

The table of fears and expectations

Duration

45 MINUTES

Objectives

- IDENTIFY AND ALLOW THE EXPRESSION OF EXPECTATIONS AND FEARS REGARDING THE PROJECT.
- REASSURE THE PERSON CONCERNED ABOUT THE FEARS EXPRESSED.
- PRODUCE A WRITTEN DOCUMENT SUMMARISING EXPECTATIONS AND FEARS FOR USE THROUGHOUT THE PREPARATION PHASE, AS WELL AS DURING AND AFTER THE PROJECT.

Process

1. Ask the Pip to write on coloured post-its his/her fears and obstacles in relation to the project and on coloured post-its his/her expectations.
2. Ask the Pip to present his/her fears and obstacles with regard to the project. The post-its can be put on a board with 2 columns (fears/expectations). The tutor can group the post-it notes into broad categories if necessary.
3. Then ask the participant to explain his/her expectations.
4. Don't hesitate to ask questions or rephrase to make sure you have understood their expectations and fears.

To go further

What to do about these fears and obstacles:

Be aware of them, welcome them. Don't try to erase them. This will make it possible to set limiting criteria which will help to better guide the Pépin's project. The tutor can also work with the youngster to identify ways of getting round them.

What to do with expectations:

The expectations of the Pip will make it easier to guide the project. The partner, its activities, its areas of work and the people it supports will have to meet these expectations. The tutor can also analyse these expectations to check that they are not too ambitious, inadequate or unrealistic, and to avoid frustrating the Pip.

Resources

- ♦ POST-IT NOTES IN TWO DIFFERENT COLOURS
OR
- ♦ WHITE SHEETS OF PAPER AND COLOURED MARKERS
OR
- ♦ SHEETS OF PAPER IN 2 DIFFERENT COLOURS.

SHORTLY : COLOURS!

Facilitated in groups of 2 or / Pips

Facilitated with a group, this workshop helps to move from individual expectations and fears to collective expectations.

Ask everyone to write down their fears and obstacles in relation to the project on coloured post-it notes, and their expectations in another colour.

Suggest that the post-it notes be used to create a joint document. Stick all the post-it notes on a board with two columns: fears on one side and expectations on the other.

Ask each participant to present their post-it notes. Make sure that each person is clearly understood by the others. Do not hesitate to question each person. Rephrase certain points if necessary.

At the end of the workshop, the group will produce a document that will serve as a reference and a guarantee that everyone's expectations and fears have been taken into account.

An obstacle to the project may disappear, be overcome or become a motivation. In this case, it's simple: you just want to change the colour or place of the post-it. The opposite is more complex. When an expectation becomes a hindrance and you have to state it and see it written down: it's a challenge that has to be met quickly so that this new hindrance doesn't become a blockage!

