

Concept Creation:



International School
of Entrepreneurship
FROM SOURCE TO SUCCESS



Национална школа по мениджмънт
National Management School

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prostor svobodnih idej in druženja



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INSTRUCTIONS

YOCO cards are created as an interactive resource to facilitate youth workers for training youth leaders. The cards are focused on developing qualities for empowered leadership, self-awareness, and systems awareness.

YOCO cards facilitate the efficient collaboration between youth workers and learners, enabling deep motivational work and achievement of sustained learning outcomes.

YOCO CARDS
EMPOWERING LEADERSHIP

-1-

WHAT IS INCLUDED IN THE **YOCO** SET:

The deck contains five subsets of cards. Each subset symbolizes a key leadership area for reflection and contains 15 cards. The five subsets can be used together or separately; in a group or one-to-one learning process, depending on the concrete youth work context and objective.

Each of the **YOCO** cards has 2 sides.

One side is oriented towards the analytical part of the brain responsible for critical thinking, self-analysis, and taking action. It is characterized by word or question. The other side of the card is oriented towards the part of the brain linked to creativity, imagination, and intuition. It is characterized by an image.

-2-

The 5 subsets have their own colours. The colours are **red**, **blue**, **yellow**, **green**, and **white**. The symbolic meaning behind the choice of colours is that any other colour can be created by combining these primary colours.

The names of the subsets are:

- **Connecting with emotions (red)**
- **Finding direction (blue)**
- **Mapping strengths (yellow)**
- **Thinking in systems (green)**
- **Completing the picture (white)**

-3-

CONNECTING WITH EMOTIONS

It is a combination of images and words, expressing core emotions that each person, including leaders, experience in their daily life. This set aims to encourage leaders to explore their emotional intelligence. The cards nurture an understanding of the emotions that are felt by the self and other people around them. They open space for reflection that helps to employ the right self-management and relationship management approaches.

The red subset



-4-

FINDING DIRECTION

The cards present a set of symbols and questions, which symbolize the deep drivers of a leader's behavior. They are inspired by the concept of archetypes. Cards stimulate leaders to reflect on their deepest triggers and find answers to the next steps in their leadership journey.

The blue subset

MAPPING STRENGTHS

These cards present a collection of essential leadership qualities on one side and their components and associated characteristics on the other.

-5-

The subset aims to trigger the self-evaluation of a person's leadership strengths and to identify the areas for further development. Furthermore, the cards encourage an understanding of the importance of balance. The side representing the essential quality is divided into two fields (white and black), enabling expanding reflection into the positive and negative aspects of each leader's strength, when in or out of balance.

The yellow subset

THINKING IN SYSTEMS

The cards represent a set of images and words from the field of systems thinking. The aim is to encourage leaders to develop a better understanding of the environment in which they operate.

-6-

The green subset

All elements of a system are interconnected, and the cards help leaders see the broader perspective with all connections, relations, and influences. Seeing the bigger picture enables leaders to make better decisions on future actions.

COMPLETING THE PICTURE

The white set of blank cards acknowledges the freedom of each leader to build their concept and style of leadership. The rest of the subsets presents ideas predefined by the authors. Although developed after solid research, they cannot comprehend the full spectrum of individual perceptions of leadership.

-7-

The white subset

This set aims to allow leaders to add their elements with their own words and images. The cards also allow the trainers to introduce their inventions to the process based on their expertise and school of thought.

HOW-TO-USE INSTRUCTIONS

There are numerous ways and combinations to use YOCO cards. No right or wrong way - everything is possible. Each Trainer is free to create an endless number of possibilities, customization, and play. We aim to provide a starting idea and inspiration on how to interact with the cards.

Use all subsets together, separately, or in a combination.

-8-

1. Spread the cards with the image facing up, with the text facing up or a combination of both facing up.
2. Ask each of the participants to choose three cards that most resonate with them.
3. Start a conversation and let them elaborate on what made them choose exactly those three cards, how do they interpret their meaning, and how they relate them to their leadership style.
4. Ask the participants to examine the other side of the chosen cards. What can they add to their story and what can they conclude.

For more information, please visit our website
<https://www.apel-project.eu/manual>

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Active Youth Participation through Empowered Leadership **(APEL) PROJECT**

<https://www.apel-project.eu>



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YOCO CARDS
 EMPOWERING LEADERSHIP

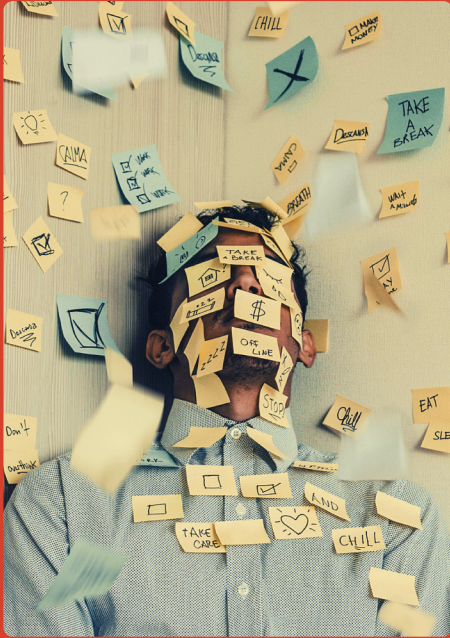


Depression



Pride





Stress



Sadness



Happiness



Hope





Fear



Frustration



Joy



Calmness





Inspiration



Appreciation



Guilt



Anger





Puzzlement



Magician



What do you want to transform?



Ruler



How do you provide structure and order?



Sage



What are you curious about?



Warrior



What challenge do you want to overcome?



Teacher



What can others learn from you?



Revolutionary



What do you do to break the status quo?



Visionary



What possibilities do you envision?



Parent



How do you grow
your potential?



Caregiver



How do you take
care of yourself
and others?



Healer



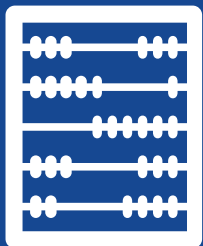
What needs to be
healed?



Child



What game do
you choose to
play?



Student



What do you
want to learn?



Servant



How do you
serve?



Joker



How do you keep
your spirits high?



Hero



How can you keep
on experimenting?

Integrity



Integrity



Honesty
Honour
Decency
Ethics
Sincere
Morality
Humbleness
Loyalty
Values
Respectful

Empathy



Empathy



Connect
Emotional
Understanding
Present
Needs
Listening
Compassionate
Awareness
Hear
Approachable

Inspiring



Inspiring



Kindness
Encourage
Facilitating
Nurture
Excite
Motivate
Influencing
Passion
Uplifting
Powerful questions

Humility



Humility



Culture
Ownership
Uncomplicated
Mistakes
Faith
Acceptance
Open-mindedness
Conscious
Natural
Non-judgmental

Vision



Vision

Impact
Persistence
Determination
Purpose
Direction
Alignment
Future thinking
Strategy
Dreams
Anticipation

Creativity



Creativity

Brave
Different
Exploration
Concepts
Observing
Curiosity
Innovation
Co-creation
Ideas
Imagination

Adaptability



Adaptability

Evolution
Survival
Transformation
Adjust
Flexible
Challenge
Data collection
Improvement
Plan
Progressive

Commitment



Commitment

Obligation
Eagerness
Engagement
Perform
Devotion
Proactive
Self-disciplined
Dedication
Action
Responsibility

Transparency



Transparency



Sharing
Research
Inclusion
Simplicity
Access
Reporting
Information
Clarity
Equality
Authenticity

Empowerment



Empowerment



Direct
Confidence
Methodologies
Teach
Mandate
Delegation
Entrustment
Accrediting
Train
Authorisation

Emotional
intelligence



Emotional
intelligence



Humour
Temper
Self-awareness
Emotions
Feelings
Behavior
Self-management
Relationship
management
Trait
Social awareness

Confidence



Confidence



Beliefs
Wisdom
Courageous
Positive
Gratitude
Experience
Knowledge
Attitudes
Daring
Well-balanced

Decision making



Decision making



Dynamic
Compelling
Critical thinking
Bold
In charge
Effective
Taking action
Efficiency Choice
Solution-oriented

Resilience



Resilience



Resistance
Obstacles
Risk mitigation
Learning
Overcoming
Strength
Perseverance
Endurance Resolve
Toughness

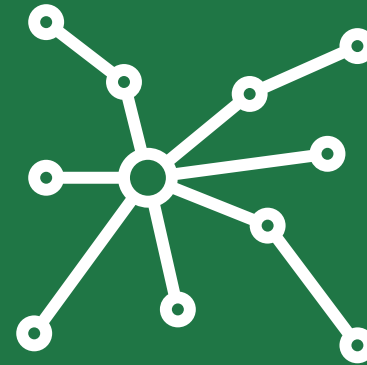
Communication



Communication



Discussion
Persuasion
Confrontation
360° feedback
Interchange
Networking
Connecting people
Negotiation Win-win
Conversation

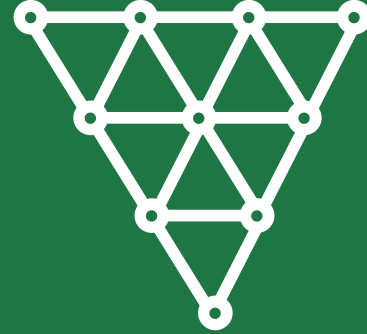


Team

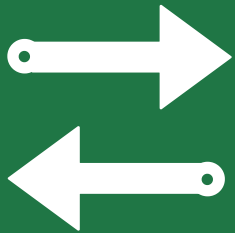




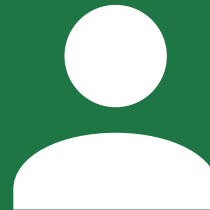
Inclusion



Order



Exchange

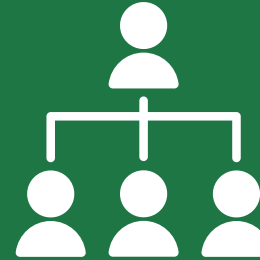


Me





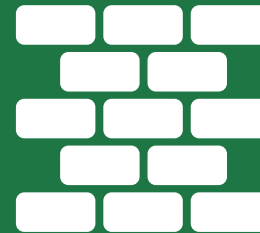
Target group



Stakeholders



Time



Obstacle





Resources



Supporters

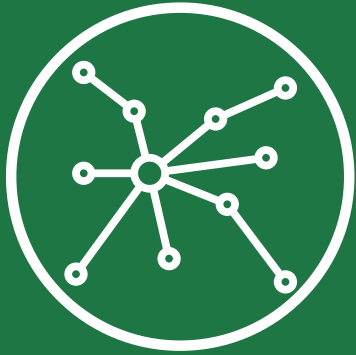


Other people



Opponent





Organisation



Institutions



