

MAKING SPACE 365 CREATIVE SKILLS & ENTREPRENEURSHIP YOUTH TRAINING TOOLKIT

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



Creative Competencies
Module T9

Intrinsic Motivation



Erasmus+

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Module T9: Intrinsic Motivation

In this module, you will find a compendium of modular, active learning resources and activities that will support you and your learners to develop competencies in *Intrinsic Motivation*.

Namely, this module contains

- A description of a 3-hour face-to-face learning activity,
- Activities for 2-hour self-directed learning,
- A fact sheet,
- Learner handouts (annex), and
- A set of self-reflection exercises (annex)

Aim and learning objectives of this module.

Humans have evolved to be curious, active, and deeply social beings, driven by intrinsic tendencies to understand and master both our inner and outer worlds.

Such intrinsic motivation is not a given; it is conditional on satisfying feelings of competence, autonomy, and relatedness.

Through this module, the learners are expected to build such motivation using techniques and strategies to realise their capacities and talents and develop the following knowledge, skills, and attitudes:

TOPIC	Knowledge	Skills	Attitude
T9 Intrinsic Motivation	<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

Part 01: Intrinsic Motivation - Imagination and cognitive flexibility f2f learning activity

In this part of the module, you will find a comprehensive learning activity that is designed for face-to-face group trainings. The duration of this learning activity is approximately 3 hours. This activity aims to support the trainers/facilitators in providing a holistic learning experience to groups of learners that will support them in developing their intrinsic motivation competence.

The activity uses different tools that can be used with different target groups and adapted to fit the needs of each group of learners.

Summary

Name of tool/ estimated time		Type of tool	objective of the tool
Part 01			
1	Stimulate cognitive curiosity 15'	Discussion	To stimulate cognitive curiosity, energise the participants, and get them to think "out of the box."
2	Explore cognitive curiosity 20'	Discussion and teambuilding	To encourage participants to use their cognitive curiosity and deepen their self-awareness.
3	Introducing Intrinsic Motivation 25'	Discussion and comprehension building	To give an introduction to the topic and get them to think "out of the box."
Break 20' minutes			
Part 02			
4	Get to know your strengths 35'	Survey	To develop self-awareness, intrinsic values and goal suitability
5	Intrinsic values to understand your goals 40'	Learner handout	Increase motivation towards challenging goals
6	Visualising your goals 20'	Group reflection and meditation	To encourage confidence in the achievement of goals
7	Debriefing 20'	Plenary Discussion	To debrief the activity, give space for comments and questions and consolidate what participants have learnt during this activity.

Detailed Description:

Part 01	
TITLE OF THE SESSION	Introduction to Intrinsic Motivation: Stimulating Cognitive Curiosity
Approximate length	1-hour
Group size	Up to 30 participants
Equipment, materials & space needed	<ul style="list-style-type: none"> • Tables and chairs OPTIONAL • Whiteboard and marker
Objectives	<ul style="list-style-type: none"> ❖ To stimulate cognitive curiosity, energise the participants and get them to think “out of the box.” ❖ To encourage participants to use their cognitive curiosity and deepen their self-awareness. ❖ To give an introduction to the topic and get them to think “out of the box.”
Detailed description	<p>This part of the activity is divided into 3 phases, using different methods:</p> <p>Phase 01: Stimulate cognitive curiosity</p> <p>You will stimulate the group’s cognitive curiosity by presenting a set of problems or questions as a puzzle to be solved. Draw out the “right” answer by asking multiple sub-questions of different students, asking students to respond to each other’s responses, and making the conceptual investigation feel like a game or a riddle. Pose questions not as opportunities for reward or humiliation but as puzzles to be solved.</p> <p>Riddles and brain teasers are not only fun, but they have been known to improve cognitive skills such as; decision-making, processing speed, interpreting, comprehension and reasoning, problem-solving and creativity.</p> <p>Riddles and brain teasers benefit intrinsic motivation because they can give a feeling of achievement when accomplished. And, even if participants don’t complete it, they still gain some form of brain training.</p> <p>Step 01: The facilitator introduces the subject to the participants by saying some version of the following:</p> <p><i>“Welcome, everyone. Today we are going to start with some riddles! Just a low-stakes way to warm up our brains and get the cogs turning. There are no prizes, and this won’t be referenced again in today’s activities so relax and if you think you know the answer, just blurt it out!”</i></p> <p>Step 02: Call out the riddles below (or add your own). If participants are slow to get involved, invite individuals to make a guess. Do your best to keep it light-hearted and fast-paced. Celebrate when participants guess the correct answer; you are not trying to out-smart them.</p> <ul style="list-style-type: none"> • Where can you find countries, cities, streets, and shops but no people? Answer: A map • How many months in a year have 28 days? Answer: All 12 of them

- Mike's mother has three sons. The first two are named Nickel, dime, and the third is?
Answer: Mike
- What has hands but cannot clap?
Answer: A clock
- During which month do people sleep the least?
Answer: February
- What goes up and down but cannot move?
Answer: A staircase

You can invite participants to share riddles they might know. However, be sure to keep momentum. Maintain whatever engagement you have achieved and move on to the next step before attention dwindles.

Phase 02: Explore cognitive curiosity

Step 01: After a few minutes, inform participants that we are progressing onto another form of a brainteaser and that you will now explore and discuss some "unanswerable questions". Introduce the variation by saying some version of the following:

As we've just seen, sometimes playing around with a few confusing questions is interesting and fun. It can challenge and help form our understanding. It is human nature to ask questions; we're a curious species. Throughout history, we've come up with many questions. We've answered some of them, but some remain unanswered, and however unlikely we'll answer them today, let's toss a few around and see what we come up with.

Step 02: Ask some of the questions below. Encourage discussion among the group but again strive to keep it light-hearted. Remind the group that there are no correct answers. This is just to tease our brains and learn a little about ourselves and each other. Give positive feedback on shared theories and foster an open and understanding environment.

Use your intuition with regards to how many questions you ask. Allow for discussions to continue instead of squeezing in more topics. Do your best to keep it inclusive and invite quieter participants to share their thoughts. The priority is engagement, so move to the next step if attention dwindles.

- Did you arrive at this point in your life because you willed it or because you were destined to be here?
- Are soul mates a real thing?
- What are dreams?
- Did we invent math or discover it?
- Is there life after death?
- Is it possible to experience anything objectively?
- What is the goal of humanity?
- Who decides what's right and wrong?
- What is freedom, and does it really exist?
- What came first, the chicken or the egg?
- What makes you, you?
- To what degree have you been able to control the course that your life has taken?

Phase 03: Introducing Intrinsic Motivation

Thank participants for sharing and getting involved with this module portion. Remind them that the topic is intrinsic motivation and explain the relevance of

	<p>this exercise before moving on to a discussion about intrinsic and extrinsic motivation. See definitions for your reference below.</p> <p>Intrinsic motivation is an incentive to engage in a specific activity that derives from pleasure in the activity itself (e.g., a genuine interest in a subject studied) rather than because of any external benefits that might be obtained (e.g. money, course credits). American Psychological Association Definition</p> <p>Extrinsic motivation is an external incentive to engage in a specific activity, especially motivation arising from the expectation of punishment or reward (e.g., completing a disliked chore in exchange for payment). American Psychological Association Definition</p> <p>Step 01: Ask the group what they know about intrinsic motivation (see definitions above). Once the correct answer is established, write the definition(s) on a whiteboard. Then segway on to the discussion by saying some version of the following:</p> <p><i>Thank you all for participating in these odd discussions with me today. We are here to learn about intrinsic motivation, so understandably you might be wondering what all this is about. So, aside from being a bit of an icebreaker, I also hoped to stimulate your cognitive curiosity, which is your desire for new information. Together, we cultivated intrinsic motivation by presenting some puzzles and enjoying the pursuit of an answer.</i></p> <p>Step 02: Invite some discussion on intrinsic motivation using some of the questions below. Invite participants to ask their own questions.</p> <ul style="list-style-type: none"> • Do you believe in intrinsic motivation? Why? • What are the pros and cons of intrinsic and extrinsic motivation? • Intrinsic motivation assumes no reward. But doesn't that make it difficult to corroborate? For example, if A+ student Sally completes an extra credit assignment out of pure enjoyment. Does it mean she isn't expecting external rewards like approval and attention? • Do you think rewards sabotage natural desire? • Do you think we can categorise motivation and that one type is better than the other?
Tips, recommendations for the facilitator	<p>One person can facilitate this activity; however, it is recommended that you have another facilitator to help increase engagement and conversational flow. This can be done by giving ample time for learners to respond but being ready to fill more prolonged silences with hints, sub-questions, or theories.</p>
BREAK	
Part 02	
TITLE OF THE SESSION	Me, Myself and Intrinsic Motivation
Approximate length	2 hours
Group size	up to 30 participants
Equipment, materials & space needed	<ul style="list-style-type: none"> • Tables and chairs • Internet access and device for each participant, laptop or phone • Printed learner handouts

	<ul style="list-style-type: none"> • Pens • Large space <p>OPTIONAL:</p> <ul style="list-style-type: none"> • Speaker
Objectives	<ul style="list-style-type: none"> ❖ To increase the intrinsic motivation of participants ❖ To develop self-understanding and self-awareness of participants ❖ To increase the confidence of participants in achieving their goals ❖ To debrief the activity, give space for comments and questions and consolidate what participants have learnt during this activity.
Detailed description	<p>This part of the activity is divided into 4 phases, using different methods:</p> <p>Phase 01: Get to Know Your Strengths</p> <p>The VIA Survey of Character Strengths is a free self-assessment that provides a wealth of information to help people understand their best qualities. VIA Reports offer personalised, in-depth analysis of your free results, including actionable tips to apply your strengths to find greater well-being.</p> <p>You will invite participants to take the survey and discover their character strengths.</p> <p>Step 01: Introduce the topic of familiarising your strengths and their relevance to intrinsic motivation by saying some version of the following:</p> <p><i>Our strengths are natural and authentic resources representing what is good in each of us. When we use our strengths, we are doing things that we enjoy and feel intrinsically motivated. This can often elicit a positive psychological response of 'buzz' that adds to our confidence and competence.</i></p> <p><i>Scientists have identified 24 character strengths that each of us carries to varying degrees. There are no right/wrong answers and no better/worse answers. The key is to be authentic to derive the most from the experience. By taking the VIA Survey, you will discover your unique character strengths profile.</i></p> <p>Step 02: Ask each participant to visit viacharacter.org or scan the QR code below and 'take the test'</p> <div data-bbox="810 1496 1072 1758" data-label="Image"> </div> <p>Step 03: Give participants approximately 20 minutes to complete the test and then ask if everyone has their results. Invite anyone comfortable to share their results and ask follow-up questions like the ones listed below;</p> <ul style="list-style-type: none"> • Are you surprised with your results? • Do you think the results are reflected in your hobbies or profession?

- How do these results make you feel?
- When was the last time you can recall using one of these strengths?

Step 04: Thank participants for sharing with the group and remind them of the value of knowing their strengths by saying:

Understanding and applying your highest character strengths is the key to being your best self. We learn, grow and become more fulfilled over time using our strengths.

Phase 02: Using Intrinsic Values to Understand Your Goals.

Step 01: Return the session's focus to intrinsic motivation by asking students what they think an "intrinsic value" is?

Clarify the answer by saying;

Intrinsic values reflect the inherent human desire to grow and develop. Intrinsic values are freely chosen; the individual decides to act in line with the value rather than to act this way because another person or group expects them to do so. Examples of intrinsic values include self-acceptance, affiliation, and creativity.

Extrinsic values, on the other hand, can best be described as a means to an end. An extrinsic value may reflect a desire to be appreciated, approved, or accepted by others to avoid negative emotions or punishment or to meet specific standards.

With that in mind, the next part of our lesson today will provide a tool to help us identify the intrinsic values present in our pursuit of a life goal.

Step 02: Give each participant a handout (annex 1), ask them to reflect on a goal they have and fill out the exercise.

It is best to walk through the handout step by step with participants and allocate time for each section. Use your intuition here and give as much time for each section as is needed.

Step 03: Once the handout is complete, ask participants to evaluate the experience in a brief chat using the questions below:

- Did you learn anything by reflecting on your goal in this way?
- Has this exercise impacted how you feel about your goal?
- Do you feel more or less motivated towards your goal now?

Phase 03: Visualising your goals

According to the Cambridge Dictionary, visualisation is "the act of visualising something or someone" or "forming a picture of it in your mind". Visualisation is the practice of imagining what you want to achieve in the future. As if it were true today.

Step 01: You will guide participants through a visualisation exercise using the following script. Introduce this exercise by saying:

People worldwide have used various visualisation techniques, meditations, and prayer for centuries. However, visualisation often gets a bad reputation as

something mystical or woo-woo that isn't grounded in reality.

But the truth is, you don't need to be spiritual to benefit from visualisation techniques. Psychologists have studied visualisation to understand how it works. And nowadays, everybody, from professional athletes to CEOs, are benefiting from visualisation techniques.

Allow participants to opt out of the exercise and invite them to quietly reflect on their goal in a way that is comfortable for them.

Step 02: If you desire, you can play some meditative music softly in the background: <https://www.youtube.com/watch?v=8M143iRrbgw&t=12916s>

Step 03: Guide participants through the exercise using the following script:

To begin, take a moment to get comfortable in your seat and gently close your eyes. Take a few deep, slow breaths, and allow yourself to relax. I will speak to you for the next little while, and all you need to do is listen and imagine. Do your best to avoid falling asleep. Simply relax and imagine.

I'd like you to start by thinking about your life. Think about the people in your life, the people you see the most, the people you look forward to seeing. Think about your job or your study. Think about how you spend your time. How does it make you feel when you see your life this way?
(30 seconds)

I would like you to think about a goal that you want to accomplish in the next year. This might be an educational goal, a personal goal, a work-related goal or a relationship goal. Think about why this goal is important to you. How will achieving this goal add value to your life? Take a moment to bring this goal to the forefront of your mind and visualise it as clear as you can.
(30 seconds)

Now, with this personal goal in mind, I would like you to imagine yourself going forward in time into the future...

Going forward one week...
Two weeks...

Three weeks...

And four weeks... it's now one month into the future, and you have started working towards achieving your goal - you are on the road to success. What decisions have you made? What actions have you taken? How does it feel to be on this road to success? (30 seconds)

Using your imagination, continue going forward in time... until you are six months into the future. You are even closer to achieving your goal. You are starting to feel the benefits of all your efforts. How does it feel to be this much closer to your goal? Allow yourself to feel any emotions tied to this moment.
(30 seconds)

Now, I would like you to continue going forward in time until you reach one year from now. Here, you have fully accomplished your goal. You have achieved success. Visualise yourself. Where are you, and what are you doing? Who are you with, if anyone? What are people saying to you? What are you saying to them? (15 seconds)

How does reaching your goal feel? What emotions are tied to this achievement? Perhaps there are feelings of pride, joy, peace, or satisfaction.
(30 seconds)

	<p>Now, I look back on your journey. Look back on the process of achieving this goal. Look back on all your hard work and effort, and consider how you reached your goal, step-by-step. What were the little things you did, day-by-day, to achieve success? What did you do at work? What did you do in your relationships? (15 seconds)</p> <p>What did you do inwardly to achieve success? What were the little things you did, day-by-day, to achieve success? How did you manage difficult thoughts and emotional obstacles? What coping strategies did you use? Take a moment to consider all the things that helped you manage the personal challenges that appeared along the way. (30 seconds)</p> <p>Well done. Now, as the exercise ends, take a deep, slow breath. When you are ready, gently open your eyes.</p> <p>Step 03: Evaluate the exercise in group discussion, and invite feedback by asking questions listed below:</p> <ul style="list-style-type: none"> • How was it to do this visualisation? • Is there anything you learned from this exercise? • Are there any insights you can use to move closer to your goals? <p>DEBRIEFING.</p> <p>One of the most essential parts of every activity is debriefing. Ensure that you allow enough time and that all participants feel comfortable participating.</p> <p>You can ask participants questions such as</p> <ul style="list-style-type: none"> • What was your favourite activity, and why? • What was your least favourite activity and why? • What piece of information discovered today are you most excited to bring home with you?
<p>Tips, recommendations for the facilitator</p>	<p>It is a good idea to emphasise the importance of the participant's journey towards achieving goals and not only the goal achievement itself. Participants are not encouraged to just strive for the end goal but to focus on taking valued steps towards achieving the goal.</p> <p>Some of these topics seem peculiar to young people and a bit “airy fairy”, which is okay. Remain open to feedback and keep the discussion open and light-hearted. Encourage participation and invite participants out of their comfort zone. However, do not push.</p>
<p>Sources/bibliography</p>	<p>Intrinsic: A manifesto to reignite our inner drive by Sharath Jeevan</p> <p>Drive: The Surprising Truth About What Motivates Us by Daniel H. Pink</p> <p>Extrinsic vs Intrinsic Motivation by Sprouts https://www.youtube.com/watch?v=HLiasZwWTjA</p>

Part 02: Intrinsic motivation - Maintain momentum - activities for self-directed learning

In this part of the module, you will find a set of activities for self-directed learning that will support the learners/users to consolidate their knowledge on intrinsic motivation - maintaining momentum and methods and tools that can support them to identify their strengths and weaknesses, as well as develop skills and attitudes related to the Intrinsic motivation.

Activity 01: Capture value on a vision board

A vision board is a collage of images and words representing a person's wishes or goals, intended to serve as inspiration or motivation.

You are going to make a vision board. This will help you to take accountability for your thoughts and actions and further deepen your understanding of your goals and why they matter to you.

What you will need:

- paper
- pens or pencils

Step 01: Get a piece of paper and write down your goal in the middle of the page. Alternatively, you can use an image or illustration to represent this goal, for example, a picture of your dream home.

Step 02: Surround your goal by writing down every intrinsic value you came up with when completing your handout during the face-to-face learning activity.

Be as creative as you like here. Express yourself. For instance, some values might resonate more strongly with you, so you might write these values in larger text or bold or strong colours. Other values might be less significant but still important, so you might write these in a softer colour and place them further toward the edges of the page.

Feel free to include images, photos, and illustrations as well. This is your value vision board for the particular goal you're exploring today. You can have different values for different life goals but make this vision board specific to this goal.

Step 03: When you finish your vision board, spend some time looking at it. Do your best to fully appreciate it by answering the following prompts. You can write the answers down or quietly reflect on them:

- Did you enjoy the process?
- Do you think it could be beneficial to achieving your goals?
- Will you keep your vision board?
- Do you see a value in displaying it somewhere at home and referencing it again? Why?
- Do you feel any different about your goals of value after completing the exercise?

Activity 02: Intrinsic Motivation vs Extrinsic motivation

Intrinsic motivation comes from within, while extrinsic motivation arises from outside. When intrinsically motivated, you engage in an activity solely because you enjoy it and get personal satisfaction.

When you're extrinsically motivated, you do something to gain an external reward. This can mean getting something in return, such as money, or avoiding getting into trouble, such as losing your job.

You've likely experienced examples of both types of motivation throughout your entire life without giving it much thought. Let's see if you can identify an example of each type of motivation towards the following goals. We've answered the first one for you as an example.

1. Participating in a sport

Intrinsic motivation:

Because it's fun and you enjoy it

Extrinsic Motivation:

Winning a medal

2. Learning a new language

Intrinsic motivation:

Extrinsic Motivation:

3. Spending time with someone

Intrinsic motivation:

Extrinsic Motivation:

4. Cleaning your room

Intrinsic motivation:

Extrinsic Motivation:

5. Playing cards

Intrinsic motivation:

Extrinsic Motivation:

6. Exercising

Intrinsic motivation:

Extrinsic Motivation:

7. Volunteering

Intrinsic motivation:

Extrinsic Motivation:

Going for a run

Intrinsic motivation:

Extrinsic Motivation:

8. Taking on more responsibility at work

Intrinsic motivation:

Extrinsic Motivation:

9. Painting a picture

Intrinsic motivation:

Extrinsic Motivation:

LEARNER HANDOUTS MODULE T9: Intrinsic Motivation

In the following pages, you will find the handouts for Module T9: Intrinsic Motivation

Namely:

- Using Intrinsic Values to Understand Your Goals. One copy of this handout if given to each participant.
- Intrinsic Motivation Factsheet

Using Intrinsic Values to Understand Your Goals.

This exercise is intended to help us connect with the underlying values of our goals. Gaining a thorough understanding of why we want to achieve something helps sustain our motivation for working towards it.

When pursuing a goal, challenges are inevitable. When faced with such obstacles, we have a choice; we can either persist or give up.

Enduring is usually challenging work, making giving up very appealing. Understanding the unique value you have to this goal, and its intrinsic motivation will help you remain motivated, even in difficult times.



Step 1: Describe a current life goal.

In the space below, describe an important goal which you are currently working toward in your life.

Life goal:

Step 2: Explore reasons for pursuing a goal.

Now that your goal is clear and you understand the potential obstacles involved take a moment to reflect on why you are working toward this goal at this time in your life. What is important to you about achieving this goal?

In what way will your life be better once you've reached this goal? Explore the meaning of this improvement as it pertains to you. In what way does it make you grow or develop? For example, perhaps your goal is buying a car. What about having access to your own mode of transportation means the most to you? The freedom, the security, being able to contribute? Simply put, ask yourself what makes the goal worth pursuing for you?

Step 3: Extract values from reasons.

Review what you've written so far. In the space below, list as many values as possible from your previous answers. If you are having difficulty finding the word that resonates most with you, use the list on the following page as a reference.

-

-

-

-

-

-

-

-

-

-

Step 5: Explore potential obstacles.

Take a moment to consider the potential challenges you might face while pursuing this life goal. In the space below, write down as many potential obstacles as possible.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Step 6: Explore potential resilience.

Take a moment to consider the potential challenges you might face while pursuing this life goal. In the space below, write down as many potential obstacles as possible.

Looking at the list of potential obstacles, can you identify a value or a strength you hold that might help mitigate or overcome this challenge? Respond to the corresponding number below.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

List of Values

Acceptance	Fun	Openness
Achievement	Generosity	Peace
Adventure	Grace	Philanthropy
Altruism / Helping Others	Gratitude	Play / Playfulness
Attentiveness	Honestly	Positivity
Balance	Hopefulness	Reason/Logic
Beauty	Humour	Reliability
Caring	Independence	Respect
Charity	Integrity	Responsibility
Compassion	Introspection	Self-control
Connection / Connecting	Joy	Spirituality / Faith
with others	Justice	Selflessness
Competence	Kindness	Stability/Security
Courage	Knowledge	Support
Creativity	Leadership	Teamwork
Curiosity	Learning and Growth	Thoughtfulness
Determination	Love	Transparency
Disciplines	Loyalty	Trustworthiness
Empathy	Modesty	Wisdom
Friendliness	Nature (Appreciation of)	Wonder
Friendship	Open-mindedness	Work



INTRINSIC MOTIVATION FACT SHEET

MODULE T9

Intrinsic motivation is the doing of an activity for its inherent satisfaction.

Extrinsic motivation is the doing of an activity for rewards or other incentives such as praise, fame, or money.



Motivational Factors

Intrinsic - Curiosity, Problem Solving, Challenge, Recognition, Belonging.

Extrinsic - Incentives, Punishment, Money, Praise, Competition.

Quick and effective ways to channel your intrinsic motivation:

1. Make a list of all your favourite things.
2. Take a break.
3. Reflect on good times.
4. Interact with your community.
5. Keep a journal.
6. Do more of what makes you happy!



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