

"The future belongs to those who believe in the beauty of their dreams."

Eleanor Roosevelt



**BEcome
ADDICTED TO
SUCCESS!**



Summary

1. Information about "Addicted to Success" project.....	3
2. Who is CREED Romania?.....	4
3. Meet our partners!	5
4. Let's talk about success!	7
5. Goal setting! Turn your future into reality!.....	9
6. What are your values?.....	11
7. Overcoming fear of failure	12
8. Personal development.....	14
9. Be positive! Change your attitude and mindset!	17
10. Skills you need as a leader	18
11. The importance of learning foreign languages	20
12. One year of projects... Beyond Borders!	23
13. Meet the ADDICTED TO SUCCESS participants.....	24
Worksheet 1. My personal definition of Success!	26
Worksheet 2. GOAL PLANNER	27
Worksheet 3. What are your values?.....	29



1. Information about "Addicted to Success" project

The youth exchange **Addicted to success!** was organised by **C.R.E.E.D** (The Centre of Economic Resources and Education for Development) in partnership with other 3 organisations: **Institute of Training and Career** (Albania), **Association Beyond Borders** (Italy) and **Association Building Bridges** (Spain), between the 21st and the 30th of September 2015. This youth exchange is part of a project that is being implemented between **20.06.2015-20.06.2016**, with financial support from the European Commission through the Erasmus Plus Programme, Key Action 1 managed in Romania by ANPCDEFP.

The youth exchange brought together 20 young people and 4 youth leaders from 4 countries (Italy, Spain, Romania, Albania), for 10 days, in Neamt County (Oglinzi camp and Piatra Neamt, Neamt County, Romania) on the theme of **increasing awareness of the importance of acquiring new skills or developing the existent ones by the young participants to improve their career prospects.**

The **specific objectives** of this project are:

- Raising awareness on the importance of knowing at least 2 languages fluently in order to increase employment opportunities and increase mobility on a personal level by the 24 young participants.
- Increase personal empowerment among the 24 young participants.
- Increase the attractiveness of youth programs offered by the four participating organizations.

During the youth exchange there were organised **activities** that had as a theme subjects as: Self-awareness, How we build Self-confidence?, MOOCs and ICT to develop yourself!, How can we attract young people to come to language classes?, Optimism: Persistence in pursuing goals despite obstacles and setbacks, Change Catalyst in our lives! Is change good or bad?, Leadership: Inspiring and guiding individuals and groups etc.

The sessions were based on non-formal education, the learning process of participants being an easy, creative and funny one. There were used methods as games, animation, role play, debates, presentations, peer to peer education, public events, open space, open forum, interviews, writing articles, research, case study etc.

Together with this brochure, the youngsters worked at a video promoting foreign languages and created a blog to deepen the themes discussed during the youth exchange. You are invited to access the blog at the following address: <https://youthexchangeromania2015.wordpress.com/>.



2. Who is CREED Romania?



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CREED is a youth organisation that appeared as a result a Youth in Action, 1.2 National Youth Initiative project in 2009. The mission of CREED is to help young people understand what active citizenship means and to work together for sustainable development. We are involved in ecology, interculturality, media, cultural and sport activities, and we use non-formal education, peer to peer approach, coaching and mentorship or other methods according to the spirit of the Erasmus Plus programme.

The mission CREED assumed is to contribute to sustainable development, in the economic, social and cultural fields, with an accent on education for increasing social and civic responsibility, active citizenship, tolerance, intercultural dialogue, entrepreneurship and active involvement in European funds absorption. For that, CREED is involved in educating young people through formal and non-formal activities.

The values that CREED believes in and promotes are volunteering, political non-affiliation, quality, transparency, performance and flexibility.

CONTACT

Site: www.asociatiacreed.ro

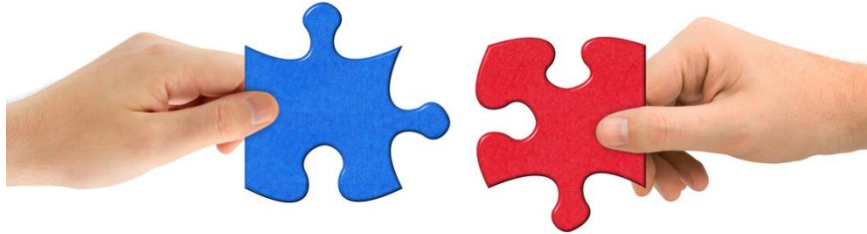
Facebook: [CREEDromania](https://www.facebook.com/CREEDromania)

Email:

creedromania@gmail.com

office.creed.ro@gmail.com

3. Meet our partners!



INSTITUTE OF TRAINING AND CAREER (ALBANIA)

TK Albania is an Albanian nationwide association aiming the improvement of situation for youth with fewer opportunities in Albania. It represents one of the first Albanian long-term movements for youth. Our mission is to promote a social model inclusive of youth with fewer opportunities.

We believe this social model is an essential step for equal participation, equal opportunities, and mainstreaming their rights. Our working areas include youth rights education, professional and vocational trainings, accessibility, employment, volunteering, and youth exchange at national and international level.

Contact: olsiduzha@gmail.com

ASSOCIAZIONE CULTURALE BEYOND BORDERS CORATO (ITALY)

Beyond Borders is a cultural association active since 2014 based in Apulia, Italy, that has the purpose of developing an intercultural attitude among youngsters and adults.

Our group is composed of Foreign Languages graduates and students. We love to discover other cultures, we create all kind of events in our society in order to give local youngsters the occasion to discover a world Beyond Borders!

CONTACT: associazionebeyondborders@gmail.com



ASOCIACION BUILDING BRIDGES (SPAIN)

Building Bridges Cultural Association was founded in 2008 to promote a spirit and community integration and to foster European culture awareness among the youth. Building Bridges is presented at local level as a tool to assist and support the implementation of nonformal education courses and improving knowledge of European labour system practices. We organise courses, visits and meetings, European events for public agencies on policies concerning youth, mobility, sports, local economic development, culture and cooperation with developing countries. We believe that transnational experience could offer young people the opportunity to grow within a European dimension through their personal and professional skills, so that they could become main actors of the European future.

Since its foundation, the association has participated in various advocacy and promotion of European mobility and its members have sufficient mobility experience as trainers.

Most of our users are long term unemployed people, with very few opportunities to get funding for developing studying and working activities in Spain or abroad.

Contact: asociacionbb@gmail.com

4. Let's talk about success!

Success is a complex concept that can be seen from several points of view. Some people see it like doing what you love, others like following your own path. It can be seen also as the possibility of living each moment or overcoming obstacles. Treating people well can be seen as a main condition for having success. It can also mean excelling in multiple areas of life, doing your best, seeking and finding love or leaving the world a better place.

Success can be many things: to laugh often and much; to win the respect of intelligent people and the affection of children; to earn appreciation from honest critics or endure the betrayal of false friends; to appreciate beauty; to find the best in others; to leave the world a bit better.



"The only way to do great work is to love what you do.
If you haven't found it yet, keep looking. Don't settle."



Success is hard to define, but it cannot exist without a positive self-concept, clearly defined goals, hard work and a willingness to take risks. And if you want to be successful, you have to know the meaning of success you agree with, to **know what you really want**. Then you have to ask yourself **how you achieve it**. Work towards daily success, focus on the process, not only on the success that comes at the end of the journey. Everyday steps can bring you closer to your ultimate goals.

"Success, in our opinion, means having achieved a level of satisfaction with your life which derives from having done those things which, in your mind, make you successful and pleased with your place in society."

(Lorena, Luli, Sole, Andrea, Elida, Cristina)

Having a personal definition of what success means to you, and then setting goals accordingly, is the only way to make your achievements truly meaningful. Striving to succeed according to somebody else's standard or definition may win you the admiration of others, but will it bring you a sense of personal accomplishment?

If you want to be a success on a level that makes you feel truly satisfied, then we encourage you to take some time right now to write down your personal definition of success. ¹

Get clear on what success means to you!



¹ Check Worksheet 1

5. Goal setting! Turn your future into reality!

Many people feel they work hard, but they don't seem to get anywhere; others dream about where they want to go but don't have a "map" to get there.

Goal setting is a powerful process for thinking about the future and also a good tool to turn your vision of this future into reality.

Spending time thinking about what you want from life but without setting formal goals wastes time and time is our most precious resource ever. So why set out on a major journey with no real idea of your destination?

The process of setting goals helps you choose where you want to go in life. By knowing what you want to achieve, you know where you have to concentrate your efforts.

One way to write powerful goals is **SMART** mnemonic.



Nothing happens until you get clear about where you want to go and what you want to do.

One of the best ways to set goals is to use the S.M.A.R.T criteria, which stands for:

Specific
Measurable
Attainable
Realistic
Timely

Make sure when you set goals to be in your control as well.



One of the most important things is to set your goals on different levels:

- **Create a big picture of what you want to do in your life.**

Try to set goals in as many areas of your life as possible

For example: career, financial, education, health, spirituality, family etc.

- **Set smaller goals**

Set a plan of smaller goals that you need to complete in order to achieve lifetime goals. Make it as precise as possible.

Write goals for 1 year, 1 month, 1 week time according to your lifetime goals. You can even make daily lists with things to do in order to take a step more in achieving your dreams.

Before setting goals make sure the goal you are working for is something you really want, not just something that sounds good, as in the end you will just lose motivation. While setting goals take in consideration your values, as according to your values you will determine your priorities.



You can use **Worksheet 2** in order to set your goals!

Please read next chapter before setting up your goals! ☺

6. What are your values?

Most of the decisions we take in our life are based on our values and beliefs. The values are the things that we believe are important in the way we live, work, deal with other people etc.

Our values determine our priorities in life and have an impact in everything we do, and in the end according to them we determine success.

When the things we are doing match our values we are happy but when these don't align with our personal values, than we feel something is missing, something is wrong.

Understanding your values can help you understand the real priorities in your life in order for you to set up goals that will take you to success!

"Your beliefs become your thoughts. Your thoughts become your words. Your words become your actions. Your actions become your habits. Your habits become your values. Your values become your destiny. "
Mahatma Gandhi



Check **Worksheet 3** in order to find out the values that guide the choices you take in your life!

7. Overcoming fear of failure

"Successful people...focus on the rewards of success: learning from their mistakes and thinking about how they can improve themselves and their situations."

John Maxwell

The fear of failure can become a powerful source in every decision we take; sometimes it can motivate us to do better and other times it can make us lose opportunities that can take us to success.

In order to achieve our dreams we must learn and do new things, we will face different challenges and get out of our comfort zone; usually at this moment the fear of failure takes over, encouraging us to be self-protective and not put us out there and take chances.

"Only one thing makes a dream impossible: a fear of failure."

Pablo Coelho

So, how can we overcome fear of failure?

- **Face your fear!**

Most fears aren't real in the way we think they are. They're just a story we tell to ourselves in order to avoid negative results. Whenever you hesitate to share an opinion or an idea because you may get a NO as an answer follow the advice of Karina Hollekim

"...at the end of the day the only thing that scares me is the fear of failure, and the only failure that I can make is if I never try."

You can watch her TEDx talk on Youtube: *Life beyond fear: Karina Hollekim at TEDxBucharest*. Karina Hollekim, the first female athlete to complete a ski base, overcame a terrible accident and returned as a winner. She shared a story about those moments which can change our lives forever, about willpower and passion. She has been travelling the world sharing her story and inspiring people to seek determination and passion in pursuing their dreams: an example of will, determination and hope.



- **Ignore it**

Sometimes the best thing you can do is ignore the fear. Let go of worrying about what people will think or your own expectations, or even thinking about the outcome at all, and just focus on doing the best you can.

In his article “**Productivity Tricks for the Neurotic, Manic-Depressive, and Crazy (Like Me)**”, productivity guru Tim Ferriss outlines each step of his own ritual for dealing with doubt and negative self-talk. It’s a simple, yet effective way to get clarity and momentum when you’re feeling overwhelmed by your own expectations or those of others.

1) Wake up at least 1 hour before you have to be at a computer screen. E-mail is the mind killer.

2) Make a cup of tea and sit down with a pen / pencil and paper.

3) Write down the 3-5 things — and no more — that are making you most anxious or uncomfortable.

4) For each item, ask yourself:

– *“If this were the only thing I accomplished today, would I be satisfied with my day?”*

– *“Will moving this forward make all the other to-do’s unimportant or easier to knock off later?”*

5) Look only at the items you’ve answered “yes” to for at least one of these questions.

6) Block out at 2-3 hours to focus on ONE of them for today. Let the rest of the urgent but less important stuff slide. It will still be there tomorrow.

7) TO BE CLEAR: Block out at 2-3 HOURS to focus on ONE of them for today. This is ONE BLOCK OF TIME. Cobbling together 10 minutes here and there to add up to 120 minutes does not work.

8) If you get distracted or start procrastinating, don’t freak out and downward spiral; just gently come back to your ONE to-do.

There must be many other methods to overcome fear of failure but if you need some help these 2 strategies are a great place to start.

8. Personal development

Personal development is a journey because you will not get there overnight. But step by step you will get closer – a little bit further down the path. It's an adventure filled with fun moments, hard sometimes, you may wonder when you will get there finally but each step you will take means you are making progress.



"No one limits your growth but you. If you want to earn more, learn more. That means you'll work harder for a while; that means you'll work longer for a while. But you'll be paid for your extra effort with enhanced earnings down the road"



"Personal Development means getting to know yourself and your skills and developing them in a better way, including here even the ability to grow up, to improve and to achieve our goals.

Personal Development is important because it improves self - awareness, self - knowledge and gives you the balance between IQ and EQ; so you can find yourself comfortable with your own and with others.

Interesting about Personal Development is the fact that you reflect about yourself, your values and your limits. The reflection time and the sharing of ideas with others help you to understand more the role and the priorities you have in life.

Importance of expressing yourself in front of others in different ways helps you being understood. (...) Personal development is not about quotes and motivational movies, but having actions in real life.

Personal Development is a continuously process of searching who you are, what you have, what you want to do. Being aware of your weaknesses and your strengths helps you to have a better view of the next step. With knowledge gained in this field, you establish all your goals and the tasks you need to apply every day, in order to get them. Don't forget to push your limits!"

Investing in your personal development is the best thing you could do for you and the people around you as it opens up a new world of potential and possibilities that help you create a new improved life.

One really important thing is having a plan that will help you get where you need to go. The learning and educational process should be well planned in order to achieve your final objectives.



TIPS you can use in order to change your behaviour and learn new skills:

- **Self discipline** is a learned behavior. It requires practice and repetition in your day-to-day life. You should always improve your own self discipline



in order to gain better control. It will help you establish good habits and break bad ones. You can improve your control by making simple changes to your everyday routine. Improved self discipline will allow you to live a freer life by helping you to make healthy choices, not emotional ones.

- **Determination.** Stop putting off things that you should be focusing on right now, usually in favor of doing something that is more enjoyable or that you're more comfortable doing. Stop procrastinating!
- **Meditation.** Self-meditation can help you enhance your ability to focus.
- **Set your goals.** Always define your goals in life. Using SMART mnemonic is a great way to write your goals. Make a list of the benefits you will enjoy when you achieved your goals. It will help you to motivate yourself!
- **Self-evaluation.** Analyze your current situation and determine the risks that you may need to face in order to achieve your objectives. This strategy can help you find out solutions for the obstacles you may face on your path to self improvement.
- **Set daily goals.** Remember that in order to achieve a main goal you must divide it in smaller goals/ actions that you must work on in order to achieve it. You can think about weekly, monthly goals as well.
- **Butterfly effect.** According to the chaos theory, small changes that are made at this time can have great effects later. So in setting your everyday goal, make it certain that it will have good long-term effects.
- **Read books.** Choose books that are relevant to your goals in life. You can also read on books that talks about how to achieve your personal development plans, and your behaviour after you have achieved each one of them.



9. Be positive! Change your attitude and mindset!



Even if it's simple most of people don't know how to be positive. Its easier to complain about the bad things in their life than thinking in a positive matter. The problem is that in the end your thoughts create your reality. So if you want a beautiful life you need to be careful about what you think and see the positive aspects of things around you.

It is true that we cannot always control our external circumstances, but we can control our inner world of thoughts. With a little effort and work, of course, we can change our attitude towards things, our actions and expectations, these leading to a more beautiful life.

So, how can we be more positive towards life and things around us generally?

- start replacing your negative thoughts with positive ones
- focus on what you want not on what you don't want
- be grateful for the things you already have in life
- look for the good in every situation
- choose to be around positive people
- follow your positive thought with positive actions
- read things that make you feel positive

Begin right now to expect the best of everything and wish the people around you the same. Be positive in your approach towards life and others and your life will be more enjoyable.

10. Skills you need as a leader

Leadership skills help you to make more effective decisions, focus on your personal vision and progress towards achieving goals.

The difference between managers and leaders

Management and leadership complement each other, but they are separate roles. A leader inspires, motivates and encourages people to achieve visionary goals.

A manager, on the other hand, deals with the actual operation of a business.

Key skills you need as a leader:

Motivation

A successful leader sets a good example. Act as a role model for your team; show respect to your employees, thanking them for their work and complimenting them on their successes. This will motivate them in their work.

Communication

Active listening

Body language awareness

Be sure that your words match your body language. Body language accounts for 55% of the overall message

Learning

This ability is crucial for any leader. Always look for ways to improve your skills.

Adaptability

Is one of the most important skill of a leader. A successful leader needs to continually anticipate, evaluate and remain open-minded and flexible.

Organisational skills

"A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better."



You can improve your leadership skills on your own or by working with others.

Here are some ways you can try in order to improve them.

- **Coaching**
- **Mentoring**
- **Workshops and trainings**

"A great leader has to be confident: believe in his abilities and in the members of the group.

He also has to be respected and show respect to each other." (Andrea)

11. The importance of learning foreign languages

The language used for communicating during the youth exchange was English, for that reason one of the most important results of the project was that the young people improved their communication skills in English. Of course, they learned new words from the languages of the other participating countries.

So, why should you learn a foreign language?

- improves your employability;
- develops confidence;
- you can meet new people and develop life-long relationships;
- discover a new culture;
- study or live overseas;
- become more open-minded;
- memory is improved;
- improve your decision-making skills;
- mother tongue is increased;
- impress people around you;
- it boosts brain power;
- transforms your travel experience;

"Most people in the world are multilingual, and everybody could be; no one is rigorously excluded from another's language community except through lack of time and effort. Different languages protect and nourish the growth of different cultures, where different pathways of human knowledge can be discovered. They certainly make life richer for those who know more than one of them."



Tips:

- start with the most 100 common words;
- conversation, conversation, conversation;
- carry a pocket dictionary;
- learn and use often the most important sentence: "How do you say X?";
- find a way to make it fun;
- TV shows, movies, newspapers & magazines are a good supplementation.

"The limits of my language are the limits of my universe. "



How to climb the language mountain:

- plan the journey in stages;
- set yourself goals;
- expect some fog: stick it out;
- this is one mountain you can't fall off!
- you'll reach a point of sudden illumination
- be resourceful - there is more than one route up!
- test frequently to find out where you are or if you're making mistakes without realising;
- go back if you need to!
- be organized;
- learn about learning to climb faster.



On internet you can find many resources that you can use in order to learn a new language. Some examples are:

- Busuu
- Duolingo
- Livemocha
- Memrise

On Youtube you can find as well many videos that are helpful on your journey of learning a new language.

We advise you to read the experiences of different people of learning a foreign language. This will help you find new ways of learning a new language that fits you better.

**“To have another language is to possess a
second soul.”**

Charlemagne



12. One year of projects... Beyond Borders!

Beyond Borders is a cultural association active since 2014 and based in Apulia, Italy, that has the purpose of developing an intercultural attitude among youngsters and adults.

2015 was the first whole year of activity for the organization and its members are very happy to consider it a successful year full of activities and youth participation.

During the past year 48 youngsters (from Apulia and other Italian regions), who are member of the association Beyond Borders, have travelled around Europe (Romania, Turkey, Slovenia, The Netherlands, Germany and Italy).

Twenty-six is the number of youth workers who participated in our Erasmus+ Seminar *Beyond -Rethinking Intercultural Learning*, that took place in June 2015 in Corato, Italy, Beyond Borders hometown.

This final report helps us to look at our fixed goal as something we have reached, but it's also a collage of photographs we have been taking, step by step, day by day. We have learned a lot and grown up by experiencing those amazing adventures together with our participants, with their smiles, memories, friendships and... trips!

"People don't take trips, trips take people" - John Steinbeck

Beyond Borders doesn't work only with the Erasmus+ program, in fact in the current year 2016 the organization has become an official member of the "No Hate Speech Movement" an European Council Campaign for Human Rights, equality and peaceful coexistence promoted starting from and through youngsters.

Soon Beyond Borders will start the promotion of the Campaign, throughout online and local activities that will see local people involved.

13. Meet the ADDICTED TO SUCCESS participants



Roxana



Andrea



Soheil



Lorena



Rita



Alex



Amina



Roberta



Inesa



Elida



Adelin



Veronica



Lulzim



Andrea



Cristina



Rocco



Egi



Chiara



Maria Jose



Inigo



Lara



Matteo



Diana



Az Eddine



Worksheet 1. My personal definition of Success!

Social

Health & Wellness

Family

Intellectual

Spiritual

Financial

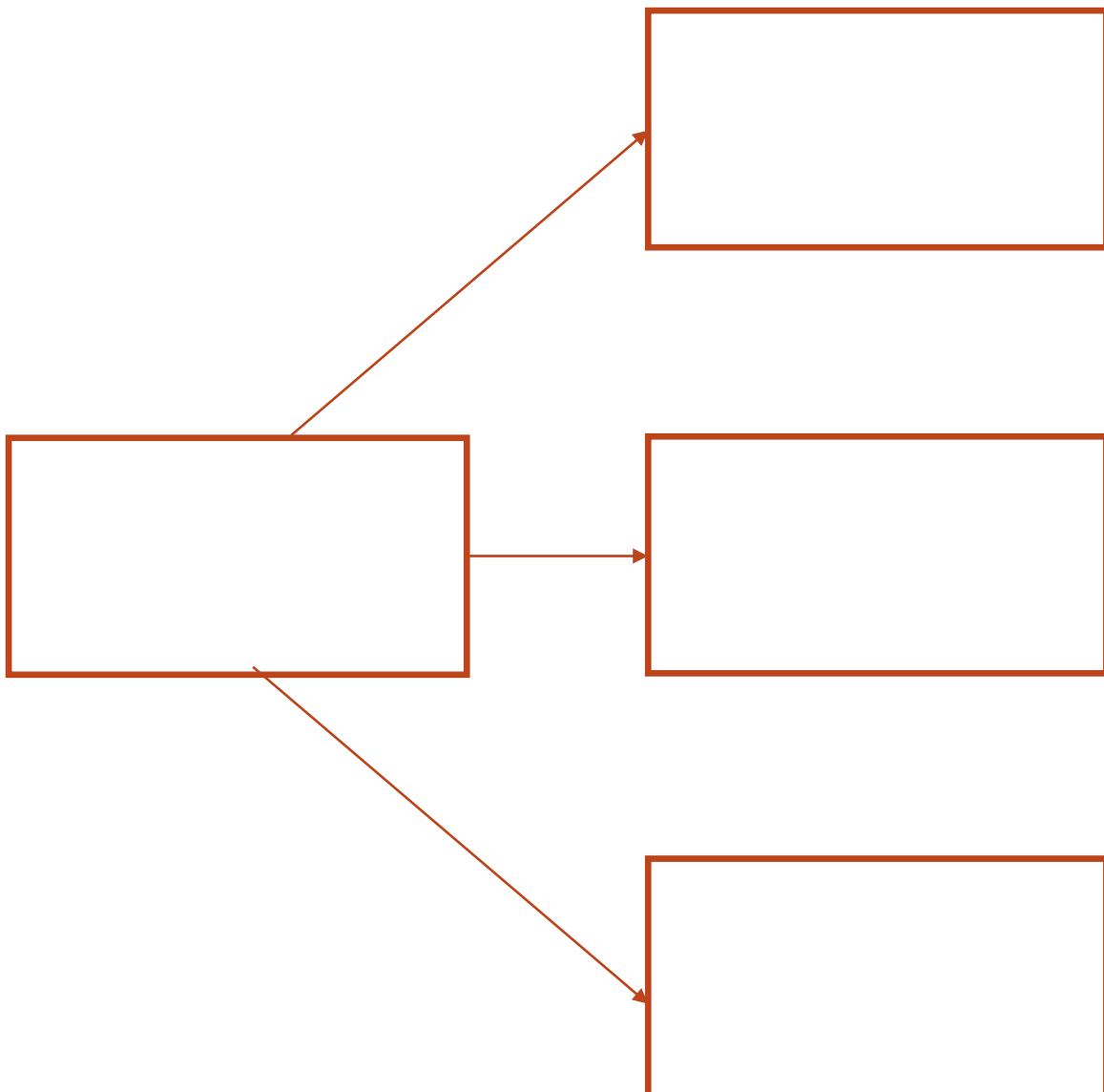
Career

Remember that in order to achieve a bigger goal you need to write smaller goals as well.

Example:

I will learn Italian (Proficient User) in 5 years. —————> I will find a teacher and begin taking lessons weekly. —————> I will practice daily for 60 minutes.

In the box below, state a goal that is important to you and then identify the mini goals/action statements needed. Do this for every goal.



Worksheet 3. What are your values?



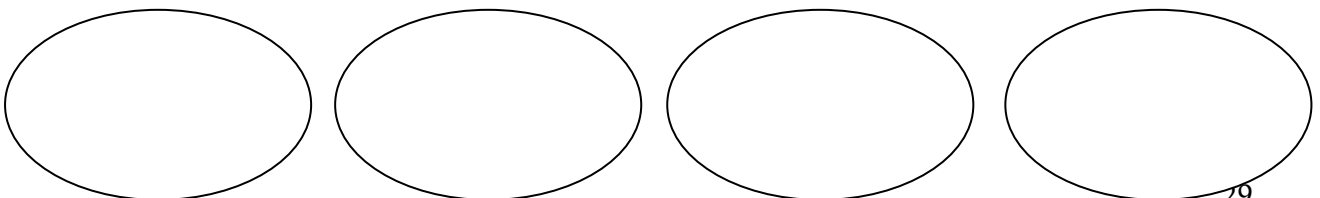
Your values are the beliefs that define what is most important to you. They guide each of your choices in life. For example, someone who values family might try to spend extra time at home, while someone who values success in their career may do just the opposite. Understanding your values will help you recognize the areas of your life that need more attention, and what to prioritize in the future.

Select the 10 most important items from the following list. Rank them from 1-10 with “1” being the most important item.

	Love		Free Time		Popularity		
	Wealth		Adventure		Responsibility		Beauty
	Family		Variety		Honesty		Spirituality
	Morals		Calmness		Humor		Respect
	Success		Freedom		Loyalty		Peace
	Knowledge		Fun		Reason		Stability
	Power		Recognition		Independence		Wisdom
	Friends		Nature		Achievement		Fairness

Other:

Now select 4 values from the previous 10.





"This project was funded by the European Commission.

This handbook reflects only the views of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein. "