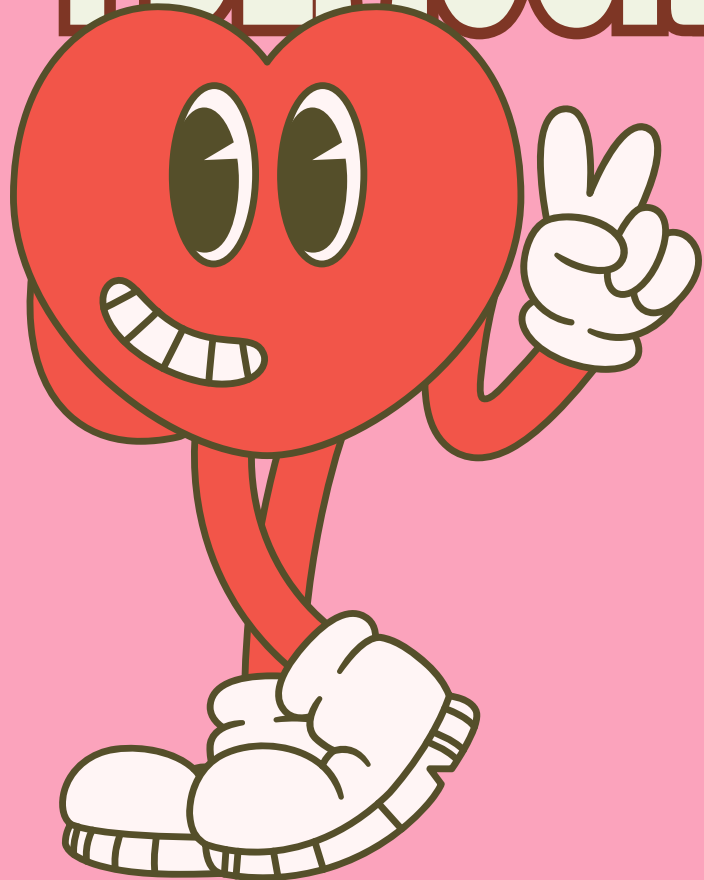
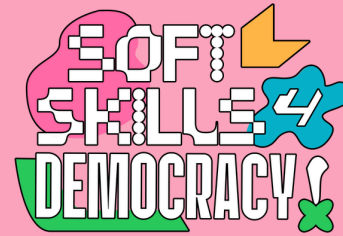


# SOFT SKILLS 4 DEMOCRACY



CULTURE GOES EUROPE  
SOZIOKULTURELLE INITIATIVE ERFURT E.V.



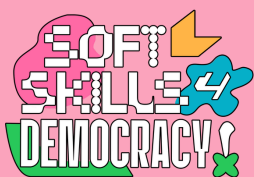
Co-funded by  
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# TECHNICAL INFORMATION

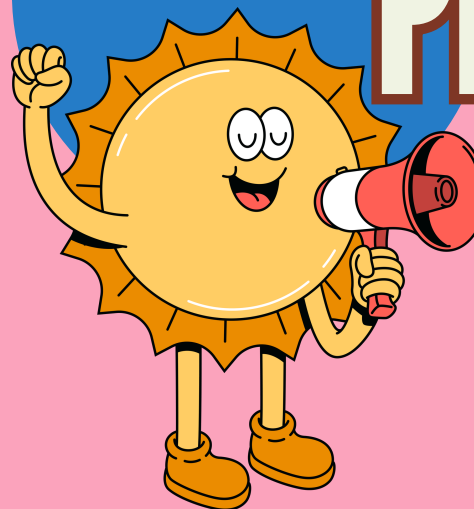
**SoftSkills4Democracy** (SoftSkills4D) is an Erasmus+ Youth Participation project implemented by CGE Erfurt e.V. (Germany) together with Logos Polska (Poland). The project supported young people aged 18–30 in developing key competences for active civic participation, with a special focus on critical thinking, media literacy, communication, teamwork, creativity, and responsible engagement with AI.



Through workshops, mentorship, LARP-based learning, activism sessions, and cross-border job shadowing, the project helped participants strengthen both their personal and professional skills while becoming more confident, informed, and engaged members of their communities.



# THE PROJECT'S PROGRAM



The initiative particularly aimed to include young people with fewer opportunities and to connect youth with civil society actors in Germany and Poland.

The project also created spaces for dialogue between young people, youth organisations, and local stakeholders, encouraging participants to reflect on democratic values and their role in society. By combining non-formal education methods with intercultural exchange, SoftSkills4Democracy strengthened participants' ability to challenge misinformation, participate constructively in public discussions, and contribute to more inclusive and resilient democratic communities.



# EVENT YOUTH OPPORTUNITIES

In collaboration with Schmalkalden University, we hosted an engaging three-hour event focused on opportunities for active youth participation.

We started with a presentation on various ways young people can get involved, including Youth Exchanges (what they are, where to find them, and how to identify quality opportunities) and Training Courses and Youth Participation Projects (how to apply, improve acceptance chances, and understand participant rights and benefits). Then, we introduced Solidarity Projects: exploring funding opportunities, project goals and their impact on communities.



# ACTIVITIES

Participants were divided into small groups to brainstorm ideas for local Solidarity Projects in Schmalkalden.

The focus was on initiatives that foster community cohesion by bringing together locals and internationals.

Each group presented their ideas, received feedback and had the chance to connect with other people.





# EVENT YOUTH OPPORTUNITIES

The activity took place at the Logos NGO office, where young people gathered to learn about opportunities offered by the Erasmus+ program and the European Solidarity Corps (ESC).

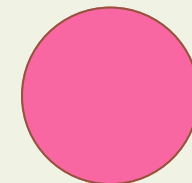
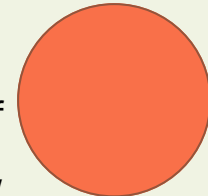
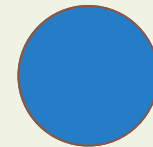
The session began with an introduction to Youth Exchanges, Training Courses, and Youth Participation projects, highlighting how these experiences support the development of soft skills and active citizenship. Participants also explored how to find suitable projects and how to apply, taking into account their interests and motivations.



# ACTIVITIES

The event included a peer-sharing segment, where participants exchanged their previous experiences and inspired each other to get involved.

The activity concluded with a brief reflection and informal networking, creating a supportive space for connection and encouraging young people to take a more active role in civic and democratic life.





# WORKSHOP MEDIA LITERACY

This Quiz Night for International Women's Day invited participants to explore critical issues such as the leadership gap, legal inequality, unequal pay, and domestic violence. It directly contributes to understanding how these issues are portrayed in the modern media.

Through interactive questions and discussions, participants developed key soft skills, including critical thinking, inclusive thinking, and collaborative dialogue.

The workshop encouraged reflection on gender equality and highlighted the ongoing work needed to create a fairer society.



# ACTIVITIES

We split into teams and dove into a series of questions. The quiz focused on women's rights and gender equality, and revealed lesser-known facts that left many of us surprised, inspired, and at times, outraged. The team with the highest score walked away with a well-earned prize, but truly, everyone gained something valuable. All of this opened the door for thoughtful conversations about gender equality, privilege, and the work still to be done.

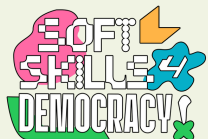




# WORKSHOP MEDIA LITERACY

The media literacy workshop was delivered in two sessions. The first part was organised for members of the youth organisation AEGEE Poznań, while the second brought together young people interested in developing their media literacy skills.

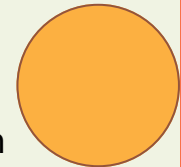
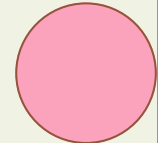
The workshop began with a short introduction to media literacy and its importance in today's world. Participants watched a film exploring themes such as manipulation and propaganda, which served as a starting point for further discussion.



## ACTIVITIES

Through interactive conversations and simple analytical exercises, participants explored how media influences opinions and behaviour. They reflected on how public opinion is shaped and developed a stronger awareness of misinformation, while strengthening their critical thinking skills.

The session concluded with a brief reflection and key takeaways, encouraging participants to engage more critically with media in their everyday lives.





# WORKSHOP CRITICAL THINKING AT BÄMM CONFERENCE

This day we took part in the BÄMM Jugendkonferenz, a youth event designed to create meaningful dialogue between civil society organisations and young people. The conference brought together several organisations, each with its own stand and activities, all centred around one key question: how can young people actively shape a democratic future?

Our workshop highlighted that critical thinking is not only an academic skill, but also a democratic one. In a world shaped by rapid information, strong opinions, and constant change, the ability to think critically empowers young people to participate more actively, responsibly, and confidently in society.



# ACTIVITIES

Our contribution to the conference was a workshop on critical thinking. We began by exploring common misconceptions and discussing how some “facts” we believe can turn out to be incorrect. From there, we unpacked the core principles of critical thinking. The workshop encouraged participants to reflect on real-life situations where critical thinking matters. Through discussion and interactive exercises, young people were invited to recognise how these skills can be practised in everyday life.





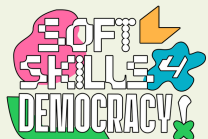
# WORKSHOP

# CRITICAL THINKING

# BÄMM CONFERENCE

The critical thinking workshop took place at the Logos NGO office and was designed to strengthen participants' ability to analyse information, question assumptions, and form well-reasoned opinions.

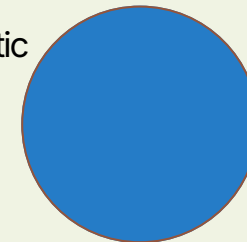
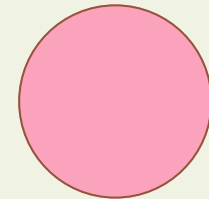
The session began with a short introduction to critical thinking and its role in everyday decision-making. Participants explored how information influences opinions through interactive discussions, role-playing activities, and real-life case studies.



# ACTIVITIES

The workshop also included engaging methods such as a critical thinking Bingo activity and a Kahoot quiz, helping to reinforce key concepts in an accessible way.

The session concluded with a brief reflection, leaving participants more confident and better prepared to engage actively in civic and democratic life.





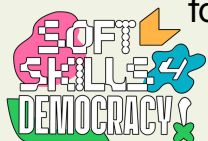
# WORKSHOP SOFT SKILLS IN THE AGE OF AI

For this event we collaborated again with the International Student Office of the Schmalkalden University of Applied Science on the topic.

The workshop's goal was to help participants better understand and actively practice soft skills like critical thinking, communication, creativity, teamwork, and ethical reasoning, essential for collaborating effectively with AI technologies.

The event was designed to build awareness of AI's role in modern workplaces and to encourage participants to explore how soft skills are important

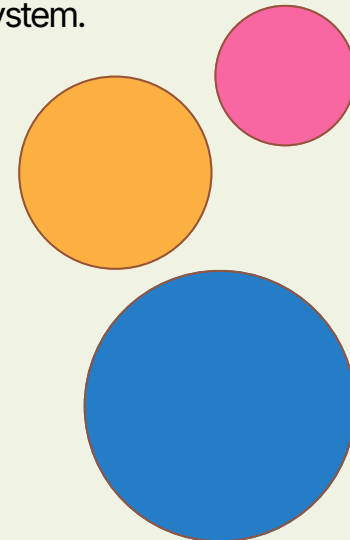
for their future employment perspectives.



## ACTIVITIES

The centre of the workshop was a hands-on courtroom simulation, inspired by a real case in which a job applicant claimed to have been unfairly rejected by an AI-based recruitment system.

To bring this scenario to life, participants assumed different roles: some represented the plaintiff who was discriminated by the system, others acted as the defenders of the AI system and a third group formed the jury.

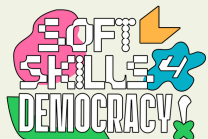




# WORKSHOP SOFT SKILLS IN THE AGE OF AI

The AI-focused workshop on critical thinking took place in Poland and aimed to strengthen participants' understanding of how AI tools can be used responsibly and effectively.

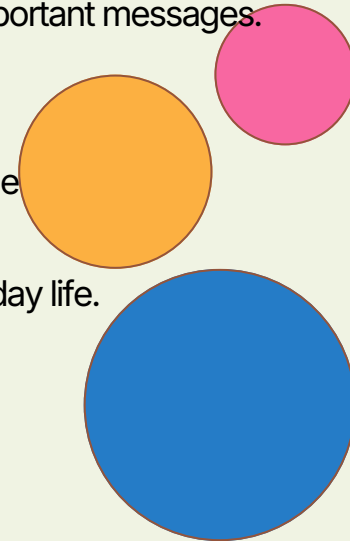
Participants explored how AI can support learning, research, creativity, and everyday tasks, while also discussing its limitations, ethical considerations, and the risks of misinformation. Through practical exercises and open discussions, they developed greater confidence in using AI critically and responsibly.



# ACTIVITIES

As part of the workshop, participants also created music using AI tools on socially relevant topics, allowing them to reflect on how technology can be used creatively to express important messages.

The session concluded with a joint reflection and exchange of ideas on how to apply the acquired knowledge in everyday life.





# POLAND JOB SHADOWING

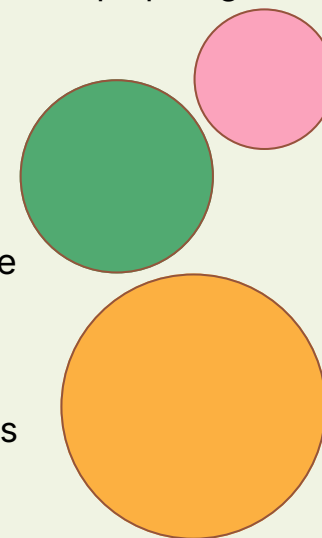
As part of the SoftSkills4Democracy project a two-week job shadowing activity took place in Poznań from 5 to 18 May 2025. Four participants from Germany and Poland joined the programme to gain practical experience in an international setting.

During the mobility, participants learned about the daily work of a non-governmental organisation, explored the use of Virtual Reality in youth work, supported the celebration of Europe Day, and developed and tested a workshop on artificial intelligence in civic education. Through hands-on activities and peer learning, they strengthened teamwork, creativity, communication, and intercultural cooperation skills.



## ACTIVITIES

At the beginning of the mobility, participants were introduced to the organisation and shadowed staff in their daily work. They joined meetings, supported communication tasks, and took part in preparing and implementing the local "EU Day" event. They explored non-formal education methods, AI tools in youth work, and approaches to critical thinking. The experience concluded with reflection, reporting, and setting personal goals, strengthening key soft skills through practical involvement.





# GERMANY JOB SHADOWING

We hosted a two-week job shadowing mobility in Erfurt, Germany for four participants, two from Poland and two from Germany.

The mobility was designed as a practical learning experience that helps participants understand how civil society organisations operate, what professional roles inside CSOs look like, and how civic education activities are planned, delivered, and adapted in real working contexts.

When hosting the mobility, we structured the learning journey around Kolb's experiential learning cycle, moving from experience to reflection and then to active experimentation.



# ACTIVITIES

At the start of the mobility, participants actively shadowed CGE staff and joined the preparation and implementation of a community event, the Social Hackathon. Participants reviewed what they observed, discussed facilitation choices and group dynamics. The participants moved into the active experimentation stage by creating and facilitating their own community activity: "Bake and Paint." They strengthened key soft skills for active participation.





# WORKSHOP

# COMMUNICATION

# INFORMATION AND FAKE NEWS

The participants learned, through this workshop, how to sharpen their critical thinking and identify fake news by taking part in hands-on activities and discussions. The activities revealed how easily information can be manipulated, and how convincing false narratives can appear when presented professionally.

Participants reflected on the potential dangers of fake news in shaping public opinion, polarizing societies, and undermining trust in media.

In an age where information shapes opinions and power, developing the ability to question, verify, and discern truth from manipulation has never been more important.

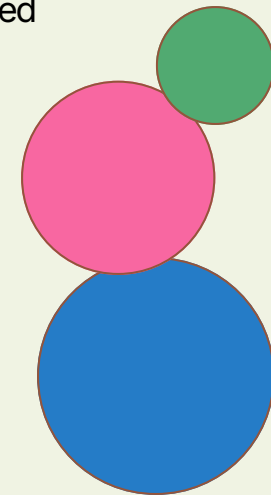


# ACTIVITIES

We started the session with a visual challenge, where participants were shown a series of photos and asked to decide which ones were real and which were fake.

In the second part, participants worked in small groups to create their own news stories, mixing real and fake elements. We concluded with a debriefing on strategies to identify misinformation.

Together, we explored fact-checking tools, source verification methods, and the ethical implications of spreading false information.





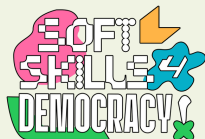
# WORKSHOP

# COMMUNICATION

# INFORMATION AND FAKE NEWS

The workshop took place in a natural outdoor setting near Poznań, creating a relaxed and supportive environment for learning and interaction.

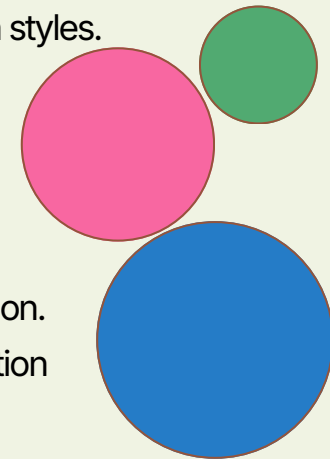
The workshop aimed to strengthen participants' ability to express ideas clearly, communicate effectively, and interact with confidence in various social and professional contexts. Through practical exercises, group work, and real-life simulations, participants explored both verbal and non-verbal communication, including body language, facial expressions, and gestures.




# ACTIVITIES

A dedicated session on non-verbal communication highlighted how much meaning is conveyed without words, encouraging participants to become more aware of their own communication styles.

By combining experiential learning with outdoor activities, the workshop fostered openness, trust, and meaningful peer interaction. The session concluded with reflection and group discussion, supporting participants in building stronger communication skills and deeper interpersonal connections.





# WORKSHOP EMPATHY STEP INTO MY SHOES

The goal of this workshop evening was to define empathy in simple and practical terms, help participants recognize empathic behaviours in everyday situations, practice expressing empathy, and reflect on the impact of empathetic attitudes on relationships.

Participants reflected on how empathy can be practiced in everyday situations and how empathetic behaviours contribute to healthier and more respectful relationships.

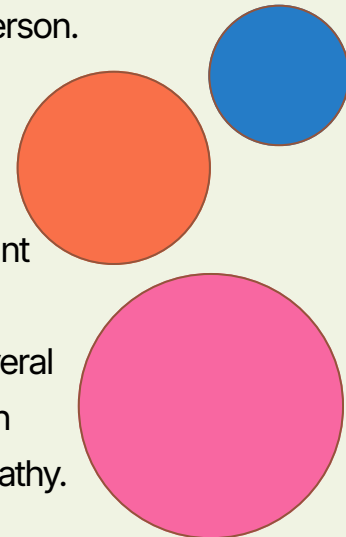


# ACTIVITIES

In the workshop we created an activity in which the participants briefly introduced themselves and the rest of the group offered positive adjectives based on their first impressions of the person.

In the main activity one participant acted out a situation involving a need for empathy. Another participant was then invited to respond.

The roles rotated, allowing several participants to experience both expressing and receiving empathy.





# WORKSHOP EMPATHY STEP INTO MY SHOES

The empathy workshop in Poland focused on strengthening participants' interpersonal skills and highlighting the role of empathy in communication, teamwork, and active civic engagement.

Using non-formal education methods, participants explored how to better understand the emotions and perspectives of others. Through interactive games, creative exercises, and group discussions, they reflected on how empathy influences everyday interactions and relationships.



# ACTIVITIES

Creative activities, including painting exercises, helped participants express emotions and deepen their understanding in an engaging way.

The supportive atmosphere encouraged openness, trust, and meaningful exchange.

The workshop concluded with a sharing circle and reflection, leaving participants more aware, connected, and better prepared to engage with others in a thoughtful and respectful way.

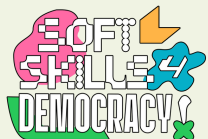




# WORKSHOP LEADERSHIP DECISION-MAKING AND TEAM BUILDING

This workshop was the result of a new collaboration with the International Student Office of the Schmalkalden University of Applied Science on the topic.

The aim was to help participants better understand and practice the key soft skills needed to work effectively as a leader within a team. These skills included decision-making, communication, teamwork, conflict resolution, and strategic thinking. Throughout the activities, participants were encouraged to reflect on their own beliefs, their ability to make decisions, and how to defend those decisions in front of a group. The workshop also highlighted the importance of soft skills for future career opportunities.



## ACTIVITIES

Participants were presented with a dilemma and had to choose a position. They then discussed their choice with others who agreed with them and prepared arguments to support their decision.

In the final step the two groups debated.

Next, groups took part in a simulation where they imagined being stranded on a deserted island. They were given a list of 15 items and had to agree on the five most important ones to keep. At the end, each group presented their choices.



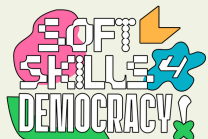


# WORKSHOP LEADERSHIP DECISION-MAKING AND TEAM BUILDING

Through this workshop on Leadership and Teamwork workshop participants worked on strengthening their cooperation, decision-making, and problem-solving skills.

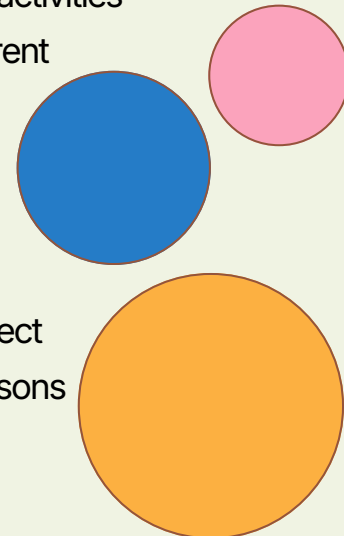
By taking part in interactive team games and group challenges, participants explored different leadership styles and reflected on what makes teamwork effective. The activities provided practical opportunities to practise communication, coordination, and shared responsibility in a supportive environment.

This workshop helped participants build trust, develop leadership confidence, and learn how to motivate others towards shared goals.



# ACTIVITIES

Through interactive group work, team games, and practical challenges, participants explored collaboration, problem-solving, and decision-making in action. Experiential learning activities helped them understand different leadership styles and group dynamics. The workshop concluded with facilitated discussions, a sharing circle, and a feedback session to reflect on the experience and key lessons learned.





# WORKSHOP MATRIX GAME INTERPERSONAL SKILLS

In this game, participants developed crisis negotiation and conflict management skills through a detailed exploration of the Niger Delta conflict scenario. It centered on a catastrophic oil pipeline explosion near Koluama, Nigeria, which had triggered a humanitarian and environmental emergency affecting tens of thousands of residents. The main goal of the simulation was to help participants actively practice, the soft skills needed to navigate complex crises. These included negotiation, communication, ethical reasoning, teamwork, and strategic decision-making. The exercise aimed to highlight how diverse stakeholders, with conflicting interests, can collaborate

to address urgent humanitarian and environmental challenges.



## ACTIVITIES

At the heart of the session was a multi-stakeholder negotiation simulation. Different groups had unique priorities and limited trust in others, mirroring the real-world tensions. The simulation began with group discussions. Then, participants came together around a negotiation table. Many highlighted how stepping into the perspectives of different stakeholders helped them understand the complexity of real-world crises and the importance of cooperation and dialogue.





# WORKSHOP

# MATRIX GAME

# INTERPERSONAL SKILLS

This Live Action Role-Playing (LARP) workshop offered an immersive experience focused on developing interpersonal skills. Through collaborative and decision-based scenarios, participants actively engaged in role-play and explored real-life group dynamics.

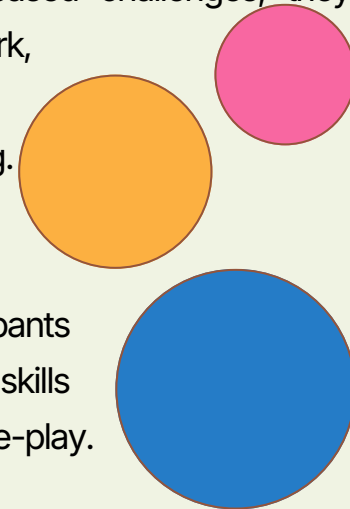
During this experiential gameplay, they strengthened communication, empathy, teamwork, leadership, and conflict resolution skills. The interactive format encouraged learning through direct experience, reflection, and meaningful interaction in a non-formal setting.



# ACTIVITIES

Participants then took part in a Live Action Role-Playing game centred on cooperation and decision-making. Through scenario-based challenges, they practised leadership, teamwork, and conflict resolution in a dynamic, experiential setting.

The activity concluded with facilitated discussions and a sharing circle, where participants reflected on the interpersonal skills they developed during the role-play.





# WORKSHOP

# CREATIVITY SKILLS

# BAKE AND PAINT

In this workshop, participants explored the development of creativity skills through a friendly, hands-on format that encouraged open thinking, innovation, and community building. As the activities progressed, the conversation turned toward the deeper significance of creativity. In a democratic society, creativity is a vital soft skill. It's about more than just art; it's about problem solving, open-mindedness and active connection.

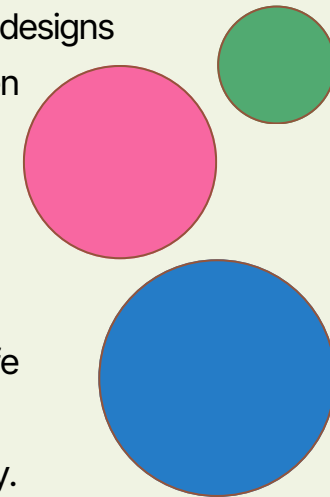
We discussed how the confidence gained by creating something from scratch translates into the courage to participate, speak up and contribute to our communities. Creativity translates into active community participation.



# ACTIVITIES

Participants worked hands-on to mix and mold cookie dough, practicing patience and precision. Once baked, the cookies served as canvases. Participants painted them with designs ranging from spooky Halloween themes to early Christmas concepts.

While working, the group discussed the importance of creative thinking in everyday life and its role in building a more collaborative and active society.





# WORKSHOP

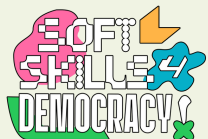
# CREATIVITY SKILLS

## SEWING

The creativity and originality workshop in Poland focused on exploring sustainable practices through creative expression.

Participants were invited to bring their own old clothes and take part in a hands-on upcycling session, where they transformed them into new, unique pieces. The activity encouraged young people to reflect on textile waste and showed how simple actions can contribute to more sustainable lifestyles.

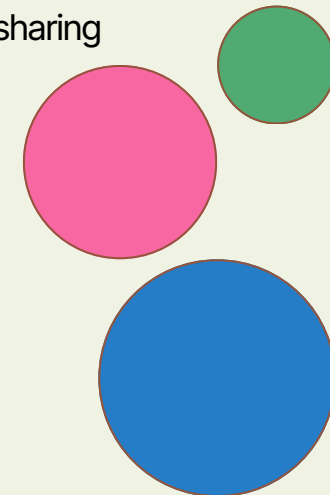
Through practical work, brainstorming, and creative exercises, participants developed new ideas, practised divergent thinking, and learned how to overcome creative blocks.

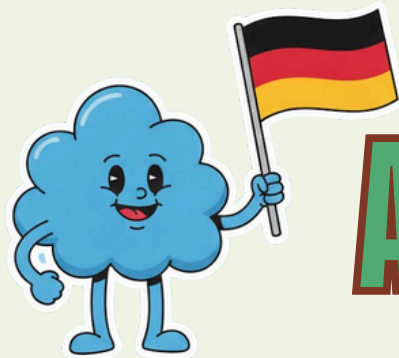


# ACTIVITIES

The workshop created an open and inspiring space for experimentation and self-expression.

The session concluded with a sharing circle and presentation of the created items, connecting creativity with sustainability and everyday problem-solving.





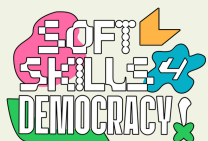
# WORKSHOP ACTIVISM

To facilitate this workshop, we collaborated with Plurals, a student-led group for internationals.

The goal was to break down what activism really looks like today and show that creating change doesn't only belong to big movements or loud voices.

Participants reflected on the idea that activism doesn't have to be a full-time job or something you post online. Small, consistent actions like challenging misinformation, supporting marginalized voices, or helping behind the scenes all play a role.

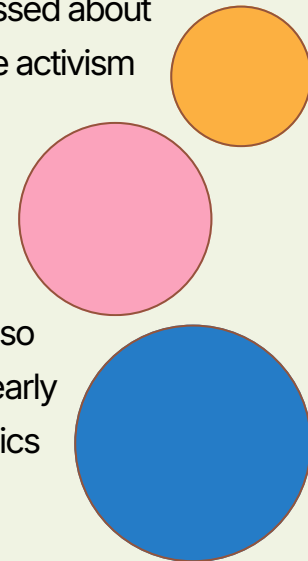
Everyone has a place in activism, whether as an organizer, supporter, planner, or public voice.



# ACTIVITIES

We started by looking at well-known activist movements from history. While recognizing their major achievements, participants discussed about intersectionality and why inclusive activism matters.

Then we focused on the different tools activists can use: participants explored how activism takes many forms. We also discussed how framing issues clearly and understanding power dynamics can make actions more effective.





# WORKSHOP ACTIVISM

This youth-led activism workshop took place at the Logos NGO office in Poznań, featuring a guest speaker from Global Platform Zimbabwe. The activity encouraged young people to engage in civic action, raise their voices, and address local challenges together.

Through role-playing exercises, participants explored power dynamics and reflected on whose voices are heard in decision-making. Using the Problem Tree method, they analysed root causes and effects of local issues and developed small-scale action plans to turn ideas into concrete steps. The session fostered dialogue, creativity, and solidarity, inspiring participants to take an active role in their communities.



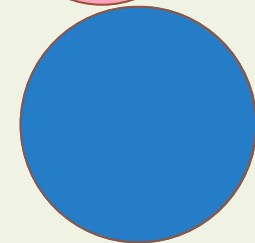
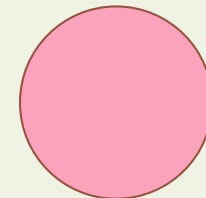
# ACTIVITIES

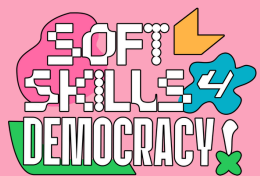
After input from the guest speaker, participants engaged in facilitated discussions on civic engagement and the role of young people in driving

change. They used role-play and interactive group exercises to explore power dynamics, participation, and youth voices in decision-making.

Using the Problem Tree method, participants analysed local challenges and developed small action plans.

The session concluded with a sharing circle and reflection, exchanging perspectives and ideas for future engagement.





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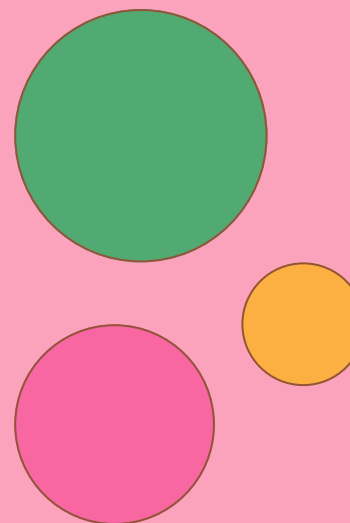
Project Brochure

## SoftSkills4Democracy: Developing Key Competencies for Active Civic Participation

Project number: 2024-1-DE04-KA154-YOU-000234648



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