



ESMV

Exercises and Games

Bucharest 11th-12th June 2012



Educación y cultura

**Socrates**  
Grundtvig

## Ranking of the Fundación Belén higher scores answers:

1.	<b>1. I volunteer because I believe that I am meeting a need in the community in my volunteering role.</b> Altruism	59,7%
2.	<b>2. I volunteer because I feel that volunteering makes the world a better place.</b> Altruism	50%
3.	<b>7. I volunteer because I feel that volunteering is a feel-good experience.</b> Personal Motivation	49,2%
4.	<b>6. I volunteer because volunteering makes me feel useful in my community</b> Altruism	46,0%
5.	<b>23. Lack of information prevents people from volunteering</b> No constrains	41,9%
6.	<b>25. Insufficient dissemination of good practices prevents people from volunteering.</b> No constrains	46,8%
8.	<b>4. I volunteer because I feel that volunteering gives me a better understanding of what life is about.</b> Learning	37,1%
7.	<b>9. I volunteer because I feel that it has given me the opportunity to meet different people.</b> Learning	42,7%
9.	<b>26. Volunteers are seen as people having hidden interests.</b> No constrains	33,1%
10.	<b>8. I volunteer because it fits in with my religious beliefs.</b> Altruism	34,7%

## Comparison of the three answers that get higher scores :

FB	Minster	ARVAR	Hacettepe	NALMA
1. I volunteer because I am meeting a need in the community (59,7%)	1. I volunteer because I am meeting a need in the community (59,7%)	1. I volunteer because I am meeting a need in the community (68%)	1. I volunteer because it makes me feel useful (70%)	1. I volunteer because it makes me feel useful (35,3%)
2. I volunteer because I feel volunteering makes the world a better place (50%)	2. I volunteer because I feel volunteering makes the world a better place (50%)	2. I volunteer because I feel volunteering makes the world a better place (68%)	2. I volunteer because I am meeting a need in the community (63,5%)	2. I volunteer because I have been in difficult position myself (32,8%)
3. I volunteer because I feel is a feel good experience (49,2%)	3. I volunteer because I believe that I received what I put to the world	3. I feel volunteer is a feel-good Experience (63%)	3. I volunteer because I feel volunteering makes the world a better place (62,9%)	3. I volunteer because I believe that I received what I put to the world (31,8%)

## *Resume of questionnaire results*

Reasons for being a Volunteer

First, moral considerations.

Secondly, emotional factors

Third, require for more information

Volunteers are less aware of personal development

Recognition is not so important

Finally, extrinsic rewards can erode intrinsic interest.

*(People who see themselves as working for money, approval or competitive success find their tasks less pleasurable, and therefore do not do them as well. The last explanation reflects 15 years of work by Ryan's mentor at the University of Rochester, Edward Deci)*

## *Some researches*

*Volunteers are often tasked with difficult assignments, be they related to school or the workplace.*

*At times, for whatever reasons, a volunteer may not be fully motivated to complete the tasks.*

*Motivational games can be used to raise the spirits of participants, increasing their likelihoods of achieving success. Motivational team games in particular, bolster the emotional connections developed between group members while providing the players with an influx of enthusiasm toward an impending assignment.*

1

### "Four Facts"

Is a motivational game that strengthens the relationship between all volunteers of the group while strengthening trust and confidence in each other.

In this game, each member writes down three correct facts about himself, as well as one lie.

Each volunteer will take turns reading his list.

The other members of the group must write down which fact they believe is a lie. After each person has read his list, ask the members to identify their incorrect facts. "Four Facts" allows volunteers to learn about their group members more intimately.

2

## "Human Knot"

Is a game that motivates volunteers to work together to solve difficult problems and builds confidence in each group member's ability to approach and conquer complex situations

In this game, a group of volunteers stand in a circle with their hands in the middle.

Everyone in the circle must grab another person's hand with their hands. The group is prohibited from grabbing the hands of the person directly next to each other, or grasping both hands of a single individual. After everyone has grabbed each other's hands, the group must untangle the knot without releasing their bonds by reconfiguring their arms and bodies.



3

### “List of questions”

This is an important exercise in awareness of your surroundings and gives a fresh look at how much more observant volunteers could be.

Make a list of questions of the environment in which your volunteers team works. For example, "What colour are the walls?" or "What colours are the desks?" Then, split up the volunteers into two teams. Ask one team a question. If they can not answer the question correctly, give the other team a chance. Assign one point to the team that answers correctly. If neither team answers correctly, no points are assigned. The team with the most points wins.

4

### “The Birthday Game”

This is an exercise in awareness of how much we need inputs and knowledge of each other and how much more communicative volunteers should be.

(Done by partners)

Ask volunteers to order themselves in a row by their birthday dates. In the beginning, January. At the end December. But all must be in silence.

This helps people get to know each other, and lets them speak to co-workers in other departments. It can also show co-workers how much they have in common.”

A related series of studies shows that intrinsic interest in a task — the sense that something is worth doing for its own sake — typically declines when someone is rewarded for doing it.

If a reward — money, awards, praise, or winning a contest — comes to be seen as the reason one is engaging in an activity, that activity will be viewed as less enjoyable in its own right.

*In a 1982 study, Stanford psychologist Mark L. Lepper showed that any task, no matter how enjoyable it once seemed, would be devalued if it were presented as a means rather than an end.*

*The key, then, lies in how a reward is experienced.*

*If we come to view volunteers as working to get a reward,  
and give them that reward  
volunteers will no longer find that activity worth doing  
in its own right.*

## Rules of Social Motivation

1. Be positive, concentrate on volunteer's outcomes.
2. Provide pleasure rewards. Make it fun.
3. Appeal to volunteer generosity.
4. Give specific instructions to get specific results.
5. Use short and long terms goals.
6. Give mini deadlines to increase productivity.
7. Create team spirit.
8. Recognize achievements.
9. Give trust and respect.
10. Create challenges and opportunities to advance.
11. Let volunteer be creative and critic.
12. Keep the communication channels open, listen the volunteer's needs.

<http://www.youtube.com/watch?v=trhcFluEinw>

<http://www.youtube.com/watch?v=rrkrvAUbU9Y>

<http://www.youtube.com/watch?v=bx796zSg5gs&feature=relat>

*(Cebra y leon)*

<http://www.youtube.com/watch?v=wOITdkYXuzE&feature=rela>

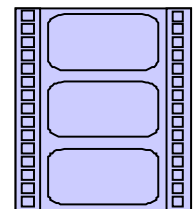
*ted (chico sin manos y pies en colegio)*

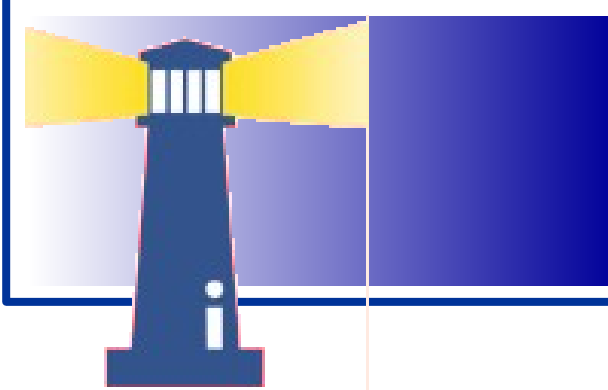
<http://www.youtube.com/watch?v=Gc4HGQHgeFE&feature=pl>

*ayer\_detailpage (y del mismo otro en que explica mas)*

[http://www.youtube.com/watch?v=B7r7YY\\_E00A&feature=rel](http://www.youtube.com/watch?v=B7r7YY_E00A&feature=rel)

*ated (frases sobre elegir: sobrevivir o triunfar)*





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