

## TOOL

# DIALOGUE ABOUT WELL-BEING AND SOCIAL BEHAVIOUR FOR YOUTH LEADERS

### WHY

For everyone to have a good and safe experience being a youth leader, it is important to have a dialogue about **how you are and how you behave when you are together**. When you talk about your individual expectations to your common everyday life, it helps everyone to feel more accepted, respected, and safe which results in more energy and drive to create changes together.

### WHEN

It is important to have a dialogue about well-being and social behaviour **in the beginning** of your exchange to set the frame of how you act in your common spaces. It can however also be helpful to use this tool repeatedly throughout your exchange as lifestyles and relations can change, or if you start working with new volunteers.

### HOW

Before you look at the questions, it is **important to create a safe space** in your group. Creating a both encouraging and safe group environment will help establish trust between you and **make it easier to discuss different matters openly**. This can be done by setting up a code of conduct for the conversation: For example, that everything expressed is kept confidential, that everyone should participate and share, and that everyone's experiences are handled with respect and taken seriously. When everyone feels comfortable sharing, you go through the questions:

### COMMUNICATION AND TAKING PICTURES

- What rules do we have in the organization and in our team in terms of taking and sharing pictures of others and of each other?
- Is there anything in the project context that we need to pay special attention to or consider when we want to take pictures of project activities and volunteers?
- What rules do we have in the organization in terms of communicating about our work and the project (to others in the organization, on social media, in newspapers etc.)?

### FALLING IN LOVE, INDIVIDUAL BEHAVIOUR, AND BOUNDARIES

- Does our organization have guidelines on intimate relationships between youth leaders and youth leaders/volunteers/locals?
- How can we talk about our personal boundaries? (at home, during activities etc.?) Is it important for us to know this information about each other, why/why not?
- What actions can you take if you feel someone is crossing your personal boundaries?
- How do you act if you witness others being exposed to something beyond their boundaries?

### ALCOHOL CULTURE AND SOCIAL ACTIVITIES

- Where and when is it permitted and/or appropriate to drink alcohol during the youth leader exchange?
- How can we best ensure that our social activities (also after work) are inclusive and that everyone feels welcome? What could be an obstacle for this?