



IO2 MAKING SPACE 365 CREATIVE SKILLS & ENTREPRENEURSHIP YOUTH TRAINING TOOLKIT

Maximising the Potential of Young
People through Creative and
Cultural Entrepreneurship in the
Community



**KNOWLEDGE - SKILLS -
ATTITUDES**

IO2 REFERENCE MATRIX



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Knowledge Skills Attitudes Reference Matrix

In this document, you will find a list of knowledge; skills and attitudes that the training modules included in the IO2 Making Space 365 Creative Skills & Entrepreneurship Youth Training Toolkit are expected to develop.

To create this list, we took into account the description of the topics as found in the “EntreComp into Action: get inspired, make it happen” booklet of the European Commission, as well as in the “Cambridge Life Competencies Framework”, Cambridge University Press.

Please, use this learning outcomes matrix as a guide, when creating your IO2 training modules.

PART A: EntreComp Framework Topics

TOPIC	Knowledge	Skills	Attitude
Ideas and Opportunities			
T1 Spotting opportunities and valuing ideas	<ul style="list-style-type: none"> ● T1K1 - Basic knowledge of what is an opportunity, what is a challenge ● T1K2 - Basic knowledge of how to make a needs assessment ● T1K3 - Introduction to value and its different aspects (social, cultural, economic...) ● T1K4 - Introduction to the value of ideas and ways to protect them (eg. copyrights) 	<ul style="list-style-type: none"> ● T1S1 - Identifying opportunities ● T1S2 - Identifying challenges and ways to overcome them ● T1S3 - Using imagination and creativity to exploit opportunities and create value ● T1S4 - Taking of initiatives and being proactive ● T1S5 - Ability to identify key-stakeholders that can support the exploitation of opportunities and valuing of ideas ● T1S6 - Ability to create strategies to exploit opportunities and ideas in the best possible way 	<ul style="list-style-type: none"> ● T1A1 - Being aware of the value of ideas and how they can be used to create/exploit given opportunities ● T1A2 - Being aware of the importance of needs assessment that can lead to effective exploitation of opportunities and ideas, in synch with the needs of the community, organization, company, etc...
T2 Vision and ethical and sustainable thinking	<ul style="list-style-type: none"> ● T2K1 - Basic knowledge of how vision is defined in different aspects (individual, organisation, company, community, etc) ● T2K2 - Introduction to strategic planning ● T2K3 - Basic knowledge of what is ethical and sustainable thinking ● T2K4 - Tools on how to assess the medium and long-term impact of the “vision” on multiple levels (individual, community, professional, economic, etc) 	<ul style="list-style-type: none"> ● T2S1 - Ability to develop a vision ● T2S2 - Ability to develop a strategic plan with steps to achieve this vision (turn ideas into action) ● T2S3 - Ability to successfully present the vision to others ● T2S4 - Ability to inspire others to follow/contribute to the vision ● T2S5 - Ability to identify challenges, risks and opportunities and find a way to work past them to achieve the vision in the long-term ● T2S6 - Flexibility/Adaptability. Being able to make necessary changes to the strategic plan, when necessary, in order to best achieve the goals ● T2S7 - Working in teams. Ability to work with the necessary people in order to 	<ul style="list-style-type: none"> ● T2A1 - Being aware of the importance of having a vision ● T2A2 - Being aware of the importance of assessing the impact of the actions that lead to the achievement of the vision ● T2A3 - Behaving ethically and with respect towards others ● T2A4 - Being accountable for actions taken and impact achieved

		<p>achieve the vision</p> <ul style="list-style-type: none"> ● T2S8 - Leadership. Ability to inspire and lead others ● T2S9 - Ability to recognize and face unethical behaviour ● T2S10 - Ability to think long-term and analyse possible impact 	
Resources			
<p>T3 Financial and economic literacy</p>	<ul style="list-style-type: none"> ● T3K1 - Knowledge of basic financial terms and concepts (budget, balance sheet, profit and loss, supply and demand, market price etc) ● T3K2 - Knowledge about main types of income and funding sources ● T3K2 - Better understanding of what is a taxation system and how to find information on taxation systems in different countries (focusing on the country where the individual, company, organization operates) 	<ul style="list-style-type: none"> ● T3S1 - Ability to identify and choose appropriate sources of funding ● T3S2 - Ability to financial strategies that fits the needs of my ideas and can support the turning of the ideas into action ● T3S2 - Ability to use financial indicators to assess the financial health of an activity ● T3S2 - Ability to evaluate the financial needs of an activity and plan accordingly, so as to ensure its financial sustainability ● T3S2 - Ability to identify funding sources and apply for funding 	<ul style="list-style-type: none"> ● T3A1 - Awareness of the importance of financial and economic literacy ● T3A2 - Awareness of the importance of a carefully developed and well-executed financial planning, in order to ensure the implementation and sustainability of an activity/action/project ● T3A3 - Awareness of the importance of understanding the financial and taxation systems of the country of operations
<p>T4 Self-awareness and self-efficacy</p>	<ul style="list-style-type: none"> ● T4K1 - Knowledge of tools and methods that support the identification of strengths and weaknesses ● T4K2 - Understanding of the terms self-awareness and self-efficacy 	<ul style="list-style-type: none"> ● T4S1 - Ability to reflect on one's needs, aspirations and wants and turn them into concrete, achievable goals. ● T4S2 - Ability to identify one's strengths and weaknesses and find ways to better exploit the strengths and overcome the weaknesses individually, or by getting support from others ● T4S3 - Ability to support others to reflect on their needs, aspirations and wants and identify their own strengths and weaknesses 	<ul style="list-style-type: none"> ● T4A1 - Belief in one's abilities to successfully achieve their goals, overcoming any difficulties and obstacles ● T4A2 - Awareness of the importance of using one's mistakes constructively and make the most of their experiences (good and bad)

		<ul style="list-style-type: none"> ● T4S4 - Ability to develop strategies for personal and professional development (as individuals, as well as members of organisations), that successfully utilize the strengths and overcome weaknesses, leading to greater value of actions. 	
Into Action			
T5 Planning and management	<ul style="list-style-type: none"> ● T5K1 - Basic knowledge of what is project management and its basic aspects ● T5K2 - Knowledge of tools and methods that facilitate the development of a good project management as well as a good business plan ● T5K3 - Understanding of how to go about creating performance indicators that will allow the monitoring of the progress of the management plan and support the timely taking of measures/adapting steps in order to ensure the success of an endeavour 	<ul style="list-style-type: none"> ● T5S1 - Ability to develop a comprehensive project management plan that reflects the goals/objectives ● T5S2 - Ability to effectively manage unexpected situations and adapting the plan accordingly ● T5S3 - Ability to define priorities ● T5S4 - Ability to develop performance indicators that will facilitate the monitoring of the progress ● T5S5 - Ability to adapt and change the plan, according to the results of the monitoring as well as successfully communicate the reasons for the changes to other interested parties. 	<ul style="list-style-type: none"> ● T5A1 - Flexibility ● T5A2 - Adaptability ● T5A3 - Ability to deal with ambiguity
T6 Taking the initiative and working with others	<ul style="list-style-type: none"> ● T6K1 - Learning about basic concepts of taking initiative and working with others 	<ul style="list-style-type: none"> ● T6S1 - Ability to independently turn ideas into action ● T6S2 - Ability to work independently and in teams ● T6S3 - Problem solving skills ● T6S4 - Active listening skills ● T6S5 - Conflict management skills ● T6S6 - Networking skills 	<ul style="list-style-type: none"> ● T6A1 - Ability to act independently ● T6A2 - Willingness to take responsibility for one's actions ● T6A3 - Willingness to seize opportunities and take up challenges ● T6A4 - Being proactive ● T6A5 - Acceptance of diversity ● T6A6 - Ability to compromise, when necessary

PART B: Creative Framework

TOPIC	Knowledge	Skills	Attitude
T7 Imagination and cognitive flexibility	<ul style="list-style-type: none"> ● T7K1 - Basic understanding of the concepts imagination and cognitive flexibility and their different aspects ● T7K2 - Understand the link between imagination and creative thinking ● T7K3 - Knowledge of tools and methods that help boost creativity and enhance cognitive flexibility 	<ul style="list-style-type: none"> ● T7S1 - Ability to use imagination and cognitive flexibility to overcome obstacles and solve problems ● T7S2 - Ability to “think out of the box” and see different possibilities and potentials ● T7S3 - Ability to use elements of different ideas to develop new innovative ideas ● T7S4 - Ability to develop a vision ● T7S5 - Empathy ● T7S6 - Ability to facilitate the imagination and creativity processes of others ● T7S7 - Ability to be flexible and adapt in different situations and changing environments 	<ul style="list-style-type: none"> ● T7A1 - Awareness that imagination is crucial to innovation ● T7A2 - Openness to imagining new ideas/different outcomes for the future ● T7A3 - Being flexible ● T7A4 - Being adaptable ● T7A5 - Awareness of the importance of cognitive flexibility for the successful implementation of an idea/activity.
T8 Divergent thinking - Generating ideas and problem solving	<ul style="list-style-type: none"> ● T8K1 - Knowledge and understanding of how the divergent thinking process works ● T8K2 - Knowledge of tools and methods that facilitate divergent thinking 	<ul style="list-style-type: none"> ● T8S1 - Ability to generate creative ideas ● T8S2 - Ability to use divergent thinking to identify and solve problems ● T8S3 - Ability to identify and explore different possible solutions/directions ● T8S4 - Ability to draw connections ● T8S5 - Ability to identify the appropriate solution to a problem, after exploring many different ones 	<ul style="list-style-type: none"> ● T8A1 - Being more open-minded ● T8A2 - Being open to different ideas ● T8A3 - Being open to think “without a box”

<p>T9 Intrinsic Motivation</p>	<ul style="list-style-type: none"> ● T9K1 - Understanding of the concept of intrinsic motivation and its importance for the implementation of actions that have a long-term, sustainable impact ● T9K2 - Explore tools and methods that inspire intrinsic motivation 	<ul style="list-style-type: none"> ● T9S1 - Ability to find internal satisfaction in the things one does ● T9S2 - Ability to find meaning and purpose in the things one does ● T9S3 - Ability to challenge oneself 	<ul style="list-style-type: none"> ● T9A1 - Being willing to do something for the enjoyment it brings in itself and not for some external ● T9A1 - “reward” ● T9A2 - Being mindful ● T9A3 - Being motivated ● T9A4 - Willingness to engage in different things and develop competencies
<p>T10 Experimenting with and refining ideas</p>	<ul style="list-style-type: none"> ● T10K1 - Knowledge of different ways to experiment with and improve (refine) ideas 	<ul style="list-style-type: none"> ● T10S1 - Ability to see past one’s initial idea and explore different ways to improve it ● T10S2 - Ability to share ideas with others ● T10S3 - Ability to experiment -together with others, when necessary- different ways for the implementation of an idea ● T10S4 - Ability to identify strengths and weaknesses of an idea and use them to refine it ● T10S5 - Ability to experiment using different techniques in order to discover the best possible way for the implementation of an idea 	<ul style="list-style-type: none"> ● T10A1 - Being adaptable ● T10A2 - Being flexible ● T10A3 - Being open to changing the initial idea ● T10A4 - Willingness to share ideas with others in order to refine them
<p>T11 Implementing, presenting and explaining ideas and solutions</p>	<ul style="list-style-type: none"> ● T11K1 - Knowledge of different tools and methods to present and explain ideas and solutions ● T11K2 - Tips on how to make a presentation effective and motivating 	<ul style="list-style-type: none"> ● T11S1 - Presentation skills ● T11S2 - Ability to implement, present and explain ideas and solutions to others ● T11S3 - Ability to find meaningful and creative ways to “catch” the attention of the people you are presenting to and motivate them to actively participate in the next steps ● T11S4 - Communication skills 	<ul style="list-style-type: none"> ● T11A1 - Willingness to share ideas with others ● T11A2 - Openness to using imagination and creativity for the creation of effective presentations

**T12
Tolerance for
ambiguity or
unpredictability**

- T12K1 - Understanding of the concepts of ambiguity and unpredictability
- T12K2 - Knowledge of ways to deal with ambiguity and unpredictability

- T12S1 - Ability to effectively operate in ambiguous, uncertain and unpredictable situations
- T12S2 - Ability to view unpredictable and uncertain situation as challenges and opportunities for improvement
- T12S3 - Ability to manage unexpected/unpredictable situations

- T12A1 - Openness to dealing with ambiguity and uncertainty
- T12A2 - Being adaptable
- T12A3 - Being flexible
- T12A4 - Openness to exploring alternative ways

MAKING SPACE



365



**TEATRO
METAPHORA**
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