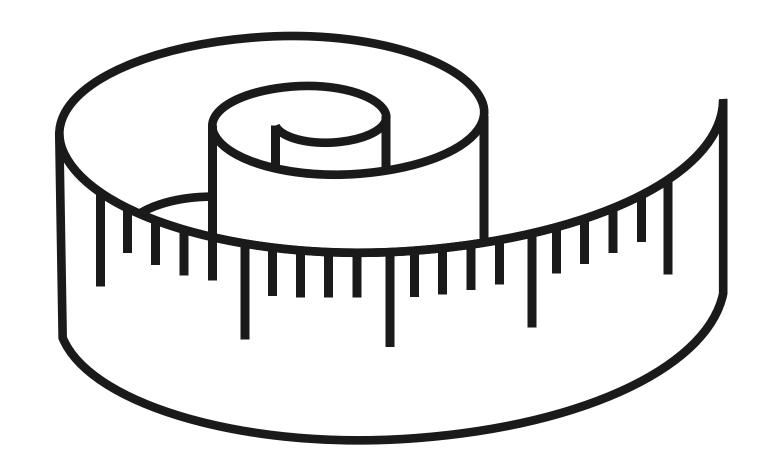


CONTENT

- The Purpose of the Tool
- The Process
- 6 Key Competences
- Assessing the 6 Competences
- How to Issue the CreativityMeter ebadges
- Use Case of CreativityMeter
- Resources





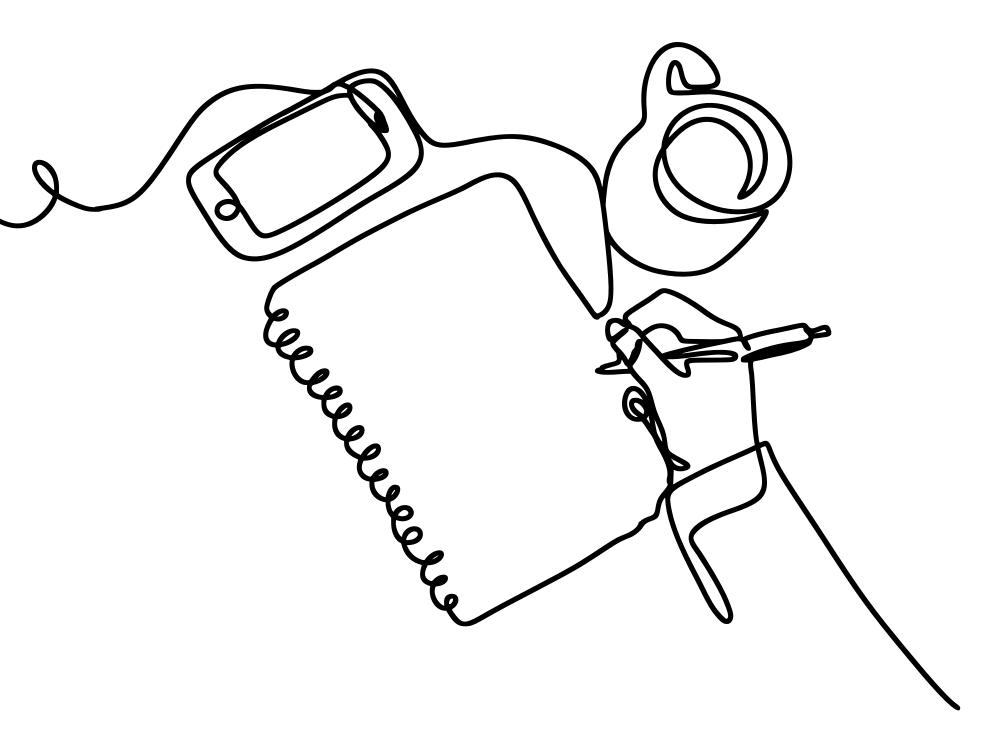
THE PURPOSE OF THE TOOL



- Developing the creative skills
- Evaluating the development of creative skills
- Offering recognition for the creative skills gained through non-formal education



THE PROCESS

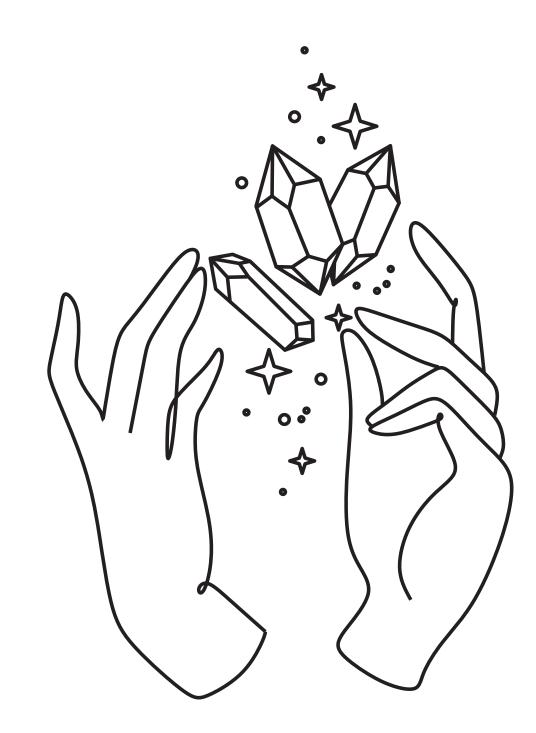


- Identifying 6 key competences on creativity
- Developing one activity + evaluation method for each of the competences
- Testing the activities and evaluation methods
- Creating a visual representation for each competence

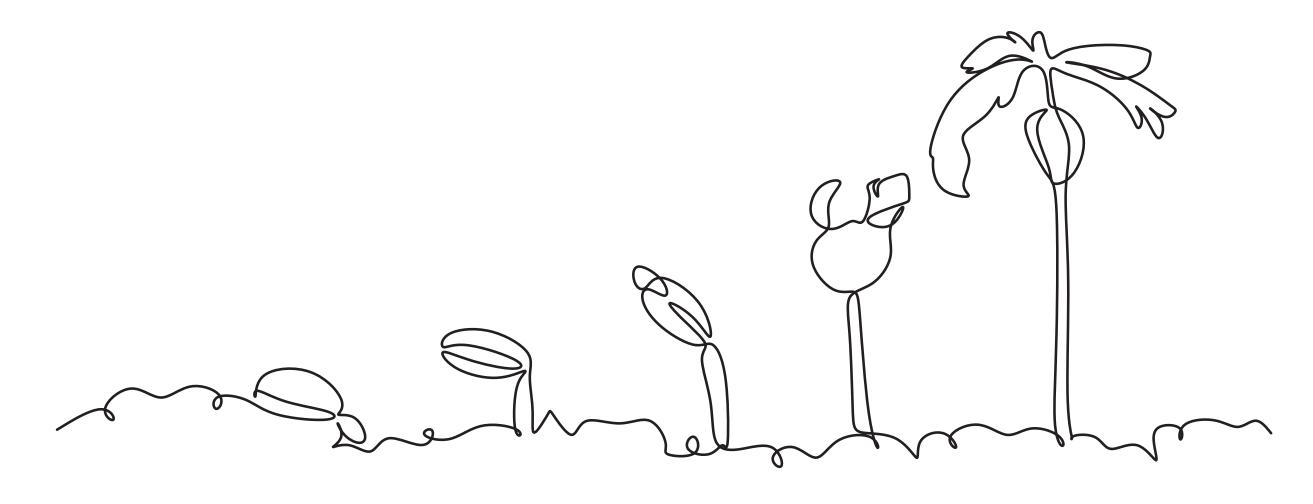


6 KEY COMPETENCES

- 1. Learning about one's self through painting and drawing
- 2. Creative Problem Solving
- 3. Improvisation and non-verbal communication
- 4. Storytelling expressing one's cultural identity
- 5. Self-expression through rhythms
- 6. Digital creativity





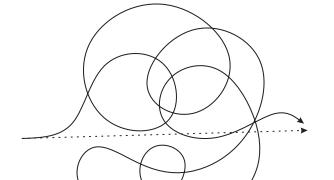






DETAILS

- Timeframe: 90 mins.
- Group size: up to 30 people for individual creative work. Big group must be divided into several groups of 4 to 5 people for reflection process.
- Materials needed: computer, speakers, multimedia or smart board for short video demonstration (the sound is important), internet connection or Wi-Fi for the online video, A4 paper for warm-up activity and notes/ reflection at least 3 sheets per person, A3 paper (quality of <200 gsm) 2 sheets per person, at least 2 different media for creative process: oil pastels in different colours, dry pastels in different colours, gouache or acrylic paints + brushes few sets, sticky rubber or sticky tape for displaying drawings.



OBJECTIVES

- To strengthen the participants`processes of self-knowledge through creative experience.
- To arouse the imagination and courage to create visual content through audiovisual stimulation.
- To enable participants to express themselves creatively using favourite art media.
- To create safe conditions for participants to reflect on their creative process and creative product.
- To help participants understand the symbolism of their art and according to it to assess their current physical, emotional state, significant experiences and their posture in the context of today life.

he Youth Creative Academy

• Warm-up activity

- Draw 5 symbols about YOU and YOUR LIFE. (A4 paper, free choice of aspects, 3 to 5 minutes)
- Introduce YOURSELF to the group through 5 symbols. (1 minute per person)

• ME as a SEED creative task

- Watch a short movie about a seed and its growth as a plant in different circumstances. (5 minutes)
- Invitation to choose favourite art media. (2 minutes)
- o Individual creative process following these directives (30 minutes): "Imagine you are a seed in the ground. What's happening? How do you manage to mature, germinate, penetrate the ground towards the sun? What obstacles do you face? Capture an image! What kind of plant are you? How are you doing? Do You see Yourself as a small sprout? Or are You already a plant in bloom? Or are You a mature plant with some fruits? What's around You? Draw it".
- "Imagine being able to see a cross-section of the Earth and observe parts of a plant both underground and above the ground. Start drawing from the horizontal line on the sheet."
- Reflection in small groups (up to 4 5 people): each participant reflects his experience in creative process and his art product. He can use the received notes with special questions. Other participants can ask questions and provide their insights.



• ME as a SEED creative task

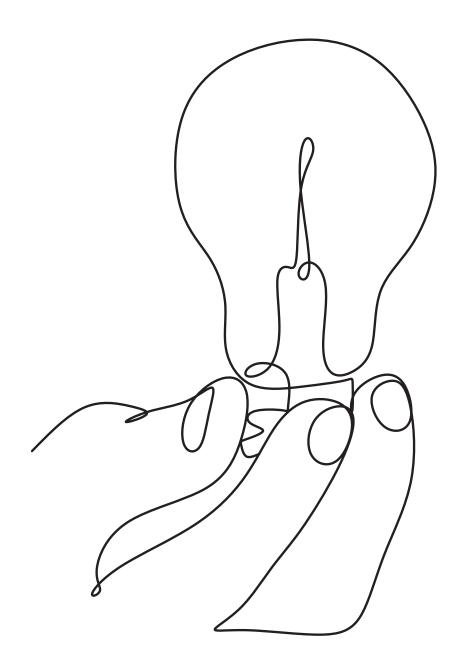
- An activity for closing the circle: draw 5 symbols about YOU and YOUR LIFE again (A4 paper, free choice of aspects). (5 minutes)
- Evaluate abd share what aspects of Your life You have drawn in symbols before and after the creative process: external or internal
- Debriefing: The creative task "ME as a SEED" allows a person to take a critical look at himself, his state, and also model it the way he wants to to strengthen and beautify it. This method relaxes the subconscious and brings out relevant content. Explaining the symbols and their meanings allows to know yourself better, to understand how you feel.

Evaluation

- The 5-symbol task before and after the creative process is used here as a (self)assessment tool.
- Usually, in the beginning, participants symbolize the external aspects of their lives: family, studies, work, holiday, pets, and so on.
- After the creative activity the internal human world symbols appear: character features, emotions, skills, significant experience and so on.
- This change in symbols means that the participant managed to concentrate and explore himself. This process is not exhaustive, as after the activity the participant stays with the new awakened thoughts and insights. Also he has received the impetus to continue working with himself.



TIPS FOR FACILITATORS



- Create a sense of safety in the group.
- The facilitators must ensure that art media and workplaces are prepared for the tasks. The room should be with enough space for participants to sit in a circle, with comfortable work place for each participant for drawing (tables, chairs),
- The facilitators must be prepared to comment or explain symbolic and metaphorical meaning of the drawings. Also they must have key questions for reflection part.
- If video and music is used, the facilitators must prepare the needed equipment in advance.
- Time control during reflection is important, so everyone gets their chance to share, without feeling pressured or rushed.

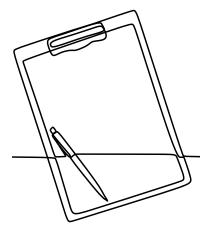


CREATIVE PROBLEM SOLVING

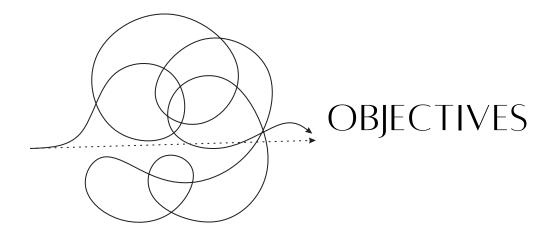








- Timeframe: 90 mins.
- Group size: multiple of 6 (6 participants needed per team).
- Materials needed: 6 simple hats (white so as to color them), A4 paper, color markers, 1 flip-chart whiteboard



- To move outside habitual thinking style
- To get a more rounded view of a situation
- To think constructively about how to move forward
- To improve decision making

BENEFITS

- More organized thinking to consider every angle, and weigh up the information you obtain efficiently and accurately.
- Improved creativity to step away from your default positions and approaches. Comparing or combining different perspectives can sometimes spark novel thoughts.
- Better thinking skills to strengthen important skills such as curiosity and critical thinking.
- Stronger interpersonal skills to encourage you to practice listening , questioning and answering. So it can also make you more persuasive, better at spotting when others need support, and more confident to resolve conflicts when they arise.
- Greater inclusivity in teams. It requires people to set aside any preconceptions and to focus on seeing things from the same perspective for a while. Debate still happens, but it's based on shared understanding which can help everyone to feel included.



- Discussion 6 Thinking Hats
 - 3 minutes for brainstorming a problem/question to discuss.
 - 3 minutes (White Hat): Facts and information about the problem.
 - 3 minutes (Red Hat): Feelings towards the problem?
 - 3 minutes (Black Hat): What are the negative aspects of the problem?
 - 3 minutes (Yellow Hat): What are the benefits/positive aspects of the problem?
 - 3 minutes (Green Hat): What alternatives do we have?
 - o 3 minutes (Blue Hat): Sum up what is learned and discuss possible next steps
- Debriefing and evaluation

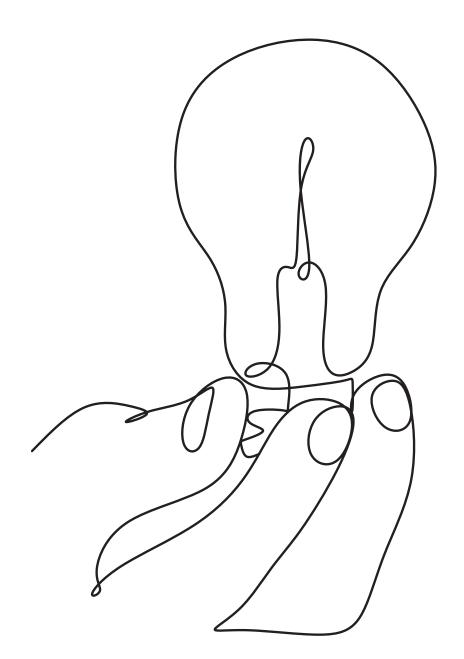
After experiencing the process, ask:

- How did this process help your team assess the issue or idea?
- What is clearer?
- What would have made this a better process?





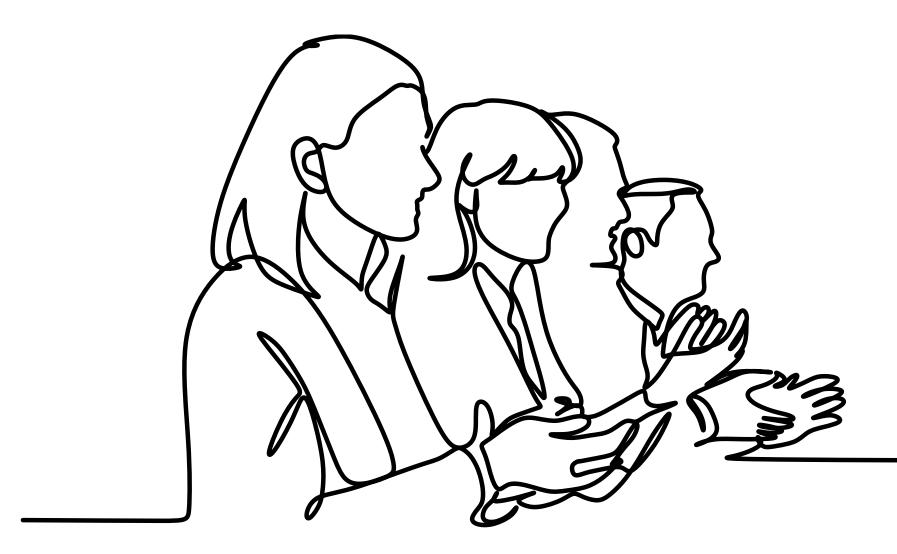
TIPS FOR FACILITATORS



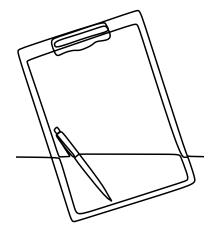
- Sessions should begin with a "blue hat" period, allowing participants to arrive at a consensus regarding how subsequent thinking should be accomplished the other colors are then cycled through.
- For evaluation and performance review, the recommended sequence is Blue, Red, White, Yellow, Black, Green. Evaluators should feel free, however, to adapt this to whichever sequence they find most effective in practice.
- The facilitator should be ready to clarify each stage of thinking, plan the sequence of "hats" in advance, refocus discussions in line with each stage of thinking, and be prepared, if need be, change the thinking in line with participant feedback.



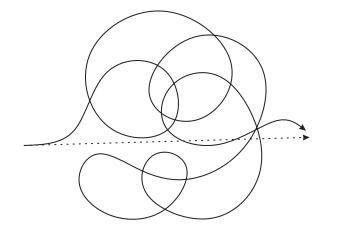
IMPROVISATION AND NON-VERBAL COMMUNICATION







DETAILS



OBJECTIVES

- Timeframe: 90 mins.
- Group size: up to 15 people. Bigger group must be divided so everyone gets to chance to actively participate.
- Materials needed: post-its, pens, hat, props/ random objects to put in the hat

- To practice improvisation in a creative manner
- To have the capacity of initiative as this method could be applicable in other fields
- To listen for better conceptualization and idea structuring
- To become more aware of the impact of the communication and messages you receive
- To stimulate self critical thinking.



• Warm-up activity

- Sit in a circle, explain the game, the first participant formulate one random sentence. The next one on his/her left uses the last word of the previous sentence to make his/her own one, etc... until the circle is completed for three rounds.
- Sit in a circle, explain the game, the first participant whispers one word in the ear of another participant chosen randomly. This participant has to enter into the circle and mime the word/action (or a concept if you want to make it harder!) in 30 seconds. He/she chooses someone else, until the end.

• Improvisation

• All participants need to reflect on one word related to culture or arts. They choose a concrete word like an instrument for example but not a concept. They write it on a small piece of paper and put it in a hat. After, each participant chooses randomly in the hat one piece of paper / word and has 3 minutes to make an improvisation in front of the whole group. Oral expression or mime can be used.

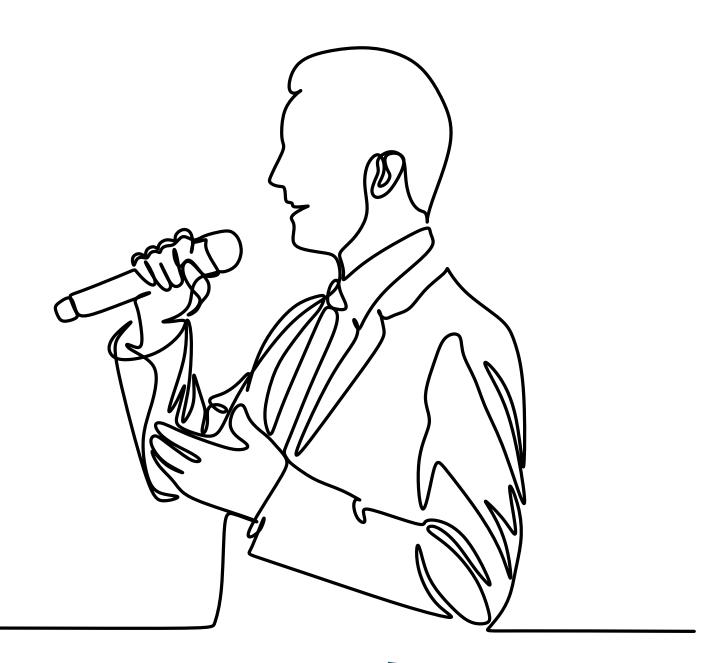
• Debriefing and evaluation

- What have you learnt from this exercise?
- How have you felt with "freeing your mind"?
- Was getting out from your comfort zone something challenging, exciting? If yes/no, why?
- How could you use this method (ie: improvisation) in your daily practice, project management meetings, brainstormings?



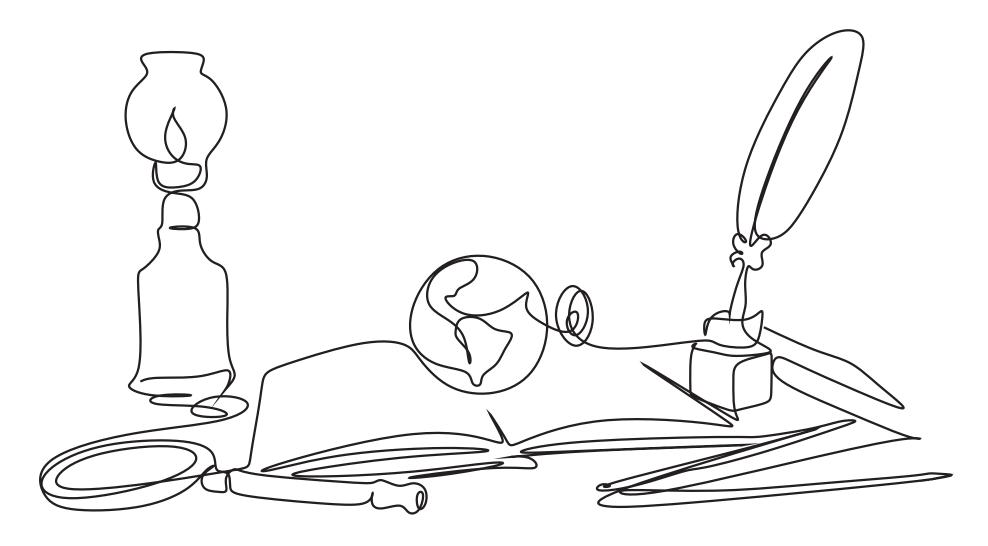
TIPS FOR FACILITATORS

- Use themes to reflect related to the general theme to make it directly useful for participants.
- Don't make it too long, since it requires concentration. Balance the serious/funny moments.
- Think about the take-away messages / tips for your participants to implement it in their daily professional life.

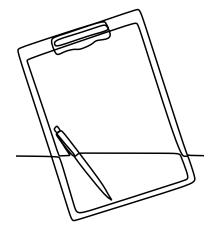




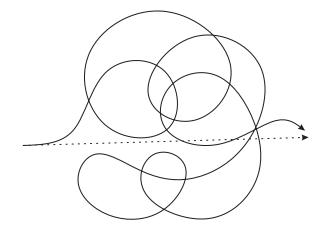
STORYTELLING – EXPRESSING ONE'S CULTURAL IDENTITY







DETAILS



OBJECTIVES

- Timeframe: 90 mins.
- Group size: up to 30 people. Bigger group must be divided into several teams.
- Materials needed: Post-its/ A4 paper & pens for each participant, Dixit cards, photo cards (digital or printed), Flipchart & markers of different colors
- Developing storytelling skills, applicable at personal and professional levels
- Becoming self-aware of and expressing creatively one's cultural identity
- Becoming aware of the cultural identity of others and improving intercultural collaboration skills



Icebreaker

- Whose story is it? Everyone writes down their silliest or funniest (but true) story in 1-3 sentences on a piece of paper. The stories get dropped into a hat, are randomly picked, and read out loud, and everyone has to try and guess which story belongs to who.
- What is cultural identity? Split the group in random mixed teams and challenge them to define cultural identity. Their definition should take different formats: recipe, news, advertisement, CV/ resume, Tweet, poem/song, weather forecast, etc.
- Who am I? What is my cultural identity? Invite participants to create their own portrait (10 mins): what are the most important elements of their identity? What culture they feel they belong to? What are the values, principles that most influence the way they are? Using what they find in their bag/ pocket/ what you have with you around, they will choose an item and present these element(s) to the others.
- Who we are as a group? In mixed intercultural teams, they will create the story of their groups, with the theme: Our intercultural encounter. What are the differences? What are the similarities? How do our identities interact? They can use Dixit cards/ pictures to generate their story and they will randomly get a genre: drama, comedy, sci-fi, fairytale, etc. Each story has to have: characters, setting, plot (exposition, conflict/ challenge/ problem, solution/ resolution). Present the stories.

• Debriefing and evaluation

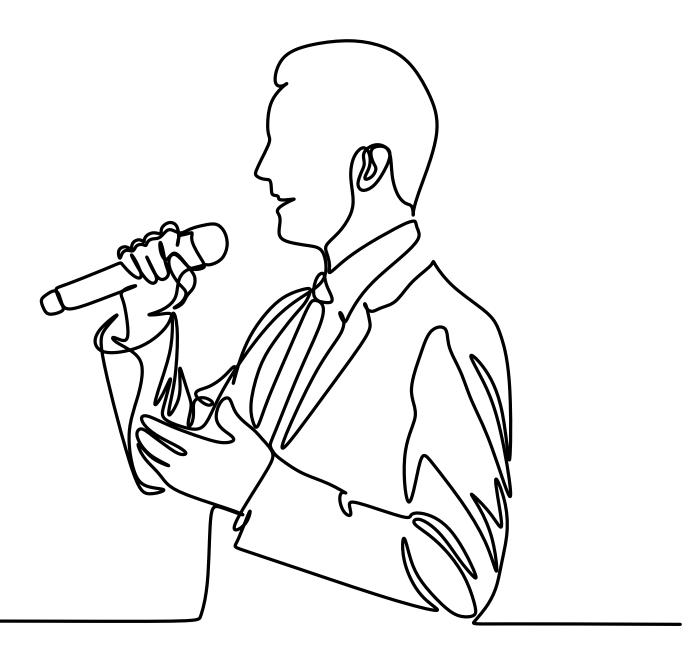
Position yourself according to the answer to the following statements- yes/no/so and so. Take some answers after each statement.

- After this session, I understand my cultural identity better.
- After this session, I got to know better the cultural identity of the others in the group.
- After this session, I feel we can better communicate and collaborate with each other.
- I believe storytelling is a tool I can use for my personal development.
- I believe storytelling is a tool I can use in my profession.



TIPS FOR FACILITATORS

- Create a stimulating and creative environment.
- Keep tight timeframes for each step. Overthinking kills the natural flow.
- Make sure the stories have the necessary elements.

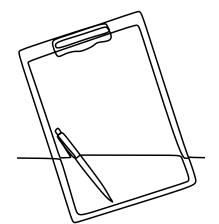




SELF-EXPRESSION THROUGH RHYTHMS

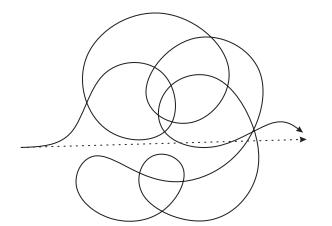






DETAILS

- Timeframe: 90 mins.
- Group size: ideally 20
- Materials needed: Handouts, mobile device to play the tracks, outdoor space if possible/ indoor wide space, without furniture;



OBJECTIVES

- To explore body percussion and different ways of expressing a sound/rhythm/emotion;
- To identify creativity processes while using body percussion to express specific rhythms;
- To improve concentration, attention, coordination (motor) and auditive perception;
- To foster teamwork, collaboration and problem solving skills/attitudes/behaviours;

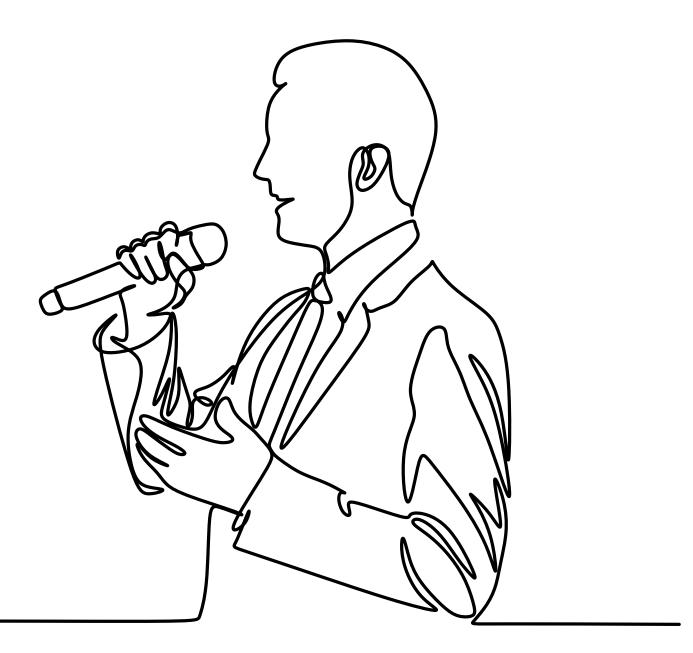


- Warm up (10')
 - The sound of the rain: Make a circle and have one caller start the first sound which will be the wind that shall be done with the palm of their hands. The person on his right will follow after 2 seconds and so on until it reaches back to the caller. Second move will snapping the fingers to create the sound of water drops and it goes the same way as the previous gesture. Note: participants can only change from wind to water drops 2 seconds after the previous has also changed. Third move will be hitting the thighs to create the sound of a heavy storm and once in a while jumping to have the sound of a thunder. From there we slowly go backwards to a softer storm, water drops, wind and finally pure silence.
- A1 (20') Divide the group in 6 small groups and give them a sound sample. It will be the same sample. Each group will have 10 minutes to create the sound using their body and without speaking. Afterwards they shall present their approach.
- A2 (20') In this second activity participants will not receive a sound sample but instead a description/scenario which they shall analyse and create again the sound. Afterwards they shall present their approach.
- A3 (25') Lastly, participants will receive yet again a sound sample which they will create with their bodies but this time they will lose 1 member of their group until they have only 1 person. This person shall be able to create the sound alone. At the end we will analyse each version and compare with the original one.
- Debriefing and evaluation:
 - How was it to express basic sounds with your body?
 - How was the creative process? Highlights? Challenges?
 - Are you now more comfortable in expressing yourself through rhythms?
 - To what extent do you think rhythms can express also emotions and a state of mind?



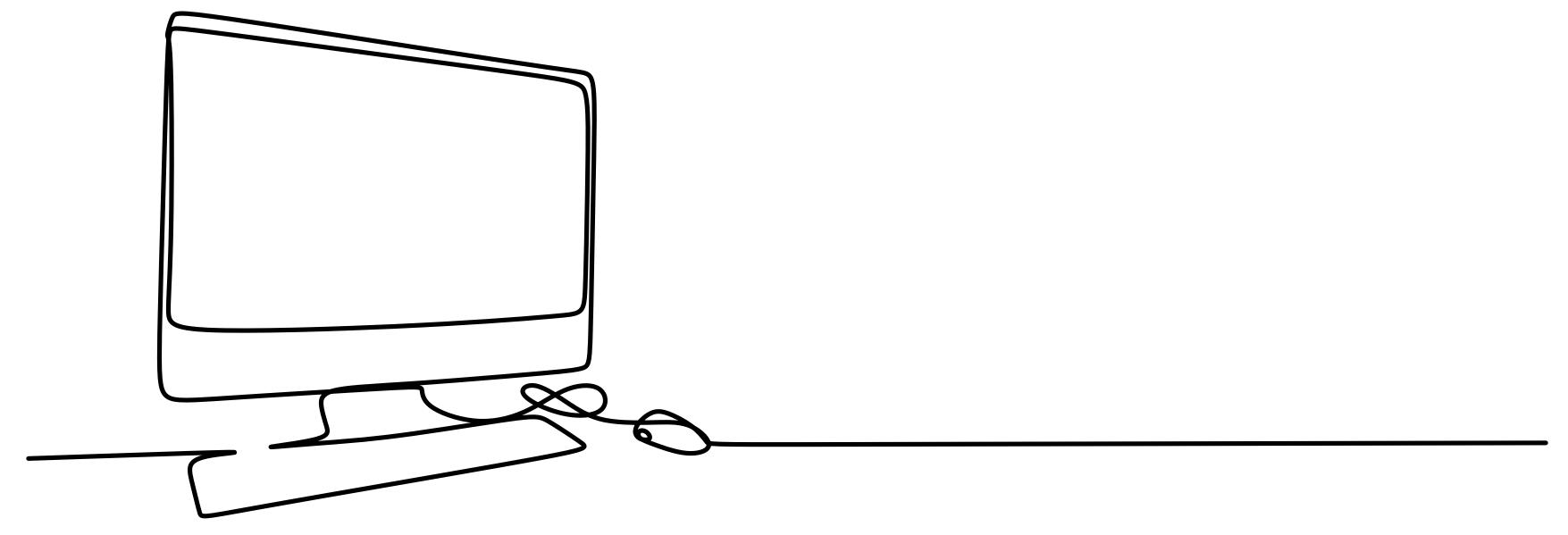
TIPS FOR FACILITATORS

- Make sure the warm-up activity is implemented in pure silence, only with the sounds they are creating. It will be a very good start for the follow up actions
- Each group should be in different rooms as not to interfere with each others' creative process. If they have access to an outdoor space even better

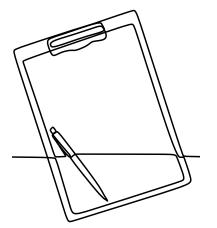




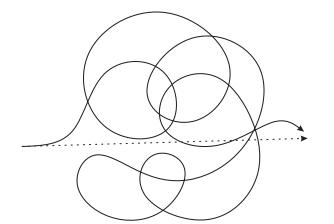
DIGITAL STORYTELLING







DETAILS



OBJECTIVES

- Timeframe: 90 mins.
- Group size: ideally up to 15, divided in three teams.
- Materials needed: Computers, phones at every participant for the evaluation, Markers, A1-paper, Wifi, and projector for the presentation
- To learn more about the digital creative process and tools
- To be able to use digital creative process in the everyday life and situations such as a job interview
- To learn more about the requirements of a digital creator position, and how to present your creative self in an interview.



- Warm-up activity: With online tools, participants describe what does creativity, media and digital creativity means to them; definition of digital creativity (about 5min)
- Preparing the simulation game with a presentation (about the creative cv writing, web designing, and video making) that they can use during the workshop (about 10-15min)
- Simulation game: job interview for digital creators:
 - Dividing the participants into 3 groups, each groups will have to prepare for the interview either with creative cv writing, video making or designing a web for their application. (5min)
 - Each smaller group will process one type of digital creative method/process (video, web, creative cv)
 - Feedback for each others work (videomakers evaluate web desingers, cv writers evaluate videomakers, web designers evaluate cv writers) in an interview style
- Debriefing: giving a feedback from the session using digital tools (google form, instagram story or other)
 - Optional: the end of the simulation game we will talk about the experience they had in the smaller groups, about the teamwork, the digital creative method, and the whole interview process.
 - Possible questions: How was the team work? How was the simulation?

What was their own contribution to the product? How satisfied are you with the product?



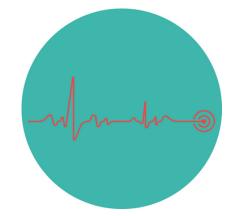
ASSESSING THE 6 COMPETENCES



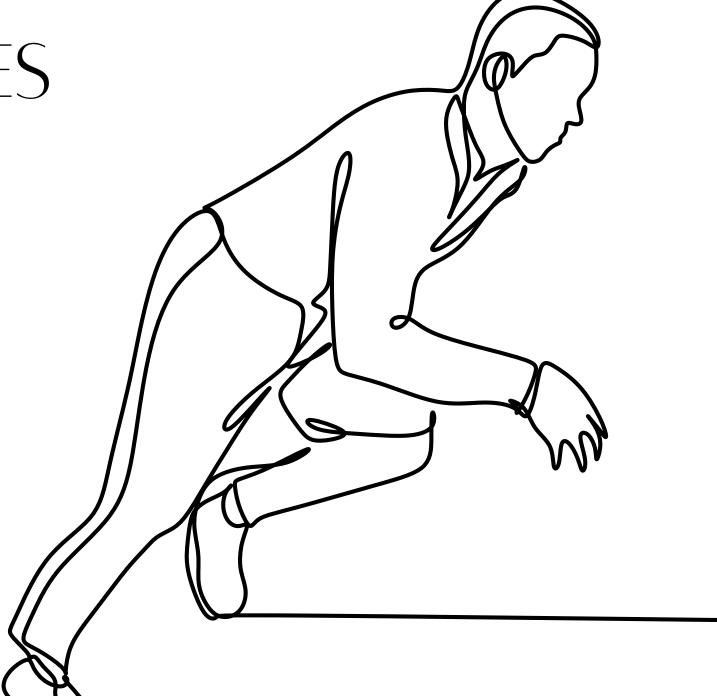














SELF-ASSESSMENT INSTRUCTIONS



- Each of the 6 key competence has three specific dimensions.
- Read the statements corresponding to the specific dimensions and choose the ones that are valid for you.
- If you assess min. 50% at all three specific dimensions you earn the badge for that key competence.
- A sense of progress is created if the tool is applied before and after the activities.







1.1.
Knowledge
of one's
personality



It is difficult for me to name the essential personal qualities, I don't know my values, I don't understand my talents and interests, I can't name my competencies.



I partly understand my personal qualities, also I can name only few values and interests; I am still looking for my talents and I am not sure about my competencies.



I know my personal qualities, values, talents, interests and competencies.



1.2.
Active selfobservation



I don't trust myself; I don't understand my behavior, thoughts and emotions; I do not know how to control them.



I don't always trust myself, sometimes I don't understand my behavior and thoughts; I can recognize basic emotions and understand only some of their causes.



I strengthen or have high self-esteem; I recognize my thinking and behavior models, I am able to recognize, name and control my emotions.



1.3.
Free
artistic
expression



I find it difficult to get involved in the creative process; I do not trust my creative abilities; I am not satisfied with the creative result; I have no competencies to reflect on the process and the result.



I get involved in the creative process slowly; I refine the tasks, worry about the result and I don't trust myself in reflection.



I am easily involved in the creative process; Im able to complete a creative product and reflect on it in detail. I am satisfied with the result.



CREATIVE PROBLEM SOLVING





CREATIVE PROBLEM SOLVING



2.1. More organized thinking



I find it difficult to organise my thinking and I get easily distructed by emotions, or other internal/external factors.



I can think of certain aspects, but
when it comes to
important/urgent problems, I
feel insecure.



I can organise my thinking in an efficient way, and I feel confident that I've considered every angle, without being influenced by my emotions.



CREATIVE PROBLEM SOLVING

2.2.
Stronger
interperso
nal skills



I am not a good listener and I feel insecure when it comes to answering questions.



I can be a good listener, but when it comes to conflict resolution I don't fell capable of handling the situation.



I consider myself
persuasive, eager to help
when others need support,
and more confident to
resolve conflicts when they
arise.



CREATIVE PROBLEM SOLVING

2.3.
Improved creativity



It don't feel creative at all. I prefer to stay close to my default positions and approaches.



I am aware of my creativity, but I am afraid of stepping out of my comfort zone.



I am fully aware and I can manifest my creativity it different ways, taking into account the different opportunities and analysing different perspectives.







3.1.
Feeling
comfortable
in front of
an audience



I feel shy and introvert in front of people I don't know.Others' judgement make me feel uncomfortable



I can speak in public but still need to gain confidence.
depending the situations I can take initiatives.



I feel comfortable in front of an audience and that makes me feel empowered. I know how to gather people with my speech.



0%



100%

3.2.
Boost
oneself
creativity

It's difficult for me to improvise or express my imagination without specific instructions.

I'm afraid of being ridiculous.

I am creative but sometimes it's difficult to express myself. This kind of exercice boost my creativity and I like it.

Improvisation and mime are funny challenges for me. I catch this opportunity to push myself.



3.3.
Gaining
verbal/non
verbal
communication
skills



I find difficult to express my ideas and connect them to a non verbal communication. I feel too shy to associate versbal and non verbal communictaion to improvise.



I feel comfortable in speaking or acting/miming but both together are challenging for me. This exercice push me out of my boundaries. I feel great to structure my imagination on stage.



I can manage both verbal and non verbal communication when I improvise. It's natural to me.



STORYTELLING – EXPRESSING ONE'S CULTURAL IDENTITY





STORYTELLING — EXPRESSING ONE'S CULTURAL IDENTITY

4.1.
Cultural
identity selfawareness



I am not able to identify any element of one's cultural identity.



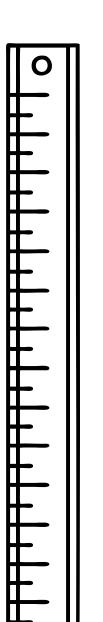
I am able to identify cultural identity elements and different layers.



I am able to identify cultural identity elements and layers and how these influence the way I communicate, react and interact with different cultural identities.



STORYTELLING — EXPRESSING ONE'S CULTURAL IDENITITY









4.2. Verbal cultural expression I find it difficult to express my cultural identity using words.

I can name and share verbally aspects of my cultural identity.

I am able to express my cultural identity through different creative formats.



STORYTELLING — EXPRESSING ONE'S CULTURAL IDENTITY

4.3. Storytelling



I find it hard to relate a tale to an audience through voice and gesture.



I can share a short tale to a small audience, using my voice.



I am able to organise well and tell a complex story to any audiences, developing characters with thoughts, feelings and actions.











100%

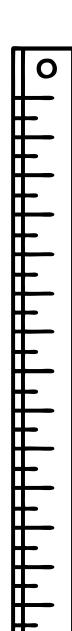
5.1.
Creative
Thinking and
Problem
Solving

I find it difficult to come up with alternatives/solutions and identifying the problem at stake.

I can create and think of ways how to solve a problem to some extend.

I am able to think outside the box and come up with solutions for the given problem.











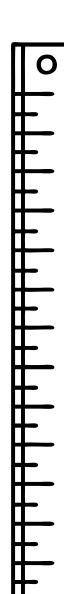
5.2.
Cultural
expression and
identity

I am not able to express my culture and my own cultural identity.

I am able to identify and express my cultural identity to some extent.

I can easily express myself and my cultural identity, together with how it can affect my way of thinking and my ways of acting upon different situations.







50%



5.3. Musical expression I find it very difficult to
express a feeling or an
emotion through a musical
approach or a rhythm

I can associate music and rhythms to different states of mind/emotions but I can't fully express myself with it

I can use musical and rhythmic approaches to express myself, a situation, a state of mind or emotions.









0%

50%

100%

6.1. Web designing skill I don't know how to create a website. I don't know any web design softwares.

I know where I can creative a website. But not sure how to build it up. Also, I'm aware of how to improve my web design skills.

I am able and have the knowledge how and where I can create a website and how to design it. This knowledge I can use in my everday life.



6.2. Creative CV writing skill



I don't know how can I make my CV in a creative why. Not sure about the difference between the traditional CV and a Creative CV.



I know the difference
between the traditional CV
and Creative CV. I know some
tools wich can help me to
create it.



I am confident in making my own Creative CV, and know which tools I can use. I know how to use the elements of traditional CV in my creative CV.







50%



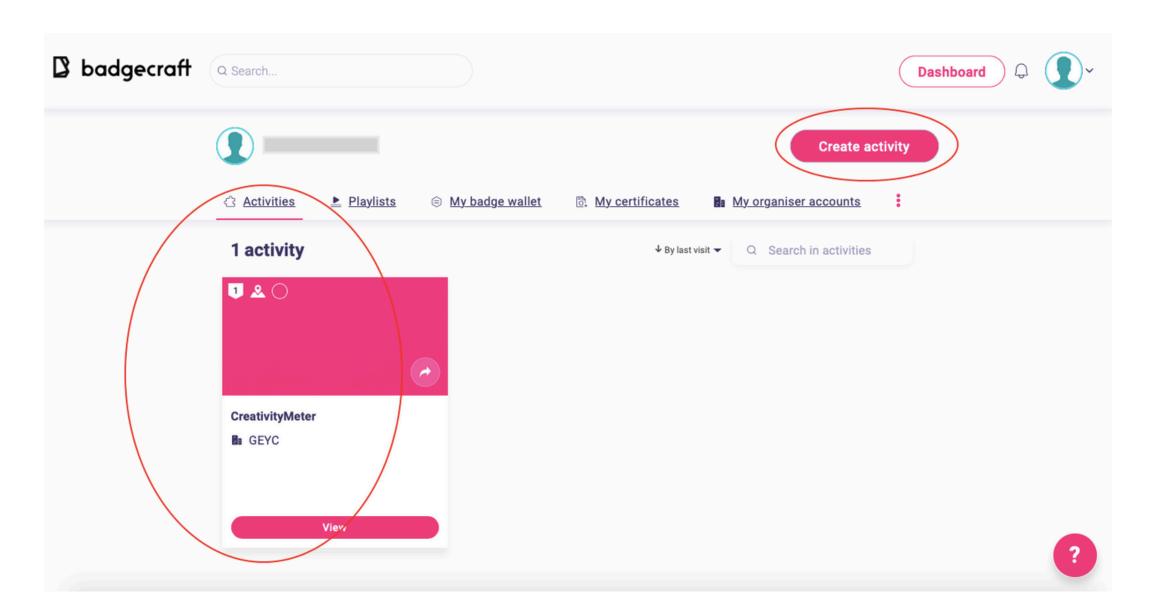
6.3. Video making skill I don't know how to produce video. I don't know any video editing softwares. I have some ideas how to make a video, but I'm not confident enough in my skill.
But I know how I can develop my video production skills.

I am able to create a video. I feel confident enough to create a 3-5 minutes long video. I'm confident in my video production skills.



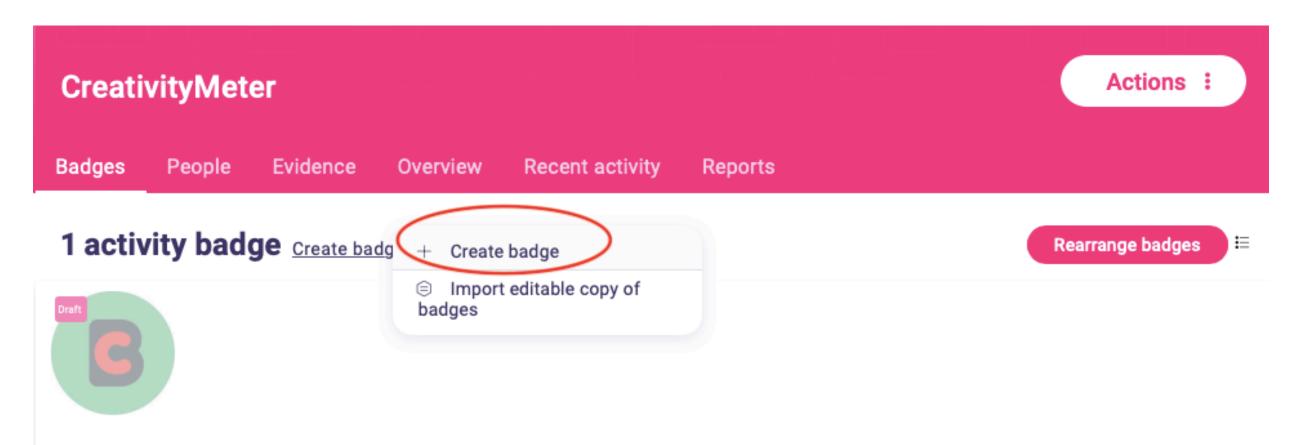
To issue the CreativityMeter badges after you implement the activities, follow these steps:

- register at https://www.badgecraft.eu/
- from your Dashboard, click on *Create activity* and create your *CreativityMeter*.



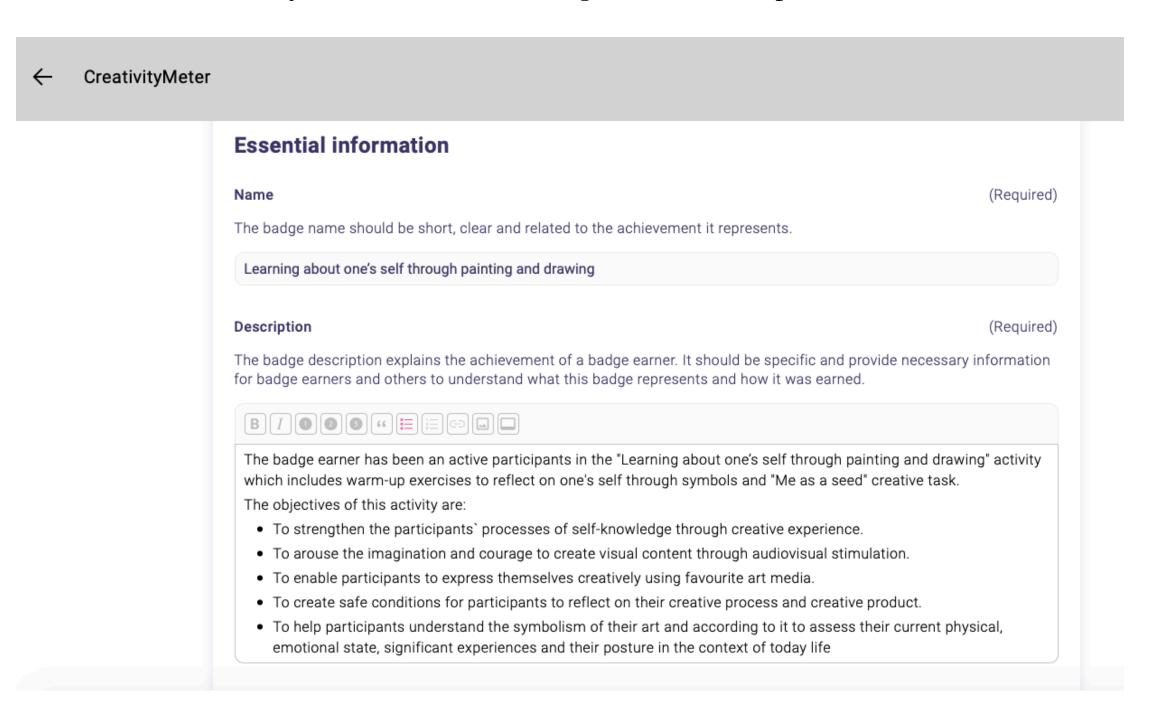


- From Activities in your Dashboard, click on View
- Choose *Badges*
- Click on *Create Badge*



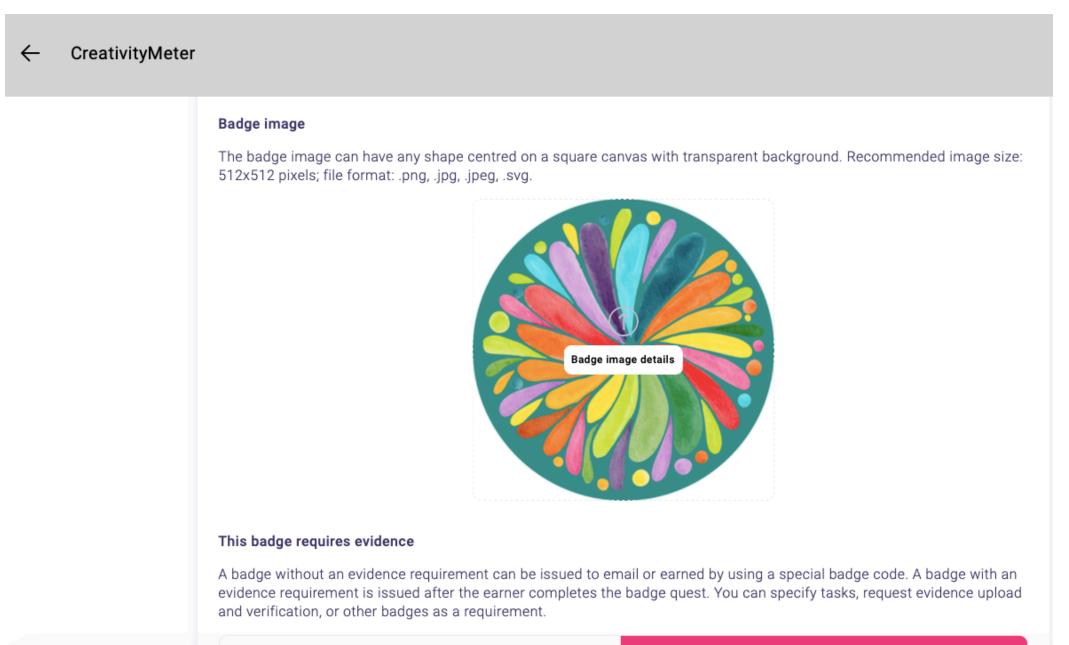


• Fill in the necessary information of the badge (*Name*, *Description*)



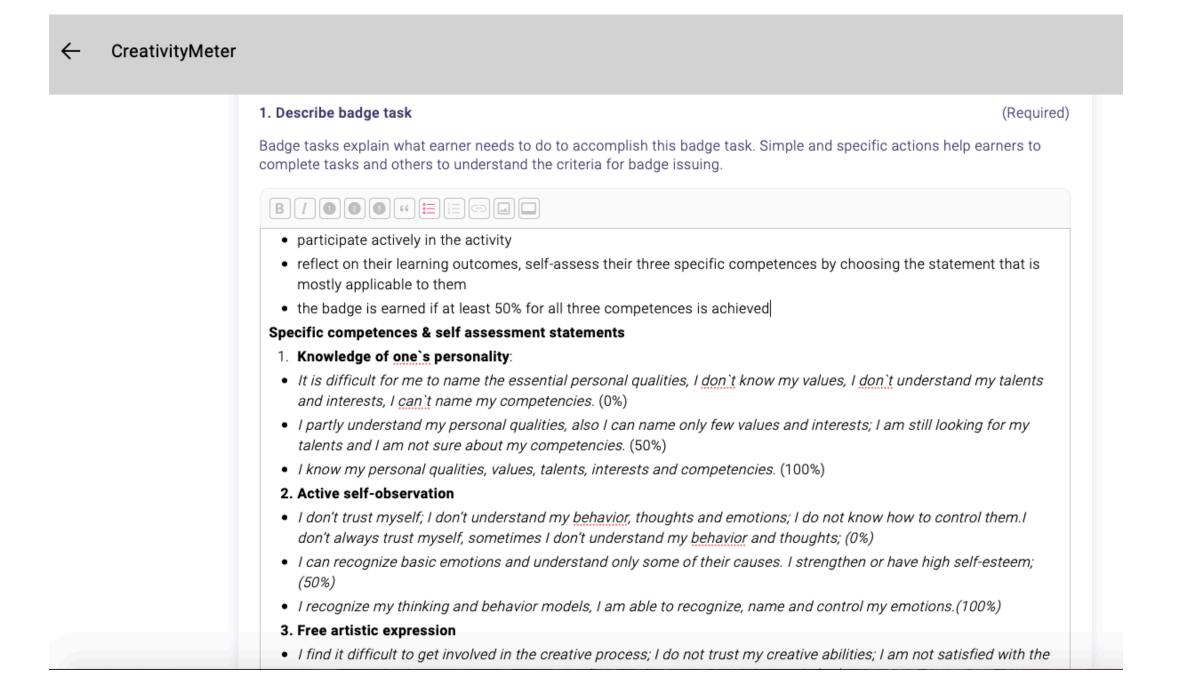


• Upload the badge image.



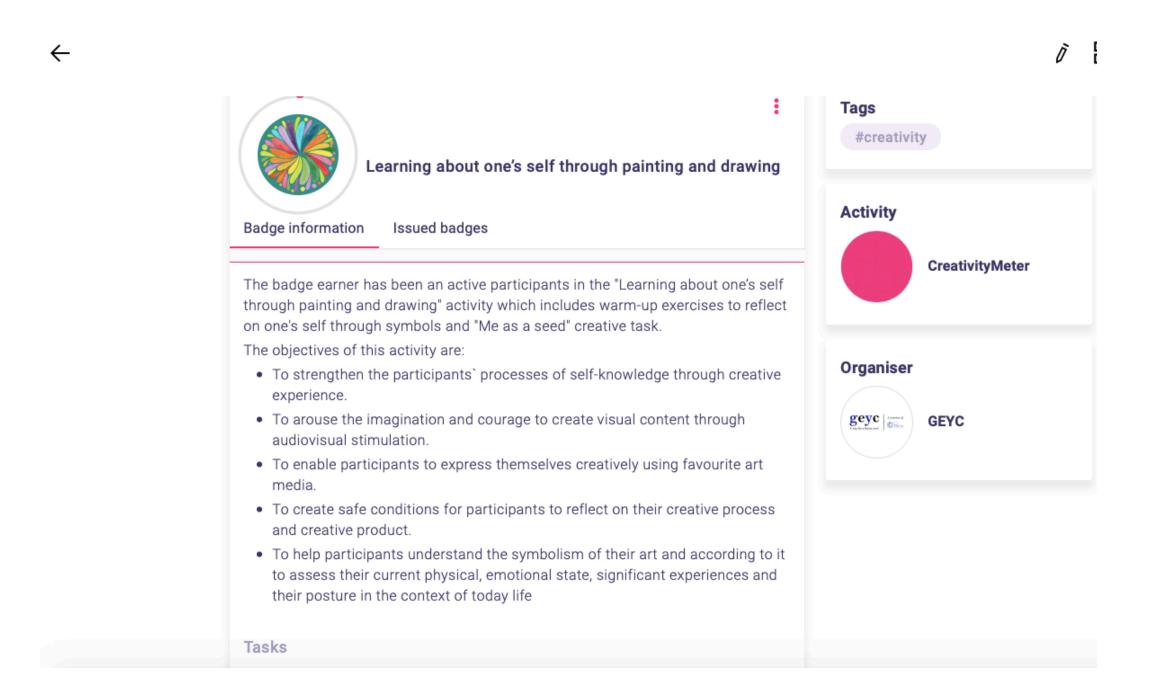


• Describe the badge task, including the self-assessment statements for the three specific competences, to be chosen by the earners.



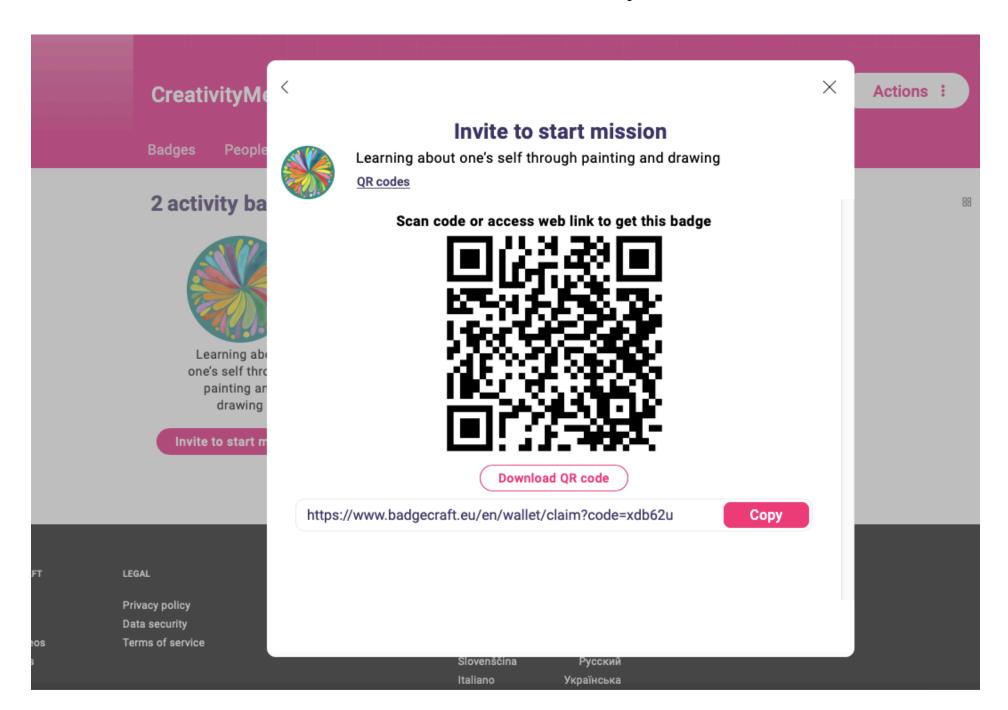


• After you click on *Publish* the badge will be available in your Dashboard.



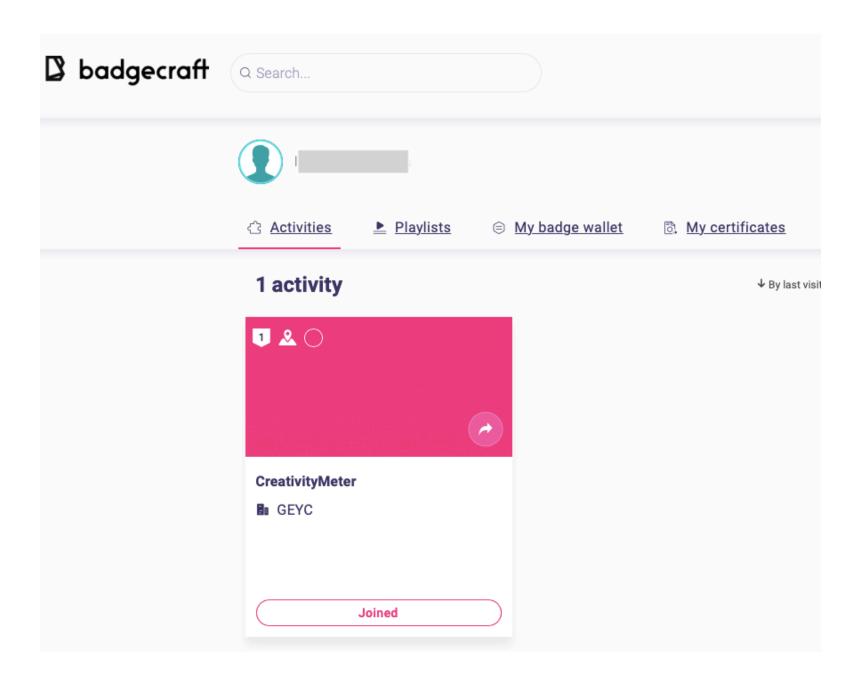


• To issue it, click on *Invite to start mission* and you will be able to share a link or a QR code for the badge earners.



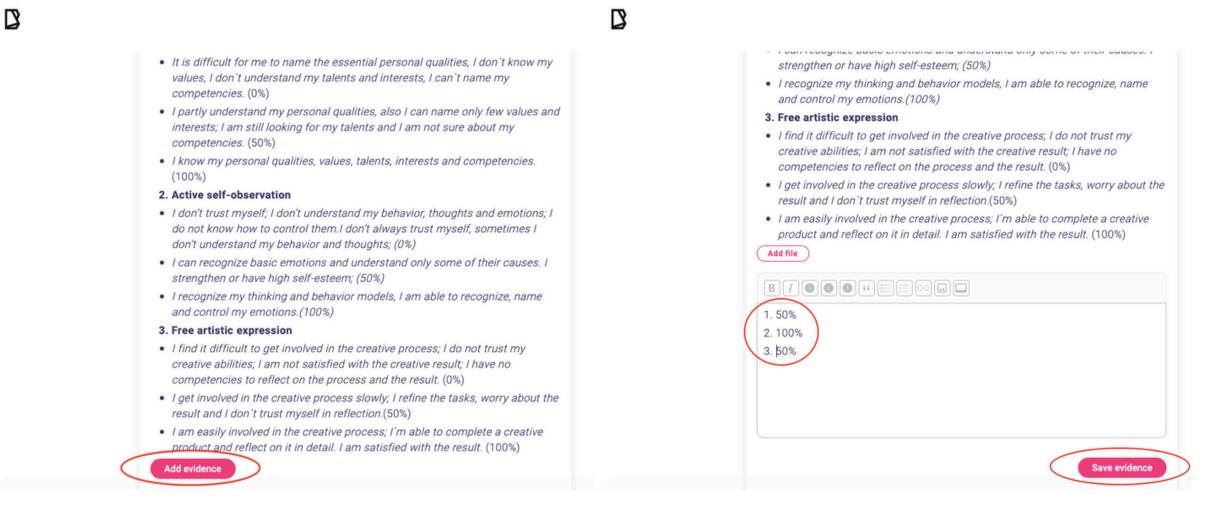


• After clicking the link or scanning the QR code, the badge earners will be able to register to join your activity and get their badge.



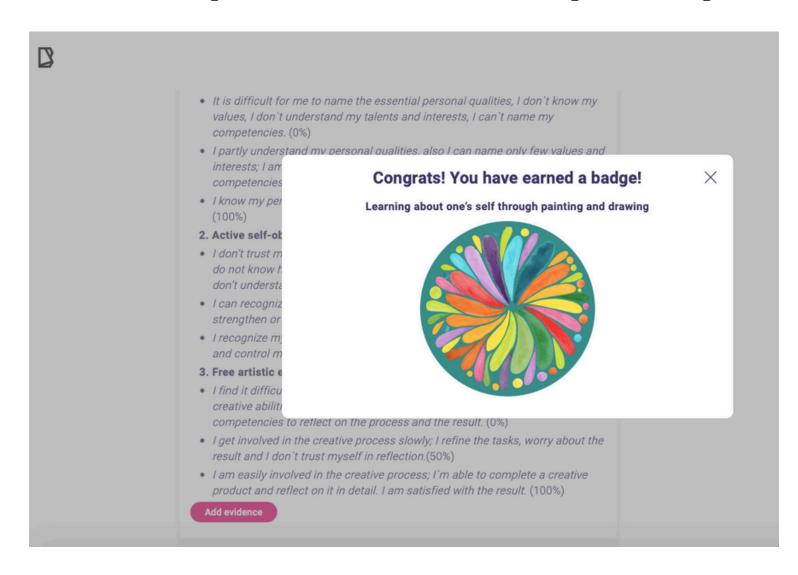


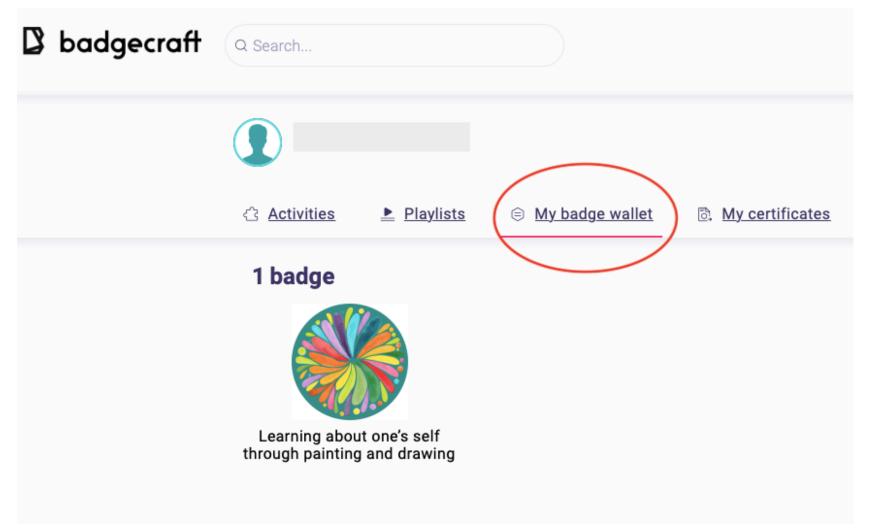
• Badge earners will have to click on *Add evidence* and write in a comment the % or the statements that are most applicable to their situation.





• After saving the evidence, the earner will get the badge and will be able to see it in their wallet.









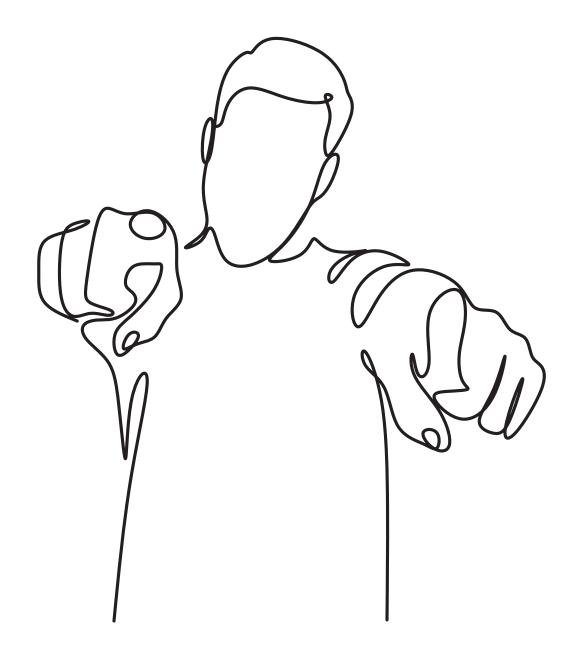
- The tool can be used by various stakeholders in the cultural field. For example, in NGOs:
 - Youth workers can integrate the proposed methods in their programs and guide participants to boost their creativity, become more aware of their cultural identity and discover themselves and others through different creative expressions.
 - The activities can link to workshops about self-discovery, art, creativity, identity, cross-cultural communication, etc..
 - Assessing the outcomes through the self-reflection tool will help both youth workers and youth to get to know the impact of their work.





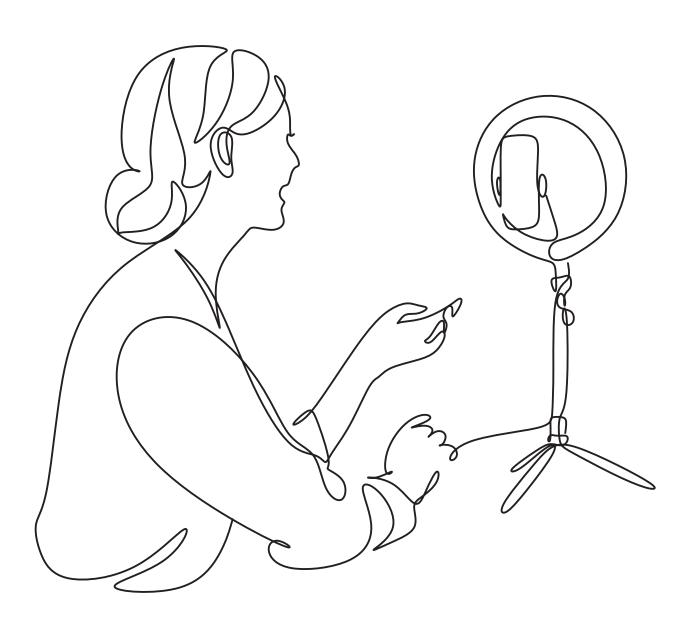
- In cultural institutes the tool could:
 - Bring new approaches to how cultural identity and crosscultural communication is understood and addressed.
 - Use various forms of creative expressions to learn about other cultures .
 - Assess how these competences were formed and where they could actually use those.





- In theatre schools is often difficult to assess the achievements, besides creating a final performance to finalize the classes, which often is not debriefed:
 - Using this tool would help the trainers support their participants to become more aware of when, why and how they developed their creativity competences throughout the process.
 - Diversifying the methods used, by using various forms of expressions can bring new ways of thinking and learning and unleash creativity.
 - Assessing the competences can help participants reflect and use their take-aways in a more effective way, for example understanding in which situations they could use these skills and experiences.





- In music schools the focus is often only the voice (or musical instruments), however:
 - Using this tool would bring different ways of expressing creatively which could help students become not only better musicians or performers, but also capable of using their creativity in effective ways besides that..
 - Assessing the competences cna help participants reflect and use their take-aways in a more effective way, for example understading in which situations they could use these skills and experiences.





- In case of museums, the tool could be useful to:
 - Engage with public in a systematic and comprehensive way, offering not only an experience to gain some knowledge but also a chance to boost one's own creativity.
 - Organize interactive sessions using different types of media and artistic expression.
 - Assess how the outcomes impact the visitors.



RESOURCES

- THE SEED // Inspirational Short Film: https://www.youtube.com/watch? v=sVPYIRF9RCQ
- Time Lapses Of Seeds Growing: https://www.youtube.com/watch? v=ECibetK2EYI
- Notes and questions for reflection and interpretation: https://ibb.co/2nS3QRP
- Silverstein, D., Samuel, P., & Decarlo, N. (2009). The Innovator's ToolKit: 50 Techniques for Predictable and Sustainable Organic Growth. Wiley.
- De Bono, E. (1985). Six Thinking Hats: An Essential Approach to Business Management. Little, Brown, and Company.
- https://www.careers.ox.ac.uk/cvs-for-creative-careers
- https://websitesetup.org/web-design-software/
- https://99designs.com/blog/video-animation/video-production-process/
- https://www.oecd.org/pisa/innovation/creative-thinking/
- https://www.badgecraft.eu/





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