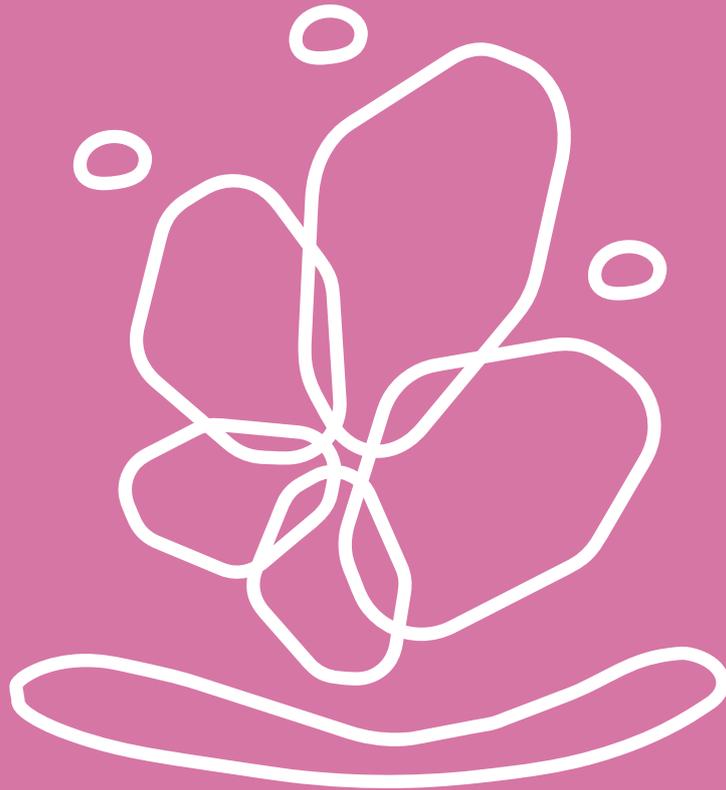


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nvc with teenagers

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programme name:

"Colors of understanding" - workshops for youth workers to introduce nonviolent communication to teenagers

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-

analysis of the context:

[How is the situation now? What is the challenge?]

Among teenagers in the Chernihiv region (Ukraine), there is a growing level of bullying, aggression, and physical conflicts, which manifest in frequent fights and verbal abuse. One of the key reasons is the increased level of anxiety caused by the ongoing military actions and instability, which significantly affects the emotional state of young people. Many teenagers lack the skills to express their feelings constructively and to resolve conflicts without violence, which leads to escalation of conflicts in schools, neighborhoods, and online environments.

This programme was designed to address the above challenge by implementing training on Nonviolent Communication to develop empathy, constructive communication skills, and peaceful conflict resolution techniques. Boosting skills in NVC could contribute to reducing aggression levels and creating a safer environment for young people. The training will be offered to youth workers and educators working with teenagers, so that they can get fundamental knowledge and skills in Nonviolent Communication and multiply them in their work with young people.

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target group:

[For whom is the programme? Who will be participating?]

Direct group: youth workers, educators, teachers, and social pedagogues from the Chernihiv region, who are willing to explore new methods for educational activities multiplying the nonviolent communication principles.

Indirect group: teenagers, 13-17 year old from the Chernihiv region who:

- want to better understand themselves and their emotions;
- wish to communicate more effectively and safely with peers, parents, and teachers;
- participate in youth initiatives, educational events, school self-government, or are simply interested in personal development.

learning objectives:

[Which competences of your participants you want to develop?]

The aim of the programme is to promote the development of Nonviolent Communication (NVC) competences among teenagers in the Chernihiv region through preparation of youth workers to independently facilitate the nonviolent communication (NVC) quest-workshop for young people by providing them with methodology and facilitation practice.

The objectives of the programme are:

- to gain understanding of the key principles and steps of nonviolent communication and the role of the trainer/facilitator in running introduction workshop on NVC;
- to practice application of NVC in the context of youth work and to use it as a tool to transform conflicts without using violence;
- to become familiar with the detailed structure of the quest-workshop and the methodology of each of its elements;
- to gain the capacity to accompany participants in their journey to become more aware of their emotions and needs and to learn how to express themselves without aggression, blame, or silence;

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- to equip youth workers with set of materials (facilitator's guide, session templates, and NVC cards) to multiply gained competences in a way adapted to their context;
- to facilitate at least 3 workshops with mentoring support and guidance;
- to establish ongoing cooperation with youth workers for experience-sharing and long-term integration of NVC principles into their educational practices.

The programme's content is inspired by the work of Dr. Marshall Rosenberg and the Center for Nonviolent Communication.

methodology and sessions:

[What will be inside your programme? How will you make sure it is long term and not a one time workshop?]

The project combines visual, auditory, and tactile methods, which allows participants to absorb the material more deeply by engaging different channels of perception. It includes methods such as drawing (for expressing emotions), role-plays (modeling real-life conflict situations), discussions and reflection (analysing experiences, recognizing behavioral patterns, and exploring solutions).

The programme consists of the following sessions:

Session 1: Introduction. Introduction to the program and organizers, getting to know each other, sharing expectations, and agreeing on group norms.

Session 2: Basics of NVC. Introduction to core principles of Nonviolent Communication (empathy and connection) and its 4 steps: observation, feeling, need, and request. Discussion on why it matters in youth work? (see inspiration in communication canva "NVC circle" by Co.Wonders)

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Session 3: Overview of the methodology and quest format. Discussion “Why games work in education?” The facilitator’s role in the quest. Understanding team dynamics.

Session 4: Experiencing the quest “Colors of understanding. Exploration of a simplified version of the quest including key differentiations: observation vs. judgment, feelings v. thoughts, needs v. strategies, requests v. demands (see inspiration: session outlines).

Session 5: Debrief & methodological commentary. What’s behind each activity? Where resistance may arise. Analysis of each step: goals, methodology, common challenges. Q&A session.

Session 6: Planning & adaptation. How to tailor the workshop to your context (age group, group size, duration). What to prepare for implementation.

Session 7: Final reflection. Closing circle: insights, takeaways, feedback. Sharing contacts and resources.

All the youth workers will be equipped with educational materials to further use in their activities (materials available in the inspirations part).

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format and timeframe:

The project is planned to take place offline in Chernihiv in cooperation with local educational and youth institutions (12 hours of educational sessions are planned).



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evaluation:

[What will be the impact/change you would like to see? How to measure it?

The expected impact on the **direct participants** is:

- 20 youth workers are equipped with tools on how to develop skills of nonviolent communication with teenagers;
- each youth worker implements at least one activity about NVC in their practice.

The expected impact on **indirect group** (teenagers) is:

- ability to identify basic emotions and link them to (un)met needs;
- understanding and application of the 4 elements of NVC (observation – feeling – need – request);
- ability to formulate requests instead of demands using “I-messages” and respectful language;
- boosted empathy level and listening skills;
- reduced emotional tension by engaging in creative self-expression in a safe space;
- raised level of confidence in communicating with peers, family members, and teachers through practical experience in safe dialogue.

The impact is planned to be measured before and after conducting the training by:

1. **surveys:** assessing changes in participants' knowledge, attitudes, and skills related to Nonviolent Communication (NVC)
2. **observation:** assessing participants' engagement levels and changes in communication during practical exercises and analyzing participants' reflections and comments during tasks.
3. **feedback:** collected from participants regarding changes in their personal behavior after the workshop.

inspirations & further readings:

- **Book:** M. Rosenberg “Nonviolent Communication: A Language of Life”
- **Website:** [Center for Nonviolent Communication](#)
- **Resources:** [Communication canvas by Co.Wonders](#)
- **Resources:** [NVC cards in Ukrainian and other languages on website of Co.Wonders](#)
- **Resources:** [sessions outlines to introduce quests on NVC with teenagers](#)



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