

**8 - 17 OCTOBER 2024 -
BALESTRAND, NORWAY**

→
**BOUNDARY
BOSS**

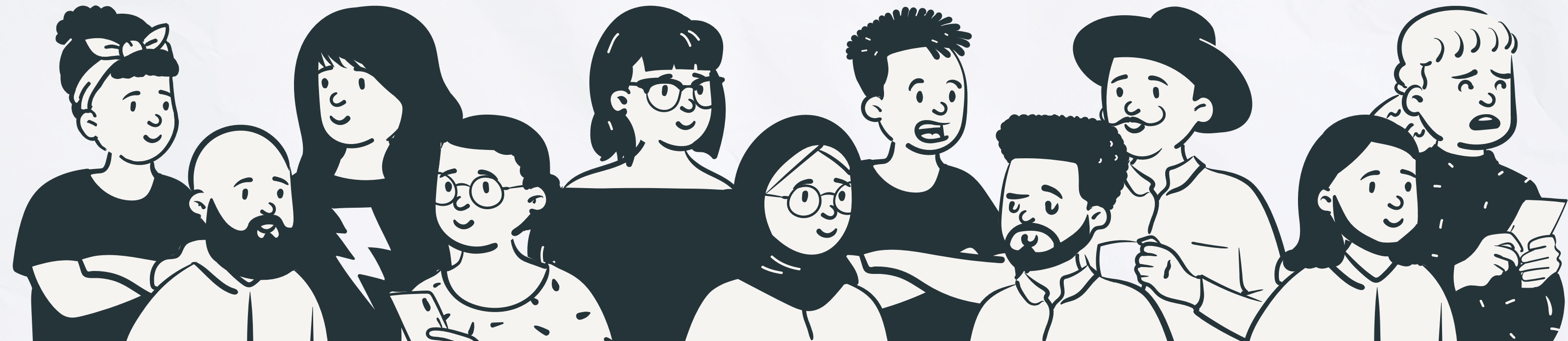


**TRAINING COURSE
IN ASSERTIVE
COMMUNICATION**



CALL FOR PARTICIPANTS

In **human-centred fields**, such as youth work and generally non-formal learning processes, we noticed a tendency to **put other people's** (colleagues, beneficiaries, participants, partners) **needs above their own**, over compromising, avoiding confrontations, not providing honest feedback, fear of hurting people feelings or damaging relationships etc. This **often leads** to frustrations, disappointments, burn-outs, irritations, stress, tensions, problematic relationships, low self-esteem, unbalanced work relationships and generally to a work environment which is **taking more energy than giving** to the people involved.



Asserting oneself is something healthy and needed in any relationship (personal or professional) but it often comes with difficulties to be practiced. Youth workers usually, unfortunately, struggle to communicate assertively. There are so many occasions in which they have a hard time asserting themselves in a clear, concrete and authentic manner. These are a few examples:

- Negotiating salary or fee for a series of tasks
- Standing up for themselves in situations in which they are being treated unfairly
- Providing critical opinions or negative feedback towards one's performance or behaviour
- Refusing to “help” a colleague when they have a lot on their plate already
- Generally to say NO to different invites, proposals, requests, etc. which feels too much, are too much and they know they want to say NO but they cannot say it
- Drawing clear healthy boundaries in relationships with others
- Keep doing other people's tasks instead of telling them they did a poor job or to do it again
- Procrastinating in providing certain input/reply with the hope it will be all forgotten instead of saying what they really think
- Compromising the quality of a work to be delivered for the sake of protecting people's feelings
- Ending a collaboration with a person/partner
- Making assumptions about how other people think about them and as a result, censoring their authentic self
- Avoiding difficult (but necessary) conversations with partners, colleagues, beneficiaries, etc.

THERE ARE VARIOUS REASONS WHY INDIVIDUALS DON'T ASSERT THEMSELVES MORE OFTEN/WHEN NEEDED:

- **Misunderstanding of what assertive communication is** and how it looks in practice. Often is confused with an aggressive type of communication.
- **Difficulties in being honest and direct** as well as receiving honesty in exchange.
- **Fear** of having their own **feelings hurt** and/or hurting other people's feelings.
- **Low awareness** of what are the benefits of practising more assertive communication in work and personal life.
- **Prioritizing other's feelings**, and needs over their own.
- **Lack of practical competencies** in communicating assertively.
- **Low level of confidence** and personal strength in dealing with relationships in a more authentic manner.



BOUNDARY BOSS



is a **training course** for youth workers, trainers, mentors, and facilitators aiming to develop their competencies in using **assertive communication** to foster authentic, honest, ethical, sustainable and healthy personal and professional relationships.

THE TRAINING

will include a **basis** in various styles of communication, relevant **case studies** and examples, **practical sessions and simulations**, etc. The training will have a very **practical approach** with the direct purpose of **empowering** youth workers to confidently communicate assertively in their professional and personal lives.



THE LEARNING PROCESS WILL BE GUIDED AND FACILITATED BY AN EXPERIENCED TEAM:



**Andreea-Loredana
Tudorache**

has been involved in the international youth work field since 2003 in various capacities. She is one of the founders of A.R.T. Fusion Association (Romania) and over the years has trained numerous professionals around the work in various topics. (<http://trainers.salto-youth.net/AndreeaLoredanaTudorache>)



Tuba Ardic

is the Director of Creative Connection, a Trainer at the National Agency of Norway and a passionate youth worker, active mentor, trainer, facilitator and social researcher since 2010.



**Elena
Stevkovska**

is a youth worker, volunteers manager, theatre facilitator and trainer since 2021
(<https://www.salto-youth.net/tools/toy/elena-stevkovska.6009/>)

DO YOU RESONATE WITH THIS COURSE AND WANT TO BE PART OF IT? WE ARE LOOKING FOR:



- **Members or close collaborators of active Youth Organization for at least 1 year** (staff or active member, paid or not). The organization should have a **valid OJD** number.
- A clear **professional need** to develop assertive communication competencies
- A **strong and genuine interest** in developing their own competencies in communicating assertively
- Good command of the **English language**.
- People **older than 18 years** and with a **legal residence** (proven by documents) in the country they are currently residing in.

EXPENSES

Board and lodging for the training course are fully covered by the local organizers during the period mentioned in shared rooms (3-5 people in one room).

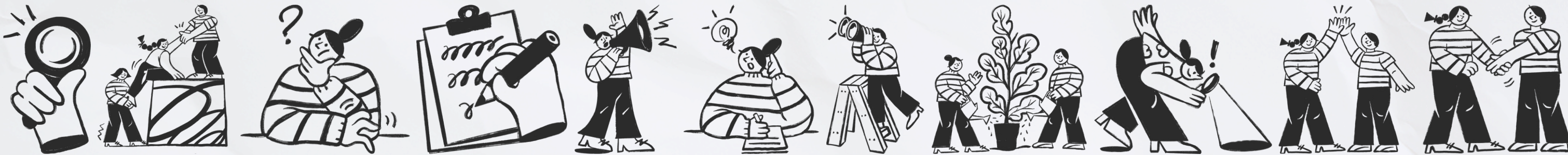
Each participant is free to choose the preferred way of travelling. We strongly encourage the use of green travel. If flights are used for more than 50% of the total travel distance (round-way) the maximum budget allocated available will be from standard travel!

Use this website (<https://erasmus-plus.ec.europa.eu/resources-and-tools/distance-calculator>) to find out your distance*. Write at the START, your location, from where you will start your travel and at the END, Balestrand, Norway. You will get a km number as a result which will correspond to financial support which you may get for your travel costs. *NOTE this is the official website which will be used for calculating your final travel allowance

THE INDIVIDUAL MAXIMUM BUDGET ALLOWANCE FOR TRAVEL, PER PERSON, IS THE FOLLOWING:

- **100 – 499 km** 180 EUR (Standard Travel) / 210 EUR (Green Travel)
- **500 – 1999 km** 275 EUR (Standard Travel) / 320 EUR (Green Travel)
- **2000 – 2999 km** 360 EUR (Standard Travel) / 410 EUR (Green Travel)
- **3000 – 3999 km** 530 EUR (Standard Travel) / 610 EUR (Green Travel)
- **4000 – 7999 km** 820 EUR (Standard Travel) / No Green Travel Available





We are taking the application process very seriously and we believe in the importance of **personal input and honesty** in the answers in the application form.

Therefore, we want to **strongly discourage of using AI-generated content** in your applications. This can lead to your disqualification or at least negatively influence the evaluation of your application.

If you decide to apply, we would appreciate if you approach the application process with **honesty, integrity and dedication**. We are curious about your unique perspectives, experiences and motivations to be part of the training course, and it is of high importance to us.

Feel free to ask any additional questions to the contact person (mentioned next) if you are not sure if this training is suitable for your learning and professional needs before deciding to apply.

Elena Stevkovska
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