to facilitate group learning





I rate myself  
(1-3) Date:

Comments (experiences, concrete  
situations, questions, ideas for  
development, what to change)

I rate myself  
(1-3) Date:

Comments (experiences, questions,  
ideas for development)

to recognise potentials  
and talents of young  
people



to deal with different  
ways of learning



to understand  
learning processes





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**to understand  
group dynamics**



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**to stimulate active  
participation of  
young people**



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**being able to give  
responsibility to the  
group**





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being able to create  
an inspiring learning  
group climate



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being able to be  
authentic when working  
with young people



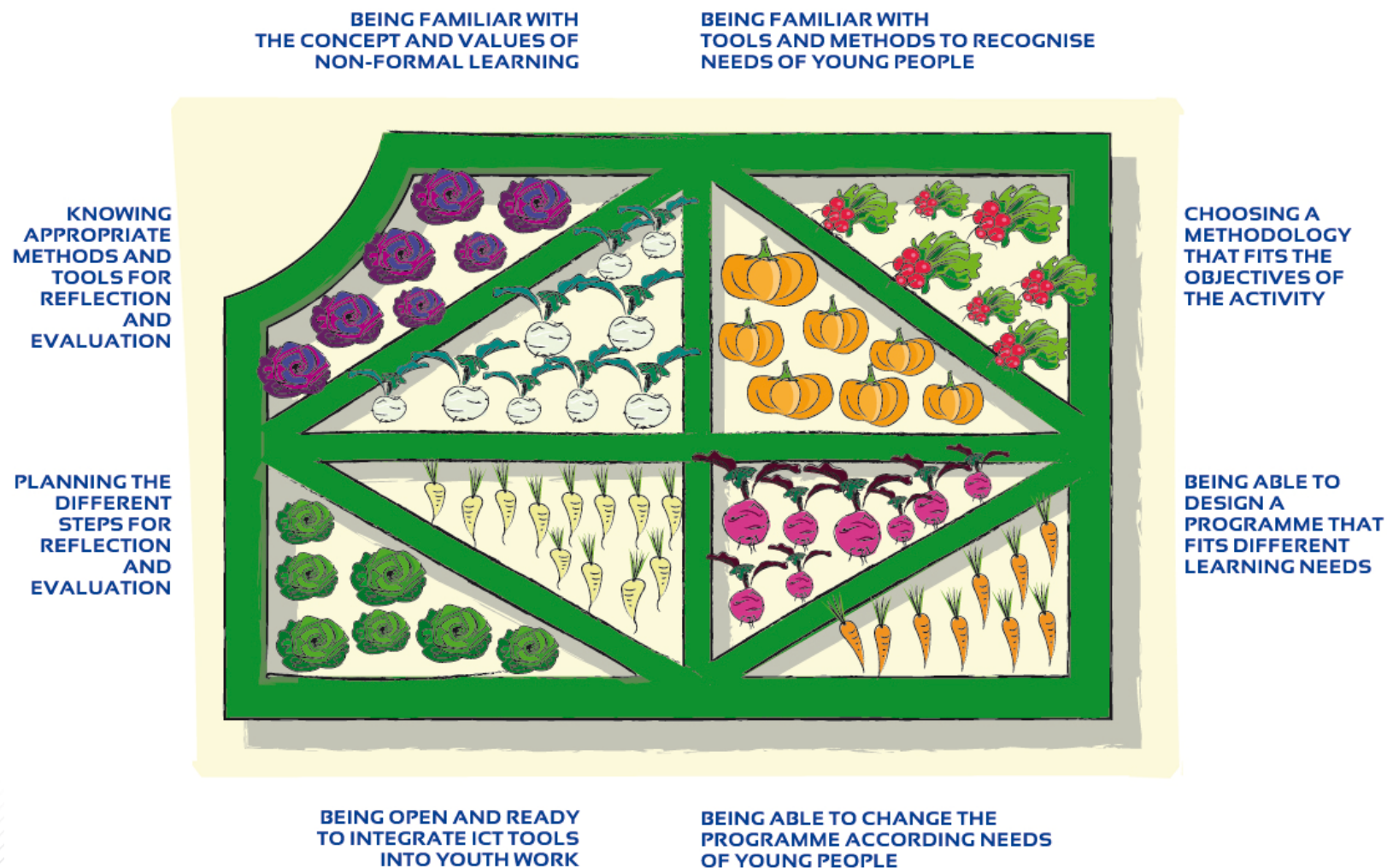
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being able to deal  
with your own  
emotions





# The competence to design educational programmes for young people





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I rate myself  
(1-3) Date:

Comments (experiences, concrete  
situations, questions, ideas for  
development, what to change)

I rate myself  
(1-3) Date:

Comments (experiences, questions,  
ideas for development)

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being familiar with the  
concept and values of  
non-formal learning



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being familiar with tools  
and methods to recognise  
needs of young people



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choosing a methodology  
that fits the objectives  
of the activity





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being able to design a  
programme that fits  
different learning needs



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being able to change  
the programme according  
needs of young people



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being open and ready  
to integrate ICT tools  
into youth work





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**planning the different  
steps for reflection and  
evaluation**



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**knowing appropriate  
methods and tools for  
reflection and evaluation**



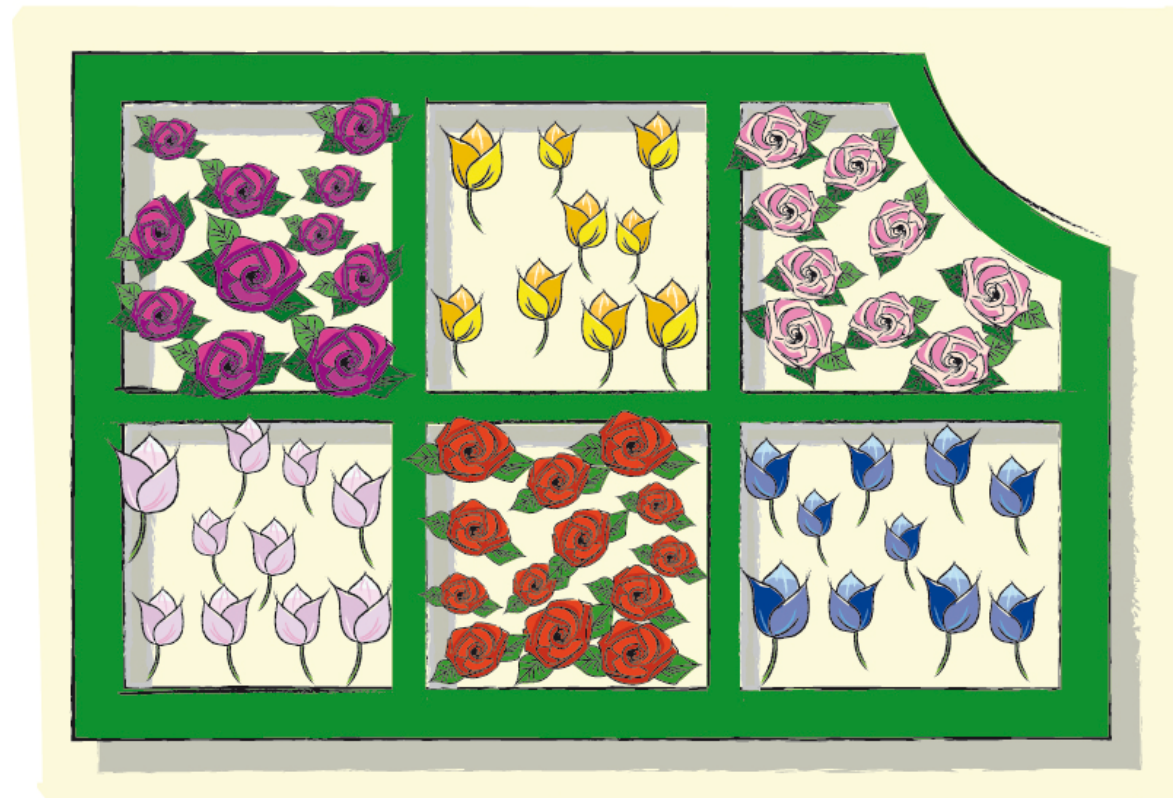


# The competence to be a self-directed learner

**IDENTIFYING REALISTIC  
LEARNING NEEDS  
FOR YOURSELF**

**ORGANISING AND  
PLANNING YOUR  
LEARNING**

**ASSESSING YOUR  
LEARNING  
ACHIEVEMENTS**



**RELATING TO PEERS AND  
OTHER SUPPORT PERSONS  
FOR YOUR LEARNING**

**HAVING A VARIETY OF  
METHODS AND TOOLS  
TO SUPPORT YOUR  
LEARNING**

**BEING AWARE ABOUT  
YOUR OWN LEARNING  
HOW YOU LEARN BEST**



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I rate myself  
(1-3) Date:

Comments (experiences, concrete  
situations, questions, ideas for  
development, what to change)

I rate myself  
(1-3) Date:

Comments (experiences, questions,  
ideas for development)

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identifying realistic  
learning needs for  
yourself



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organising and  
planning your  
learning



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assessing  
your learning  
achievements





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**being aware  
about your own learning  
how you learn best**



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**having a variety of  
methods and tools to  
support your learning**



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**relating to peers and  
other support persons  
for your learning**





## Further reading and inspiration

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Youthpass Unfolded, Practical tips and hands-on methods to make the most of the Youthpass process, SALTO T&C RC, 2012/2016 <https://www.youthpass.eu/en/publications/youthpass-unfolded/> - Part I gives a good introduction into reflecting on learning!

The **ETS Competence Model for Youth Workers to Work Internationally** which one could use when further interested in competence models and their contextual basis, SALTO Training & Cooperation, 2016, <https://www.salto-youth.net/rc/youthworkers-competence-model/>



Your notes

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