



Activity 5

Environmentally-minded Physical
Activities: Activity Plan



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REFERENCED DOCUMENTS

ID	Reference	Title
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2		

APPLICABLE DOCUMENTS

ID	Reference	Title
1		
2		





Executive Summary

The REACT4owmen Environmentally-minded Physical Activities refer to the implementation of a series of upskilling activities related to the project focus areas, namely:

- **Personal & Interpersonal Skills**
 - o Self-awareness & self-discovery
 - o Critical thinking & problem solving
 - o Resilience & ability to cope
 - o Self-worth & etiquette
 - o Social skills
- **Digital Skills**
 - o Job searching resources & assistance
 - o Online communication & collaboration
 - o Creation of digital content
 - o Information & data literacy
 - o Online safety & compliance
- **Entrepreneurial Skills**
 - o Leadership & e-leadership
 - o Customer service skills
 - o Networking
 - o Financial literacy
 - o Green skills

This documents includes information about the agenda to be followed for the actual execution of the activities as well as useful insights about the methodology and target groups.





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1. Introduction

1.1 Purpose of the document

The purpose of the document is to establish a comprehensive training plan for the REACT4owmen program. It outlines a four-week program designed to empower young, marginalized women with environmental skills and leadership potential.

The document details the following aspects of the program:

1. **Overall Goals:** Equipping participants with a diverse skillset for environmental action and fostering environmental awareness and leadership.
2. **Weekly Breakdown:** A schedule for each week, including online modules, physical activities related to the skills being developed, and evaluation sessions.
3. **Sample Daily Schedule:** An example schedule for each day within a week, including specific activities, icebreakers, and timings (adjustable based on needs).
4. **Evaluation Forms:** Questionnaires for participants to provide feedback on their experience with the program content, delivery, and effectiveness.

This document serves as a blueprint for facilitators to implement the REACT4owmen program and empowers participants to become active environmental leaders in their communities.

2. Implementation process

2.1 Goals and objectives

The overall goal of the implementation of eco-minded physical activities is to **empower marginalized young women** through experiential learning in environmental protection activities, fostering their social inclusion and self-confidence.

The specific objectives of the current initiative are:

- Equip young women with personal, digital, and entrepreneurial skills through hands-on eco-activities.
- Facilitate social reintegration and build a sense of belonging among peers.
- Increase environmental awareness and encourage eco-friendly lifestyles.
- Provide mentoring support for young women throughout the program.





2.2 Target groups

Selection criteria

- a. **Women:** young women (16-26 years of age) who:
 5. have undergone and completed rehabilitation programs due to alcohol/drug addiction.
 6. are facing types of discrimination and are considered to belong to vulnerable groups.
 7. belong to the NEETs definition and are marginalized without having any education or training opportunities.
- b. **Stakeholders:**
 8. Cultural & Tourism professionals
 9. Public authorities/NGOs/other types of organizations working towards social inclusion, ecotourism, environmental sustainability
- c. **Mentors:**
 10. Educators/Social workers with expertise in the project fields
 11. Adult training centres/Rehabilitation centres willing to embrace the REACT4women training methodology
 12. Policymakers influencing practices that will promote social inclusion through green practices

Numbers to be reached

For the implementation of the **piloting** of the project results (Week 1 of the program), the following numbers of participants should be involved and provide their feedback on the training modules and card game:

- a. 30 young women
- b. 5 stakeholders
- c. 4 staff members/mentors

For the implementation of the environmentally-minded physical **activities** (Weeks 2 – 4 of the program), the following numbers of participants should be involved and evaluate the activities:

- a. 5 young women
- b. 2 stakeholders
- c. 2 staff members/mentors

The program will be implemented in Bulgaria by INSPIRE and Greece by Learning Seed.





2.3 Content of the activities

The skills covered are outlines in the training modules, namely:

- **Personal & Interpersonal Skills**
 - o Self-awareness & self-discovery
 - o Critical thinking & problem solving
 - o Resilience & ability to cope
 - o Self-worth & etiquette
 - o Social skills
- **Digital Skills**
 - o Job searching resources & assistance
 - o Online communication & collaboration
 - o Creation of digital content
 - o Information & data literacy
 - o Online safety & compliance
- **Entrepreneurial Skills**
 - o Leadership & e-leadership
 - o Customer service skills
 - o Networking
 - o Financial literacy
 - o Green skills

The *recommendation* of environmentally minded physical activities to practice the aforementioned skills is:

AREA	SKILL	ACTIVITY
Personal & Interpersonal Skills	<i>Self-awareness & self-discovery</i>	Nature scavenger hunt with prompts for reflection on personal connection to the environment (e.g., find something smooth like your personality, something strong like your resilience)
	<i>Critical thinking & problem solving</i>	Group activity to design a sustainable solution for a local environmental issue (e.g., erosion control using natural materials).
	<i>Resilience & ability to cope</i>	Hike or trail cleanup challenge, focusing on overcoming physical and mental obstacles while contributing to a clean environment.
	<i>Self-worth & etiquette</i>	Community garden planting activity with a focus on respecting shared resources and contributing positively to the group.
	<i>Social skills</i>	Collaborative team-building activity using recycled materials to build a temporary structure (e.g., fort, bird feeder).





Digital Skills	<i>Job searching resources & assistance</i>	Online research and presentation on "Green Jobs" in the local area.
	<i>Online communication & collaboration</i>	Develop a social media campaign for a local environmental organization using a collaborative online platform.
	<i>Creation of digital content</i>	Create a short video documentary showcasing the beauty of a local natural area facing environmental threats.
	<i>Information & data literacy</i>	Research and present data on the environmental impact of a specific industry using online resources and creating data visualizations.
	<i>Online safety & compliance</i>	Interactive workshop on responsible online behavior and best practices for avoiding environmental misinformation.
Entrepreneurial Skills	<i>Leadership & e-leadership</i>	Lead a group in organizing a community cleanup event, delegating tasks and motivating participation.
	<i>Customer service skills</i>	Role-playing activity simulating eco-tourism interactions, focusing on providing excellent service while promoting sustainable practices.
	<i>Networking</i>	In paper, organize a fast-paced networking event where participants connect with representatives from various environmental organizations, businesses, and government agencies. Share your plan with peers!
	<i>Financial literacy</i>	Develop a budget for a hypothetical eco-friendly business venture.
	<i>Green skills</i>	Design and build a prototype for a product or service that addresses a local environmental need (e.g., a rainwater harvesting system).

Each partner will formulate/moderate the activities based on own capacity and experience as well as local needs.

2.4 Delivery format

The format for the implementation of the physical activities will be **daily-themed**. This implies that each day within an activity cycle will emphasize a specific skill through hands-on environmental activities.

After the implementation of the activities and in terms of project sustainability, interested parties will be able to find the list of activities in the project website in order to foster **self-**





paced learning. In this context, participants will be able to choose which activity cycles to implement based on their interests.

The delivery method will be based on **blended learning** (instructor-led combined with online modules).

2.5 Schedule

The recommended schedule is the following:

WEEK 1: Introduction & Piloting
<p>Objectives:</p> <ul style="list-style-type: none"> ❖ Welcome participants and introduce the program goals and activities. ❖ Provide an overview of the online modules and the card game. ❖ Pilot test the training materials and the card game. ❖ Facilitate team building activities to encourage social interaction.
Day 1:
<ul style="list-style-type: none"> ▪ Welcome & Program Orientation – 0.5 hour ▪ Ice-breaker: "Environmental Bingo" - Participants mingle and find others who share similar environmental interests or experiences (e.g., "Composts food scraps," "Hiked a national park") – 1 hour ▪ Introduction to Module 1 & Module 2 – 2 hours ▪ Open discussion – 0.5 hour
Day 2:
<ul style="list-style-type: none"> ▪ Team Building & Ice-breaker: "Eco-Charades" (using environmental terms) – 1 hour ▪ Introduction to Module 3 – 2 hours ▪ Open discussion – 0.5 hour
Day 3:
<ul style="list-style-type: none"> ▪ Team Building & Ice-breaker: "Nature Name Tags" - Participants create name tags using natural materials (leaves, twigs) and write down one thing they hope to gain from the program. – 1 hour ▪ Introduction to Module 4 – 2 hours ▪ Open discussion – 0.5 hour
Day 4:
<ul style="list-style-type: none"> ▪ Team Building & Ice – breaker: "One Word Wish" - Participants write down one word that describes their wish for the environment's future and share them with the group. – 1 hour ▪ Introduction to the card game – 2 hours ▪ Open discussion - 0.5 hour ▪ Evaluation - 0.5 hour
Day 5:
<ul style="list-style-type: none"> ▪ Wrap-up – 0.5 hour





- Self-reflection & Program Expectations – 1 hour
- Q&A – 0.5 hour

WEEK 2: Personal & Interpersonal Skills

Objectives:

- ❖ Complete online modules on Personal & Interpersonal Skills (self-awareness, critical thinking, problem solving, resilience, self-worth, social skills).
- ❖ Participate in physical activities designed to develop these skills in an environmental context.

Day 1: Self-awareness & Self-discovery

- Welcome and program overview – 0.5 hour
- Wrap-up of online module 'Personal & Interpersonal Skills' with Q&A – 0.5 hour
- Ice-breaker - 0.5 hour
- Overview of 'Self-awareness & Self-discovery' topic – 0.5 hour
- Implementation of physical activity: Nature scavenger hunt with prompts for reflection on personal connection to the environment (e.g., find something smooth like your personality, something strong like your resilience) – 2 hours

Day 2: Critical Thinking and Problem Solving

- Wrap-up of previous day – 0.5 hour
- Ice-breaker - 1 hour
- Overview of 'Critical Thinking and Problem Solving' topic – 0.5 hour
- Implementation of physical activity: Group activity to design a sustainable solution for a local environmental issue (e.g., erosion control using natural materials). – 2 hours

Day 3: Resilience and ability to cope

- Wrap-up of previous day – 0.5 hour
- Ice breaker - 1 hour
- Overview of 'Resilience and ability to cope' topic – 0.5 hour
- Implementation of physical activity: Hike or trail cleanup challenge, focusing on overcoming physical and mental obstacles while contributing to a clean environment. – 2 hours

Day 4: Self-worth & etiquette

- Wrap-up of previous day – 0.5 hour
- Ice-breaker - 1 hour
- Overview of 'Self-worth & etiquette' topic – 0.5 hour
- Implementation of physical activity: Community garden planting activity with a focus on respecting shared resources and contributing positively to the group. – 2 hours

Day 5: Social Skills

- Wrap-up of previous day – 0.5 hour
- Ice-breaker - 0.5 hour
- Overview of 'Social Skills' topic – 0.5 hour
- Implementation of physical activity: Collaborative team-building activity using recycled materials to build a temporary structure (e.g., fort, bird feeder). – 2 hours
- Evaluation – 0.5 hour





WEEK 3: Digital Skills
<p>Objectives:</p> <ul style="list-style-type: none"> ❖ Complete online modules on Digital Skills (job searching, online communication, content creation, information literacy, online safety). ❖ Participate in physical activities that integrate digital tools for environmental advocacy and communication.
<p>Day 1: Job searching resources & assistance</p> <ul style="list-style-type: none"> ▪ Welcome and program overview – 0.5 hour ▪ Wrap-up of online module ‘Digital Skills’ with Q&A – 0.5 hour ▪ Ice-breaker - 0.5 hour ▪ Overview of ‘Job searching resources & assistance’ topic – 0.5 hour ▪ Implementation of physical activity: Online research and presentation on "Green Jobs" in the local area. – 2 hours
<p>Day 2: Online communication & collaboration</p> <ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 1 hour ▪ Overview of ‘Online communication & collaboration’ topic – 0.5 hour ▪ Implementation of physical activity: Develop a social media campaign for a local environmental organization using a collaborative online platform. – 2 hours
<p>Day 3: Creation of digital content</p> <ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice breaker - 1 hour ▪ Overview of ‘Creation of digital content’ topic – 0.5 hour ▪ Implementation of physical activity: Create a short video documentary showcasing the beauty of a local natural area facing environmental threats. – 2 hours
<p>Day 4: Information & Data literacy</p> <ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 1 hour ▪ Overview of ‘Information & Data literacy’ topic – 0.5 hour ▪ Implementation of physical activity: Research and present data on the environmental impact of a specific industry using online resources and creating data visualizations. – 2 hours
<p>Day 5: Online safety & compliance</p> <ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 0.5 hour ▪ Overview of ‘Online safety & compliance’ topic – 0.5 hour ▪ Implementation of physical activity: Interactive workshop on responsible online behavior and best practices for avoiding environmental misinformation. – 2 hours ▪ Evaluation – 0.5 hour

WEEK 4: Entrepreneurial Skills
<p>Objectives:</p> <ul style="list-style-type: none"> ❖ Complete online modules on Entrepreneurial Skills (leadership, customer service, networking, financial literacy, green skills).





❖ Participate in physical activities that apply these skills to create a social impact project promoting environmental protection.
Day 1: Leadership & e-Leadership
<ul style="list-style-type: none"> ▪ Welcome and program overview – 0.5 hour ▪ Wrap-up of online module ‘Entrepreneurial Skills’ with Q&A – 0.5 hour ▪ Ice-breaker - 0.5 hour ▪ Overview of ‘Leadership & e-Leadership’ topic – 0.5 hour ▪ Implementation of physical activity: Lead a group in organizing a community cleanup event, delegating tasks and motivating participation. – 2 hours
Day 2: Customer service skills
<ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 1 hour ▪ Overview of ‘Customer service skills’ topic – 0.5 hour ▪ Implementation of physical activity: Role-playing activity simulating eco-tourism interactions, focusing on providing excellent service while promoting sustainable practices. – 2 hours
Day 3: Networking
<ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice breaker - 1 hour ▪ Overview of ‘Networking’ topic – 0.5 hour ▪ Implementation of physical activity: In paper, organize a fast-paced networking event where participants connect with representatives from various environmental organizations, businesses, and government agencies. Share your plan with peers! – 2 hours
Day 4: Financial literacy
<ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 1 hour ▪ Overview of ‘Financial literacy’ topic – 0.5 hour ▪ Implementation of physical activity: Develop a budget for a hypothetical eco-friendly business venture. – 2 hours
Day 5: Green Skills
<ul style="list-style-type: none"> ▪ Wrap-up of previous day – 0.5 hour ▪ Ice-breaker - 0.5 hour ▪ Overview of ‘Green Skills’ topic – 0.5 hour ▪ Implementation of physical activity: Design and build a prototype for a product or service that addresses a local environmental need (e.g., a rainwater harvesting system). – 2 hours ▪ Evaluation – 0.5 hour

2.6 Evaluation

At the end of each week, participants will be asked to fill in a form (either created online or printed) with a view to receive valuable feedback that will be used to optimize the final results of the project activities.





In particular, gauging participants' experience is the main goal of the evaluation sessions, as by understanding how engaging and informative participants find the results, the better the consortium can identify areas for improvement and thus tailor the outcomes to better meet participants' needs.

Additionally, the evaluation assesses if the project effectively equips participants with the targeted skills (personal & interpersonal, digital, entrepreneurial). That being said, the forms include questions about whether participants feel more confident in their newly acquired knowledge and abilities and gained a better understanding of how their new skills relate to environmental action.

The findings of the piloting and evaluation will be used in the last activity of the REACT4WOMEN project in the context of Continuous Improvement.

The evaluation form for each week is provided as part of the [Annexes](#).





3. Annexes

3.1 Mentor's Information

The following template should be filled in by each of the partner with useful information about the people who are going to lead/implement the activities above. The information of the trainers/mentors will be available in the project website.

Name	Surname	Country	Occupation/ Area of expertise	Organization/ Company	Short Bio	email

3.2 Information pack template

An information pack should be prepared and distributed to the participants to ensure that they are well-prepared, informed and excited to embark on the activities towards environmental leadership.

The infopack shall include all the essential details and resources they need to prepare for and participate effectively in the training. Here is a template to be used/modified according to local needs and partners' preferences:





Welcome!

This information pack provides all the details you need to get ready for the REACT4owmen program, a four-week initiative designed to equip young, marginalized women with the skills and confidence to become environmental leaders in their communities.

About REACT4WOMEN:

This program empowers you with a diverse skillset applicable to environmental protection and social impact initiatives. Whether you're passionate about conservation, sustainability, or environmental justice, REACT4WOMEN equips you with the knowledge and tools to make a difference.

What to expect:

The program blends online learning modules with engaging in-person activities.

- ❖ **Online Modules:** Complete self-paced modules on topics like personal and interpersonal skills, digital communication, and environmental entrepreneurship.
- ❖ **Physical Activities:** Participate in interactive activities that apply your newfound skills to real-world environmental challenges. Explore nature, brainstorm solutions, collaborate on projects, and build your leadership potential.

Weekly Schedule:

The program follows a **four-week schedule** with a mix of **online** and **in-person** components. A detailed schedule with specific timings and locations will be provided closer to the program start date.

What to Bring:

- ❖ Notebook and pen for taking notes
- ❖ Comfortable clothing and shoes suitable for outdoor activities (weather permitting)
- ❖ Reusable water bottle
- ❖ Positive attitude and a passion for the environment!

Online Modules:

In the project [website](#), you will be able to find all our modules! Feel free to have a look at your own pace and convenience! The program covers the following skill areas:

- ❖ **Week 1: Introduction & Piloting:** Discover the program, explore online resources, and participate in icebreaker activities.
- ❖ **Week 2: Personal & Interpersonal Skills:** Develop your self-awareness, critical thinking, problem-solving abilities, and teamwork skills in an environmental context.
- ❖ **Week 3: Digital Skills & Collaboration:** Learn how to leverage technology for environmental communication, content creation, and online advocacy.





- ❖ **Week 4: Entrepreneurial Skills & Project Development:** Enhance your leadership, networking, and financial literacy skills to develop a social impact project promoting environmental protection.

Mentorship Program (optional):

After this program, you might ask for a dedicated mentorship component where you'll be paired with an experienced professional who can provide guidance and support throughout your journey. All you have to do is to get in contact through our [Synergy Hub](#) page (for free!)

Contact us:

If you have any questions about the program or require additional information, please don't hesitate to contact us at [Program Email Address] or [Phone Number (if applicable)].

Let's work together to create a more sustainable future!

We look forward to welcoming you to REACT4owmen!



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3.3 Evaluation forms

Week 1 Evaluation – Introduction & Piloting

Thank you for completing Week 1 of the REACT4women program!

We appreciate your participation in the activities focused on testing the results that we have produced to cover your needs!

The following questionnaire will help us become better and finally deliver the best possible results based on your own profiles! Feel free to share your honest opinion!

It is anonymous, while it will only take you 20 minutes to complete!

****Demographics****

*What is your age?

- 16 – 18
- 18 – 24
- 24 – 26
- 26 – 30
- 30+

*What is your background?

- I am a woman looking for job/re-integration opportunities
- I am a representative of the EcoTourism / Cultural / Environmental Sector
- I am a social worker/representative of initiatives related to social inclusion/women empowerment
- I represent a policy maker
- I am a trainer/educator
- I am a staff member of the partner organization

****Online Modules****

Module 1: Introduction

*Please rate the following statements based on your experience in the Module.

(1 = Not at all, 5 = Very much)





	1	2	3	4	5
1. The content of the module is very useful.					
2. The module increased my understanding in the project field.					
3. The introduction motivated me to go through the rest of the materials.					
4. The module met my expectations.					
5. The size of the module was appropriate.					

*What is your overall opinion of the material you've seen in this module?

1. Below satisfactory
2. It was satisfactory, but I expected a bit more
3. Neutral
4. It was quite satisfactory
5. It was excellent!

What do you like most about the material you've seen in this module?

What do you like least about the material you've seen in this module?

Do you have any recommendations, complaints or suggestions you'd like to share so that we can improve the material you've seen in this module?





Module 2: Personal & Interpersonal Skills

*Please rate the following statements based on your experience in the Module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5
1. The content of the module is very useful.					
2. The module increased my knowledge in the field.					
3. The module motivated me to apply my knowledge in real life.					
4. The module met my expectations.					
5. The size of the module was appropriate.					

*What is your overall opinion of the material you've seen in this module?

1. Below satisfactory
2. It was satisfactory, but I expected a bit more
3. Neutral
4. It was quite satisfactory
5. It was excellent!

What do you like most about the material you've seen in this module?

What do you like least about the material you've seen in this module?





Do you have any recommendations, complaints or suggestions you'd like to share so that we can improve the material you've seen in this module?

Module 3: Digital Skills

*Please rate the following statements based on your experience in the Module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5
1. The content of the module is very useful.					
2. The module increased my knowledge in the field.					
3. The module motivated me to apply my knowledge in real life.					
4. The module met my expectations.					
5. The size of the module was appropriate.					

*What is your overall opinion of the material you've seen in this module?

1. Below satisfactory
2. It was satisfactory, but I expected a bit more
3. Neutral
4. It was quite satisfactory
5. It was excellent!

What do you like most about the material you've seen in this module?

What do you like least about the material you've seen in this module?





Do you have any recommendations, complaints or suggestions you'd like to share so that we can improve the material you've seen in this module?

Module 4: Entrepreneurial Skills

*Please rate the following statements based on your experience in the Module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5
1. The content of the module is very useful.					
2. The module increased my knowledge in the field.					
3. The module motivated me to apply my knowledge in real life.					
4. The module met my expectations.					
5. The size of the module was appropriate.					

*What is your overall opinion of the material you've seen in this module?

1. Below satisfactory
2. It was satisfactory, but I expected a bit more
3. Neutral
4. It was quite satisfactory
5. It was excellent!

What do you like most about the material you've seen in this module?





What do you like least about the material you've seen in this module?

Do you have any recommendations, complaints or suggestions you'd like to share so that we can improve the material you've seen in this module?

****Card game****

*Please rate the following statements based on your experience in the game.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5
1. The content of the game is very useful.					
2. The game increased my knowledge in the field.					
3. The game motivated me to apply my knowledge in real life.					
4. The game met my expectations.					
5. The size of the game was appropriate.					
6. The game is easy-to-navigate.					
7. The graphics are intuitive.					

*What is your overall opinion of the game?

1. Below satisfactory
2. It was satisfactory, but I expected a bit more
3. Neutral
4. It was quite satisfactory





5. It was excellent!

What do you like most about the game?

What do you like least about the game?

Do you have any recommendations, complaints or suggestions you'd like to share so that we can improve the game?

Thank you for your feedback!

Week 2 Evaluation– Personal & Interpersonal Skills

Thank you for completing Week 2 of the REACT4owmen program!

We appreciate your participation in the activities focused on personal and interpersonal skills!

The following questionnaire will help us become better and closer to your needs! Feel free to share your honest opinion!

It is anonymous, while it will only take you 10 minutes to complete!





****Online Modules****

* Please rate your satisfaction with the online modules on Personal & Interpersonal Skills

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5
1. Self-awareness & self-discovery					
2. Critical thinking & problem solving					
3. Resilience & ability to cope					
4. Self-worth & etiquette					
5. Social skills					

* Were the online modules informative and easy to understand?

- Yes
- No

* Did the online modules provide clear and helpful activities or exercises?

- Yes
- No

* If you have any suggestions for improvement for the online modules, please share them here:

****Physical Activities****

* Rate the following activities in terms of how well they helped you develop personal and interpersonal skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5
*Day 1					
*Day 2					
*Day 3					
*Day 4					
*Day 5					

* Briefly explain why you gave the ratings above for the physical activities.





****Overall****

* Did the activities this week help you develop a better understanding of your own strengths and how they can be applied to environmental issues?

- Yes
- No

* Do you feel more confident in your ability to collaborate with others after participating in this week's activities?

- Yes
- No

* If yes, please elaborate on how this week's activities contributed to your confidence in collaboration.

* Is there anything else you would like to share about your experience in Week 2?

****Thank you for your feedback!****





Week 3 Evaluation– Digital Skills

Thank you for completing Week 3 of the REACT4owmen program!

We appreciate your participation in the activities focused on digital skills!

The following questionnaire will help us become better and closer to your needs! Feel free to share your honest opinion!

It is anonymous, while it will only take you 10 minutes to complete!

****Online Modules****

* Please rate your satisfaction with the online modules on Digital Skills:

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5
1. Job searching resources & assistance					
2. Online communication & collaboration					
3. Creation of digital content					
4. Information & data literacy					
5. Online safety & compliance					

* Were the online modules informative and easy to understand?

- Yes
- No

* Did the online modules provide clear and helpful activities or exercises?

- Yes
- No

* If you have any suggestions for improvement for the online modules, please share them here:

****Physical Activities****





* Rate the following activities in terms of how well they helped you develop digital skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5
*Day 1					
*Day 2					
*Day 3					
*Day 4					
*Day 5					

* Briefly explain why you gave the ratings above for the physical activities.

****Overall****

* Did the activities this week encourage effective communication and collaboration among participants?

- Yes
- No

* Do you feel more confident using digital tools after participating in this week's activities?

- Yes
- No

* If yes, please elaborate on how this week's activities contributed to your confidence in the use of digital means.

* Is there anything else you would like to share about your experience in Week 3?





****Thank you for your feedback!****

Week 4 Evaluation– Entrepreneurial Skills

Thank you for completing Week 4 of the REACT4owmen program!

We appreciate your participation in the activities focused on entrepreneurial skills!

The following questionnaire will help us become better and closer to your needs! Feel free to share your honest opinion!

It is anonymous, while it will only take you 10 minutes to complete!

****Online Modules****

* Please rate your satisfaction with the online modules on Entrepreneurial Skills:

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5
1. Leadership & e-leadership					
2. Customer service skills					
3. Networking					
4. Financial literacy					
5. Green skills					

* Were the online modules informative and easy to understand?

- Yes
- No

* Did the online modules provide clear and helpful activities or exercises?

- Yes
- No





* If you have any suggestions for improvement for the online modules, please share them here:

****Physical Activities****

* Rate the following activities in terms of how well they helped you develop entrepreneurial skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5
*Day 1					
*Day 2					
*Day 3					
*Day 4					
*Day 5					

* Briefly explain why you gave the ratings above for the physical activities.

****Overall****

* Did the activities this week effectively introduce you to key entrepreneurial skills for social impact initiatives, particularly those focused on environmental solutions?

- Yes
- No

* Do you feel more confident acquire a new job after participating in this week's activities?

- Yes
- No

* If yes, please elaborate on how this week's activities contributed to your confidence in (re)integrating the job market.





* Is there anything else you would like to share about your experience in Week 4?

****Thank you for your feedback!****

3.4 Evaluation Report template

As part of the activity outcome, partners shall deliver a combined report with feedback gathered during the evaluation sessions of the four-week program.

The following template should be used.

Week 1 Evaluation Report – Introduction & Piloting

****Demographics****

*What is your age?

X out of X participants replied '16 – 18'

X out of X participants replied '18 – 24'

X out of X participants replied '24 – 26'

X out of X participants replied '26 – 30'

X out of X participants replied '30+'

[Please insert graphic here]

Graphic 1. Week 1 – Introduction & Piloting – Participants' age group





*What is your background?

X out of X participants replied 'I am a woman looking for job/re-integration opportunities'

X out of X participants replied 'I am a representative of the EcoTourism / Cultural / Environmental Sector'

X out of X participants replied 'I am a social worker/representative of initiatives related to social inclusion/women empowerment'

X out of X participants replied 'I represent a policy maker'

X out of X participants replied 'I am a trainer/educator'

X out of X participants replied 'I am a staff member of the partner organization'

[Please insert graphic here]

Graphic 2. Week 1 – Introduction & Piloting – Participants' profiles

****Online Modules****

Module 1: Introduction

*Satisfaction rate about 'Introduction' module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5	Average
1. The content of the module is very useful.						
2. The module increased my understanding in the project field.						
3. The introduction motivated me to go through the rest of the materials.						
4. The module met my expectations.						
5. The size of the module was appropriate.						

[Please insert graphic here]

Graphic 3. Week 1 – Introduction & Piloting – Participants' satisfaction about 'INTRODUCTION' module

*Overall opinion about the module:





X out of X participants replied 'Below satisfactory'

X out of X participants replied 'It was satisfactory, but I expected a bit more'

X out of X participants replied 'Neutral'

X out of X participants replied 'It was quite satisfactory'

X out of X participants replied 'It was excellent!'

[Please insert graphic here]

Graphic 4. Week 1 – Introduction & Piloting – Participants' opinion about 'INTRODUCTION' module

*Best practices:

Areas for improvement:

Issues/Recommendations/Comments:

Module 2: Personal & Interpersonal Skills

*Satisfaction rate of the Module.

(1 = Not at all, 5 = Very much)





	1	2	3	4	5	Average
1. The content of the module is very useful.						
2. The module increased my knowledge in the field.						
3. The module motivated me to apply my knowledge in real life.						
4. The module met my expectations.						
5. The size of the module was appropriate.						

[Please insert graphic here]

Graphic 5. Week 1 – Introduction & Piloting – Participants’ satisfaction about ‘PERSONAL & INTERPERSONAL SKILLS’ module

*Overall opinion about the module:

X out of X participants replied ‘Below satisfactory’

X out of X participants replied ‘It was satisfactory, but I expected a bit more’

X out of X participants replied ‘Neutral’

X out of X participants replied ‘It was quite satisfactory’

X out of X participants replied ‘It was excellent!’

[Please insert graphic here]

Graphic 6. Week 1 – Introduction & Piloting – Participants’ opinion about ‘PERSONAL & INTERPERSONAL SKILLS’ module

*Best practices:

Areas for improvement:





Issues/Recommendations/Comments:

Module 3: Digital Skills

*Satisfaction rate of the Module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5	Average
6. The content of the module is very useful.						
7. The module increased my knowledge in the field.						
8. The module motivated me to apply my knowledge in real life.						
9. The module met my expectations.						
10. The size of the module was appropriate.						

[Please insert graphic here]

Graphic 7. Week 1 – Introduction & Piloting – Participants’ satisfaction about ‘DIGITAL SKILLS’ module

*Overall opinion about the module:

X out of X participants replied ‘Below satisfactory’

X out of X participants replied ‘It was satisfactory, but I expected a bit more’

X out of X participants replied ‘Neutral’

X out of X participants replied ‘It was quite satisfactory’

X out of X participants replied ‘It was excellent!’





[Please insert graphic here]

Graphic 8. Week 1 – Introduction & Piloting – Participants’ opinion about ‘DIGITAL SKILLS’ module

*Best practices:

Areas for improvement:

Issues/Recommendations/Comments:

Module 4: Entrepreneurial Skills

*Satisfaction rate of the Module.

(1 = Not at all, 5 = Very much)

	1	2	3	4	5	Average
11. The content of the module is very useful.						
12. The module increased my knowledge in the field.						
13. The module motivated me to apply my knowledge in real life.						
14. The module met my expectations.						
15. The size of the module was appropriate.						

[Please insert graphic here]





Graphic 9. Week 1 – Introduction & Piloting – Participants’ satisfaction about ‘ENTREPRENEURIAL SKILLS’ module

*Overall opinion about the module:

X out of X participants replied ‘Below satisfactory’

X out of X participants replied ‘It was satisfactory, but I expected a bit more’

X out of X participants replied ‘Neutral’

X out of X participants replied ‘It was quite satisfactory’

X out of X participants replied ‘It was excellent!’

[Please insert graphic here]

Graphic 10. Week 1 – Introduction & Piloting – Participants’ opinion about ‘ENTREPRENEURIAL SKILLS’ module

*Best practices:

Areas for improvement:

Issues/Recommendations/Comments:





****Card game****

*Satisfaction rate of the game:

(1 = Not at all, 5 = Very much)

	1	2	3	4	5	Average
8. The content of the game is very useful.						
9. The game increased my knowledge in the field.						
10. The game motivated me to apply my knowledge in real life.						
11. The game met my expectations.						
12. The size of the game was appropriate.						
13. The game is easy-to-navigate.						
14. The graphics are intuitive.						

[Please insert graphic here]

Graphic 11. Week 1 – Introduction & Piloting – Participants’ satisfaction about the REACT4women card game

*Overall opinion about the game:

X out of X participants replied ‘Below satisfactory’

X out of X participants replied ‘It was satisfactory, but I expected a bit more’

X out of X participants replied ‘Neutral’

X out of X participants replied ‘It was quite satisfactory’

X out of X participants replied ‘It was excellent!’

[Please insert graphic here]

Graphic 12. Week 1 – Introduction & Piloting – Participants’ opinion about the REACT4women card game

*Best practices:





Areas for improvement:

Issues/Recommendations/Comments:





Week 2 Evaluation Report – Personal & Interpersonal Skills

****Online Modules****

* Satisfaction rate Personal & Interpersonal Skills modules

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5	Average
1. Self-awareness & self-discovery						
2. Critical thinking & problem solving						
3. Resilience & ability to cope						
4. Self-worth & etiquette						
5. Social skills						

[Please insert graphic here]

Graphic 1. Week 2 – Personal & Interpersonal Skills – Participants' satisfaction

* Were the online modules informative and easy to understand?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 2. Week 2 – Personal & Interpersonal Skills – Topics' learnability

* Did the online modules provide clear and helpful activities or exercises?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 3. Week 2 – Personal & Interpersonal Skills – Topics' efficiency

* Suggestions for improvement for the online modules:





****Physical Activities****

* Rate the following activities in terms of how well they helped you develop personal and interpersonal skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5	Average
*Day 1						
*Day 2						
*Day 3						
*Day 4						
*Day 5						

[Please insert graphic here]

Graphic 4. Week 2 – Personal & Interpersonal Skills – Efficiency of physical activities

* Briefly explain why you gave the ratings above for the physical activities.

****Overall****

* Did the activities this week help you develop a better understanding of your own strengths and how they can be applied to environmental issues?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 5. Week 2 – Personal & Interpersonal Skills – Level of understanding

* Do you feel more confident in your ability to collaborate with others after participating in this week's activities?





- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 6. Week 2 – Personal & Interpersonal Skills – Level of applicability

* If yes, please elaborate on how this week's activities contributed to your confidence in collaboration.

* Issues/Recommendations/Comments:

Conclusions

The key areas for improvement are:

- 1.
- 2.
3. ...

The best practices are:

- 1.
- 2.
3. ...





Week 3 Evaluation Report – Digital Skills

****Online Modules****

* Satisfaction rate Digital Skills modules

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5	Average
1. Job searching resources & assistance						
2. Online communication & collaboration						
3. Creation of digital content						
4. Information & data literacy						
5. Online safety & compliance						

[Please insert graphic here]

Graphic 1. Week 3 – Digital Skills – Participants' satisfaction

* Were the online modules informative and easy to understand?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 2. Week 3 – Digital Skills – Topics' learnability

* Did the online modules provide clear and helpful activities or exercises?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 3. Week 3 – Digital Skills – Topics' efficiency

* Suggestions for improvement for the online modules:





****Physical Activities****

* Rate the following activities in terms of how well they helped you develop digital skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5	Average
*Day 1						
*Day 2						
*Day 3						
*Day 4						
*Day 5						

[Please insert graphic here]

Graphic 4. Week 3 – Digital Skills – Efficiency of physical activities

* Briefly explain why you gave the ratings above for the physical activities.

****Overall****

* Did the activities this week encourage effective communication and collaboration among participants?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 5. Week 3 – Digital Skills – Level of understanding

* Do you feel more confident using digital tools after participating in this week's activities?





- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 6. Week 3 – Digital Skills – Level of applicability

* If yes, please elaborate on how this week's activities contributed to your confidence in the use of digital means.

* Issues/Recommendations/Comments:

Conclusions

The key areas for improvement are:

- 1.
- 2.
3. ...

The best practices are:

- 1.
- 2.
3. ...





Week 4 Evaluation Report – Entrepreneurial Skills

****Online Modules****

* Satisfaction rate Entrepreneurial Skills modules

(1 = Not Satisfied, 5 = Very Satisfied)

	1	2	3	4	5	Average
1. Leadership & e-leadership						
2. Customer service skills						
3. Networking						
4. Financial literacy						
5. Green skills						

[Please insert graphic here]

Graphic 1. Week 4 – Entrepreneurial Skills – Participants’ satisfaction

* Were the online modules informative and easy to understand?

- X out of X replied ‘Yes’.
- X out of X replied ‘No’.

[Please insert graphic here]

Graphic 2. Week 4 – Entrepreneurial Skills – Topics’ learnability

* Did the online modules provide clear and helpful activities or exercises?

- X out of X replied ‘Yes’.
- X out of X replied ‘No’.

[Please insert graphic here]

Graphic 3. Week 4 – Entrepreneurial Skills – Topics’ efficiency

* Suggestions for improvement for the online modules:





****Physical Activities****

* Rate the following activities in terms of how well they helped you develop entrepreneurial skills in an environmental context (1 = Not Helpful, 5 = Very Helpful):

	1	2	3	4	5	Average
*Day 1						
*Day 2						
*Day 3						
*Day 4						
*Day 5						

[Please insert graphic here]

Graphic 4. Week 4 – Entrepreneurial Skills – Efficiency of physical activities

* Briefly explain why you gave the ratings above for the physical activities.

****Overall****

* Did the activities this week effectively introduce you to key entrepreneurial skills for social impact initiatives, particularly those focused on environmental solutions?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 5. Week 4 – Entrepreneurial Skills – Level of understanding





* Do you feel more confident acquire a new job after participating in this week's activities?

- X out of X replied 'Yes'.
- X out of X replied 'No'.

[Please insert graphic here]

Graphic 6. Week 4 – Entrepreneurial Skills – Level of applicability

* If yes, please elaborate on how this week's activities contributed to your confidence in (re)integrating the job market.

* Issues/Recommendations/Comments:

Conclusions

The key areas for improvement are:

- 1.
- 2.
3. ...

The best practices are:

- 1.
- 2.
3. ...

