

TOOLKIT SKILL LOTTERY

1. Name of the Activity:

Skill lottery

2. Objectives:

- To get a better understanding of their own qualities.
- To learn how to evaluate other people's skills.
- To explore new job or studying opportunities.
- To get a better working motivation.
- To meet new like-minded people.

3. Target Group / Group Size:

Not working or studying postgraduate young adults aged 18 to 26/
15-20 participants

4. Duration: approximately 1 hour and 30 minutes

5. Materials Needed: Printed SWOT papers (preferably on thicker paper – refer to key point 9), not transparent tape, markers, pens, multimedia if you want to play a motivational video (refer to key point 10).

6. Instructions (Step-by-Step Implementations):

- Introduction (20 minutes): Welcome the participants and explain the objectives of the workshop and the importance of being engaged in a productive activity. A motivational video (a TED talk for example) might help.
- Icebreaker Activity (15 minutes): For starters, everyone says their name, age and hobby. After that they should form a circle of chairs with one person standing in the middle. They state one thing about themselves (I love pizza for example). Then, everyone who shares the same thing (everyone who likes pizza in the example case) stands up and tries to find another seat. The person there's no chair to sit on, states the next fact and so on.
- Self-evaluation **S**trengths**W**eaknesses**O**pportunities**T**hreats writing session (20 minutes): Each participant is handed out a printed SWOT table with 16 questions about their qualities which they have to answer honestly and afterwards write their names on the paper.
- Job suggestion (15-20 minutes): All the participants form a circle and put their papers in the middle, face down. After that each person draws out a random paper, looks at the paper and writes a profession or a field that would suit the

person, based on their qualities. Repeat the activity two more times, then each person gets the paper with their own name on it back.

- Group Discussion and debriefing (10-15 minutes):
The facilitator asks the people some questions and encourages them to share their impressions.

7. Suggestions or Tips for Facilitator:

- Add a quick energiser between the third and fourth step if the group seems tired or disinterested.
- Ask the participants to be honest to themselves and try to create a supportive and comfortable environment.
- Keep the pace of the activity steady and monitor time to ensure each step is completed.
- You might want to hide the names with the tape, so that the profession suggested is completely unbiased.
- Research common reasons why people become NEETs (not in education employment or training) so that you provide participants with some useful information.

8. Debriefing and Evaluation:

- Do you agree with the suggested jobs?
- Which job suggestions do you find surprising?
- Have you ever considered taking up work in some of these fields?
- Did you find it challenging to assign jobs based on skills?
- Did you find people with common interests?
- Do you feel more confident now once your abilities have been recognised by others?

9. Annexes:

Self-evaluation SWOT table.

S (strengths)	W (weaknesses)
What do you do better than anyone else?	What could you improve?
What unique resources can you draw on?	Where do you have fewer resources than others?
What do other people see as your strengths?	What weaknesses do other people notice in you?
Which achievements are you most proud of?	What are your negative work/studying habits?
O (opportunities)	T (threats)
What opportunities are open to you?	What threats could harm you?
Is there a need in a company or industry that no one is filling?	What do your peers do?
Do you have a network of strategic contacts to help you?	Could any of your weaknesses lead to threats?
What trends could you take advantage of?	Can you adapt quickly enough to avoid problems in these fast-changing times?

Example energisers to be used in the beginning or between some parts:

Duck Duck Goose: Everyone forms a circle in a squatting position. One person goes around the circle, patting each participant on the head saying either „Duck“ or „Goose“ . If they say „Duck“, they continue walking . If they say „Goose“ the person who has been touched gets up and races around the circle in a direction opposite to the person who has touched them. The one who loses the race is at turn.

The Rabbit: Everyone forms a circle while standing up. Introduce a new member to the group – an imaginary little rabbit called „Marty“ that fits in your palm. Give „Marty“ to a person in the circle and tell them to greet him in some way as if he was real and give him to the next person. When everyone has had a turn, remove „the rabbit“ and tell the participants to greet the person to their right the same way they treated they imaginary animal.

10. **Sources of Knowledge:** "Soften your skills" YE toolbox
TED talk video ://youtu.be/guXxy8LH2QM