

<i>how to stimulate Growth Through Activities</i>	
Strategies	Supporting Actions
<p>CREATE A POSITIVE CLIMATE</p> <p style="text-align: center;">"This feels good!"</p>	<ul style="list-style-type: none"> • OPTIMISM: demonstrate high but realistic expectations of everyone's potential. • SUPPORT: promote goals, norms and values that support learning and growth. • SAFETY: create a safe place to take risks - growth is limited if risk is absent. • QUALITY: generate experiences that help to satisfy developmental needs.
<p>PROVIDE A RESPONSIVE AND PURPOSEFUL PROGRAMME</p> <p style="text-align: center;">"This is for me!"</p>	<ul style="list-style-type: none"> • CLARITY: agree a common purpose that everyone understands and supports. • ALERTNESS: respond to the emerging needs and interests of groups and individuals. • NEGOTIATION: regularly negotiate the 'what', 'how' and 'why' of activities. • EVALUATION: encourage regular and usable feedback about activities.
<p>ENCOURAGE PLENTY OF COMMUNICATION ABOUT EXPERIENCES</p> <p style="text-align: center;">"If only my mum could see me now!"</p>	<ul style="list-style-type: none"> • REVIEWING: add value to experiences through reviewing, reflection and feedback. • FLUENCY: find ways to help people express their thoughts and feelings. • NEW LIFE STORIES: help people to update how they see themselves and each other. • MAKING CONNECTIONS: generate insights by comparing experiences and finding similarities.
<p>DEMONSTRATE BELIEF IN EVERYONE'S POTENTIAL FOR GROWTH</p> <p style="text-align: center;">"We're all winners!"</p>	<ul style="list-style-type: none"> • RESPECT: ensure equal opportunities for everyone to join in, opt out or change their mind. • RESPONSIBILITY: support brave choices to take on new roles and responsibilities. • ACTIVE CURIOSITY: let people explore beyond perceived limitations. • FUTURE VISION: inspire people to create pictures of alternative futures for themselves.
<p>OPEN EYES AND MINDS TO SEE MORE THAN BEFORE</p> <p style="text-align: center;">"It gets you out of your shell!"</p>	<ul style="list-style-type: none"> • WHAT'S MISSING? keep asking and guessing and working imaginatively to create it. • THE UNEXPECTED: seek it and welcome it. Surprise often accompanies change and growth. • NEW HORIZONS: open up fresh perspectives, explore other viewpoints, develop helicopter vision • BALANCE: assess and influence the ever-changing dynamics, such as pace, rhythm, intensity, contrast, variety, involvement levels, mood changes and moving goal posts!

supporting Growth Through Activities	
Strategies	Are the strategies working? Ask the participants!
<p>CREATE A POSITIVE CLIMATE</p> <p style="text-align: center;">"This feels good!"</p>	<ul style="list-style-type: none"> • Do you enjoy coming here? ... <i>Why? (or why not?)</i> • Do you feel at home here? ... <i>What makes it so?</i> • Do you feel well looked after here? ... <i>Can you give an example?</i> • Are you encouraged to have a go and try things out? ... <i>If so, how?</i> <p style="text-align: right;">[See note below about these questions]¹</p>
<p>PROVIDE A RESPONSIVE AND PURPOSEFUL PROGRAMME</p> <p style="text-align: center;">"This is for me!"</p>	<ul style="list-style-type: none"> • Why do you turn up? ... Why else do you turn up? • How do you benefit from taking part? • How do you think others benefit from taking part? • What do you think are the aims of this programme? • Do you feel fully involved? ... • Do people take notice of you? ... • Are you listened to? ... • Do you have a say in what happens? ...
<p>ENCOURAGE PLENTY OF COMMUNICATION ABOUT EXPERIENCES</p> <p style="text-align: center;">"If only my mum could see me now!"</p>	<ul style="list-style-type: none"> • Are you encouraged to speak up and express your own ideas? ... • Are you encouraged to talk about your experiences and what they mean to you? ... • Are you encouraged to take an interest in each other's experiences? ... • What kind of encouragement (or communications method) has worked particularly well for you?
<p>DEMONSTRATE BELIEF IN EVERYONE'S POTENTIAL FOR GROWTH</p> <p style="text-align: center;">"We're all winners!"</p>	<ul style="list-style-type: none"> • Do you feel accepted and respected? ... • Do you feel trusted? ... • Do you feel challenged by the opportunities and responsibilities offered to you? ... • Do you feel more confident about what you can achieve? ... • Are you developing new ideas about your future? ...
<p>OPEN EYES AND MINDS TO SEE MORE THAN BEFORE</p> <p style="text-align: center;">"It gets you out of your shell!"</p>	<ul style="list-style-type: none"> • In your view, is there something for everyone here? ... • Does everyone have a chance to achieve things here? ... • Is the programme thought-provoking? ... • Are you encouraged to open your eyes to things you haven't noticed before? ... • Are you learning to see things from other people's point of view (as if you were in their shoes)? ... • Does coming here affect your confidence? ... <i>If so, how?</i>

¹ To find out how or how well the strategies are working, remember to ask *extra* questions (such as those in *italics* above). Without asking *extra* questions you may simply get yes/no answers to all the closed questions on this page. As a reminder, each closed question above is followed by three dots ...