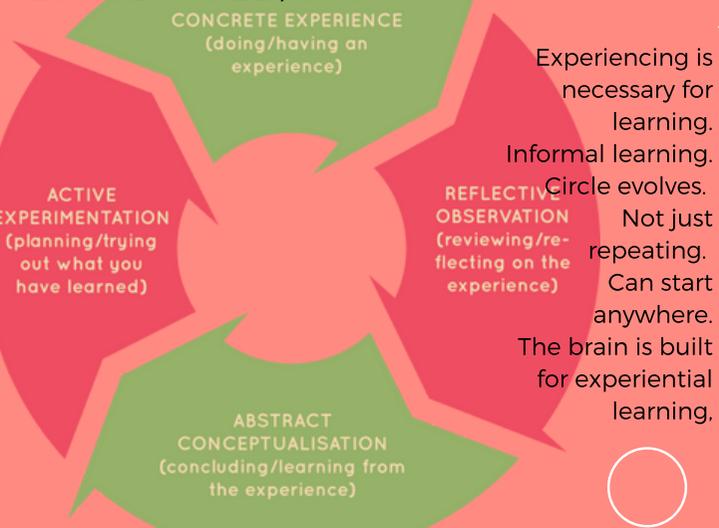


# EXPERIENTIAL LEARNING CYCLE DAVID KOLB, 1984



Experiencing is necessary for learning. Informal learning. Circle evolves. Not just repeating. Can start anywhere. The brain is built for experiential learning.



Hi! We are Fenja and Andrea, community workers in Berlin who met attending the training with this same name in Latvia last October 2021.

After it we have given to our organisations a workshop on this topics, in which interactive and reflective dynamics were also encouraged.

We have made this small information pack to spread the concepts we worked on and to tackle issues all social workers or *people working with people* may suffer.

You can find us via our organisations:  
Feld Food Forest  
Kulturlabor Trial & Error



# CARING AS SECOND NATURE

## RESILIENCE AND MENTAL HEALTH IN SOCIAL WORK

WHERE AM I?  
**HERE**  
WHEN AM I?  
**NOW**



#ErasmusPlusLV #JSPA and #CaringAsSecondNature. Youth workers' mobility "Caring as Second Nature" is financed by the Erasmus+ Programme of the European Union that took place in Latvia and is administered by Agency for International Programs for Youth. This publication reflects only the viewpoint of the authors.

Learning is an ENDLESS recurring cycle as constant exchange of a learner's INTERNAL world and the EXTERNAL environment. Best to do every step to learn properly. Meanwhile one spiral starts, another one runs and so on. Multidimensional. The more cycles the better the experience!

## MOTIVATION

Motivation is an internal process that every person should have initiating something. It is the result of an action, in motion, and when at some point it decreases, we need a bit more of challenges; such as starting something new. To understand our internal processes towards being more or less motivated, it is useful to understand the main psychological theories where it comes from:

- Hierarchy of needs (A.Maslow):  
(1) Physiological needs (2) safety needs (3) Love (4) Belonging, (5) Esteem --> Self-actualization.
- 7 levels of consciousness (R. Barrett)
- 2 factor motivation theory: a) external (challenge, tasks) and b) internal motivators (skills, positivity)

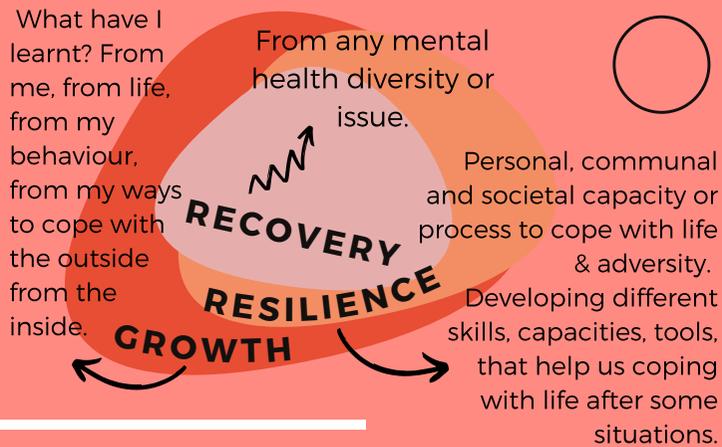


# JOY

## MENTAL HEALTH & RESILIENCE

Mental Health is a universal human right that relates to the conscious process towards the health of mind, body and emotions.

It is a personal, communal and societal continuum which allows the individual to access safe spaces in order to build resilience.



## NONVIOLENT COMMUNICATION

### 4 conflict steps by Marshall Rosenberg

A way of communicating in the search of connection with empathy and focus on personal needs, without judgement. Nonviolent means to bring out the best in yourself by letting the way you communicate be led by love, respect, understanding, appreciation, compassion and care, instead of egocentric, greed, prejudices and aggression. Consists of two parts: to express yourself honestly and to listen honestly. From heart to heart.

**OBSERVATION:** What happened between me and the other person? What did I observe?

**EMOTIONS/FEELINGS:** What did I feel? How did that situation make me feel?

**NEEDS:** Which needs were met/fulfilled and which ones not?

**REQUEST:** What can the other person/ppl do to fulfill that need or to further fulfill it??  
*"This is how you can make me happy"*  
*"I'm giving you a gift"*  
*"Could you do more of this?"*  
*"Would you be willing to?"*

Check out the Feelings needs and Needs inventory from the Center for Nonviolent Communication ([www.cnvc.org](http://www.cnvc.org))

Importance of perceiving without judging.  
 Difference between feelings and interpretations  
 Taking matters into your own hand thinking in terms of "choice" rather than "must" (and this here is very important: **WE CAN CHOOSE**).  
 Rosenberg explains the importance of taking responsibility for your own choices, which do influence your emotions.

**The trick is to REPLACE 'MUST' WITH 'CHOOSE'**

## BURNOUT SYNDROME

Often when working in professions where people bring a high level of idealism, they push themselves beyond their physical and emotional limits without receiving much recognition in return. > Voluntary work

**"You can't burnout without burning"**

### Burnout-steps - Two Models

#### Model 1

1. Enthusiasm
2. Stagnation
3. Frustration
4. Apathy

#### Model 2

1. Subtle dissatisfaction:
2. Subconscious disregard
3. Conscious numbing
4. Anxious deep exhaustion
5. Full blown trauma (physical)

#### End of both

Psychosomatic complaints  
 > finally depression

#### Stressors

Events/conditions in your surroundings that may trigger stress & self-overload/stress due to external circumstances

#### Prevention

Understand that the chorus of work and own needs is not matching and be aware of YOUR own NEEDS  
 > **Take SELF-CARE!**

### SELF CARE

- Stress management.
- Good time management.
- Reduce perfectionism.
- Define and follow clear personal goals.
- Build good self-acceptance.
- Social contacts.
- Healthy lifestyle.
- Reduce unrealistic expectations.
- Saying NO.
- Life and work in balance.

## EMOTIONAL INTEGRATION CIRCLE

EVERY EMOTION LEADS US > THERE ARE JUST GOOD EMOTIONS (PLEASANT & UNPLEASANT)

AN EMOTION GOES THE CIRCLE:



DON'T SKIP STEPS AND DON'T FORGET TO LOOK BACK AT IT TO GROW!