



# Buddy Card

## **Holding space**

- What do you need to feel safe enough to share?
- What can you offer the other person to create that space?
- Agree that what is shared stays between you.

## **Check-in**

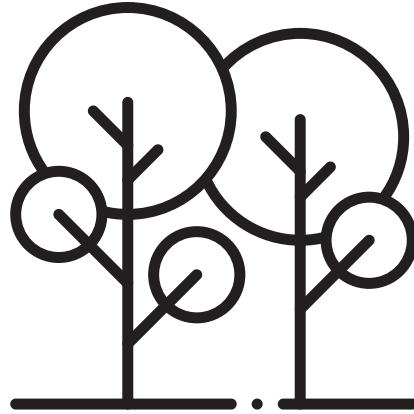
- Look around you. What do you notice in nature?
- Where in nature do you feel most connected right now?

## **Invite your buddy into the learning zone**

- What is your challenge?
- What is your need?
- What could be a first step?
- Who or what can support you?

## **Reflection**

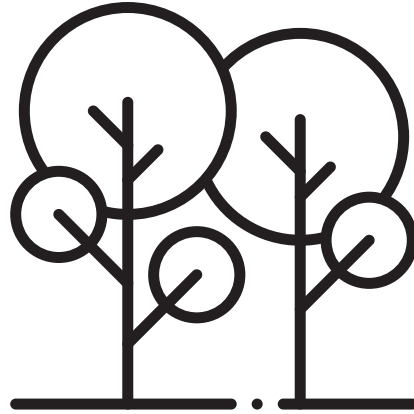
- What do you take away?
- What are you going to do?



# **Utilitarian**

## **(Use / Resource)**

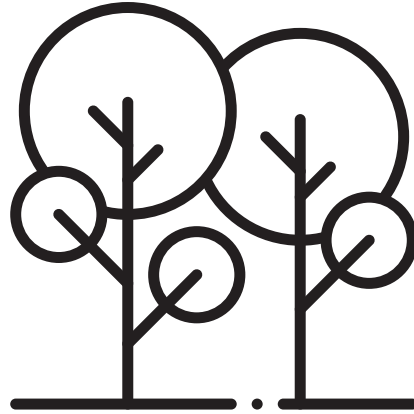
- Nature as something we use
- I depend on nature and use what it provides
- food, materials, energy



# **Naturalistic**

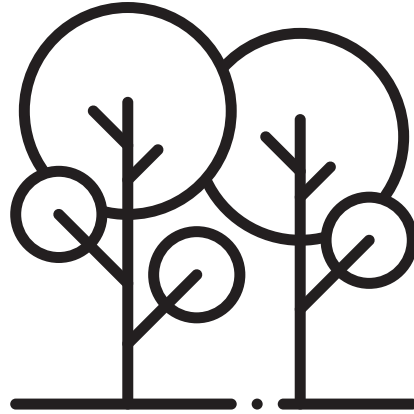
## **(Being outdoors)**

- Nature as a place to be
- I feel good when I'm outdoors
- rest, movement, recharging



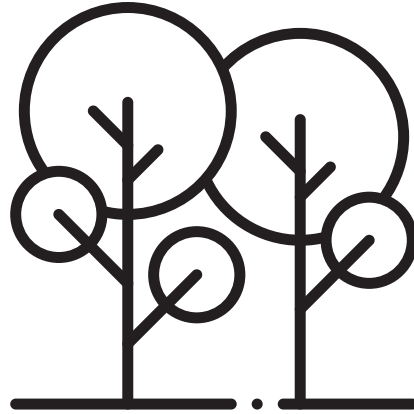
# **Ecological / Scientific (Understanding nature)**

- Nature as a system to understand
- I want to understand how nature works
- climate, ecosystems, connections



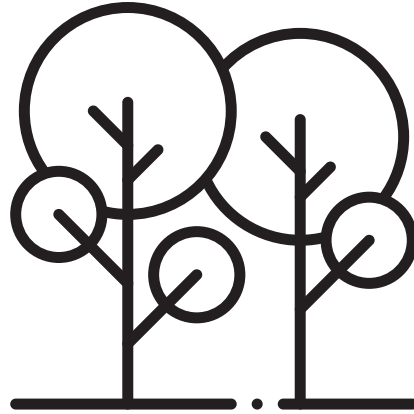
# **Aesthetic (Beauty)**

- Nature as beauty
- I notice how beautiful nature is
- landscape, colors, silence



# **Symbolic** **(Meaning & stories)**

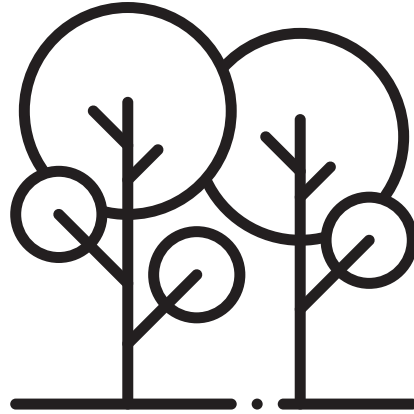
- Nature as a source of meaning
- I find meaning and stories in nature
- symbols, art, inspiration



# **Humanistic**

## **(Care & connection)**

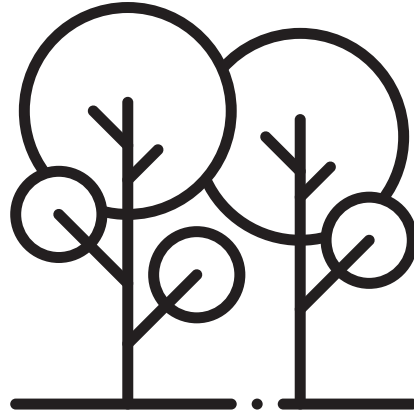
- Nature as something to care for
- I feel love for nature and animals
- protecting, helping, caring



# **Moral (Responsibility)**

- Nature as a responsibility
- I feel responsible for taking care of it
- care, fairness

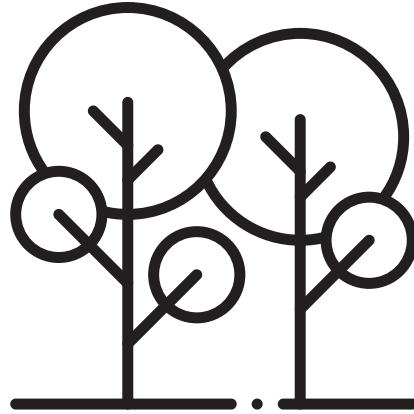




# **Control**

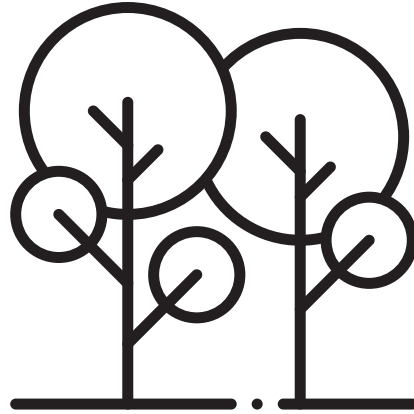
## **(Managing nature)**

- Nature as something we try to manage and control
- I want to influence what happens
- solutions, design, intervention



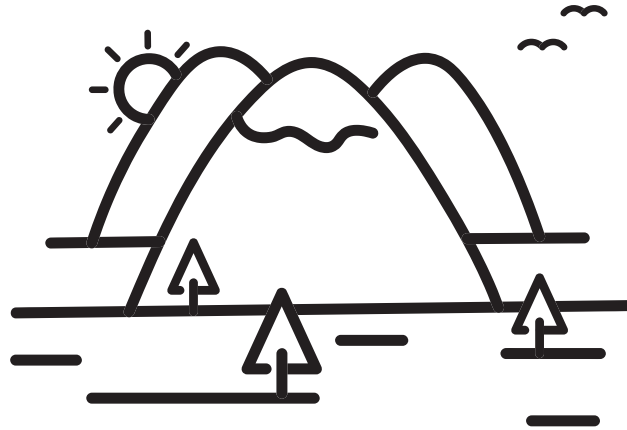
# **Negativistic** **(Discomfort/distance)**

- Nature as something I feel distant from
- I feel uncomfortable in nature
- fear, discomfort, disconnection



# **Spiritual** **(Connection to something bigger)**

- Nature as something I am part of
- I feel connected to something bigger than myself
- peace, meaning, belonging



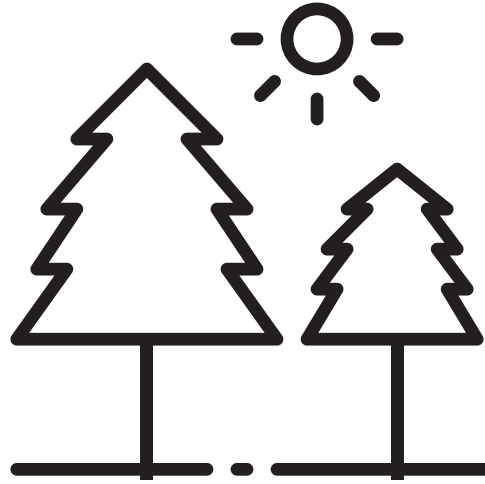
# Mountain

## ECOLOGICAL PRINCIPLES

- Stability, overview, long timescales, and elevation.
- Mountain systems develop slowly and offer a perspective over the landscape.

## HUMAN QUALITIES

- Strength, perseverance
- Vision and direction
- Adventurous



# Forest

## ECOLOGICAL PRINCIPLES

- Interconnectedness and diversity. Forest provides shelter and complexity.
- Forests function through complex networks of cooperation between many species.

## HUMAN QUALITIES

- Connection
- Sensitive, drawn to depth
- Relational thinking

## INNER LANDSCAPE



# Island

### ECOLOGICAL PRINCIPLES

- Small, interdependent ecosystems, limited resources, perseverance.
- Islands stand on their own, but need to orient outward in order to grow.

### HUMAN QUALITIES

- Strong social bonds, sometimes closed to the outside world
- Duality
- Practical simplicity



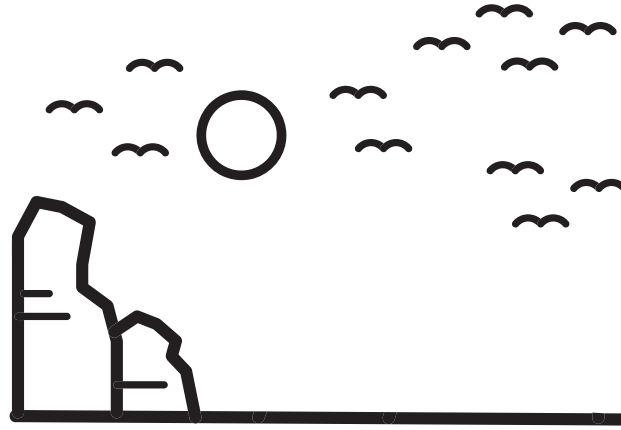
# Sea / Coast

## ECOLOGICAL PRINCIPLES

- Open systems, exchange, and vast biodiversity.
- Seas offer openness and distant horizons, as well as threats. Life moves with the rhythm of the tides.

## HUMAN QUALITIES

- Living with rhythm
- Imagination
- Drawn to adventure
- Needs openness



# Desert

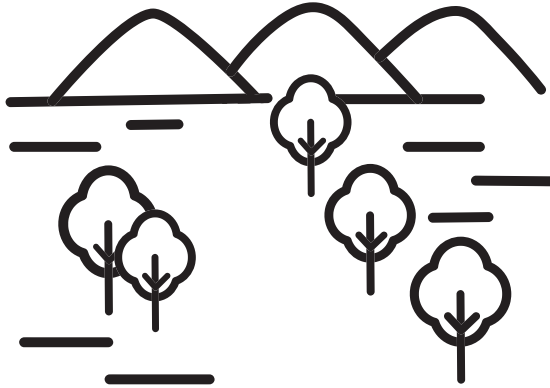
## ECOLOGICAL PRINCIPLES

- Minimalism and efficient use of scarce resources. Silence, simplicity, essence.
- Deserts have large differences between day and night, with unexpected blooming at the right moment.

## HUMAN QUALITIES

- Comfortable being alone
- Appreciates clarity and minimalism
- Quickly sees what truly matters





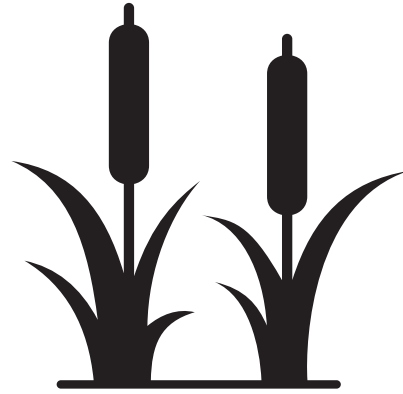
# Grassland / Prairie

## ECOLOGICAL PRINCIPLES

- Dynamics, resilience, and collective systems.
- Grasslands are open, but grasses can also conceal things. They sustain many animals.

## HUMAN QUALITIES

- Enjoys collaboration
- Feels at ease in openness
- Sees the bigger picture



# **Wetlands / Swamp**

## **ECOLOGICAL PRINCIPLES**

- Water-rich transition zones (ecotones) with high productivity and sensitivity.
- Wetlands are crucial for water purification and have rich biodiversity. They slow things down and can draw you in.

## **HUMAN QUALITIES**

- Senses subtle changes
- Intuitive
- Able to work with complexity
- Creativity

## **INNER LANDSCAPE**



# **City**

### **ECOLOGICAL PRINCIPLES**

- Human-made ecosystems with intensive interactions.
- Cities are created by people. There is creativity, dynamics, and a lot of human energy.

### **HUMAN QUALITIES**

- Sees opportunities for innovation and connections
- Social, gains energy from interaction
- Thinks and acts quickly

# **Your Landscape**

**Describe your own landscape based on your experience.**

## **ECOLOGICAL PRINCIPLES**

**(What defines your  
landscape?):**

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## **HUMAN QUALITIES:**

**1)**

**2)**

**3)**

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## **PARTICIPATION LADDER**



**SELF-ORGANISATION**

**CO-DECISION**

**CO-CREATION**

**ADVISING**

**CONSULTING**

**INFORMING**

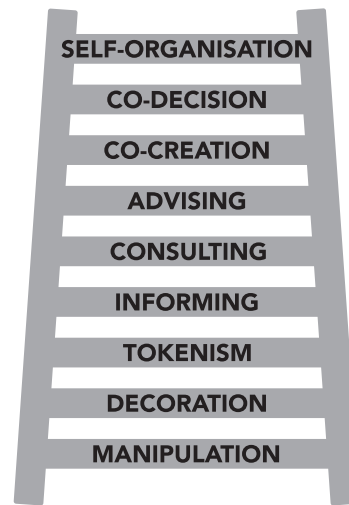
**TOKENISM**

**DECORATION**

**MANIPULATION**

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Self-organisation**

## **PARTICIPANT ROLE**

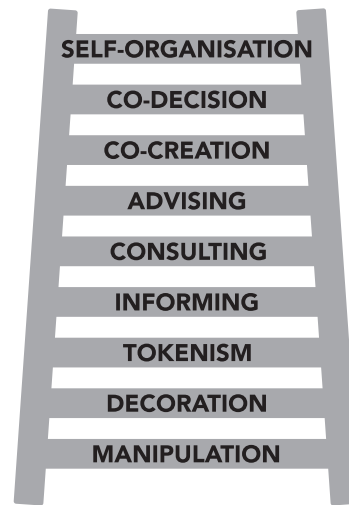
- able and confident to initiate and start activities
- carry out activities independently or with the group
- involve the facilitator in decisions when necessary

## **CHALLENGES FOR PARTICIPANTS**

- confidence and skills to take initiative
- access to space, materials, and resources to take action

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Self-organisation**

## **FACILITATOR ROLE**

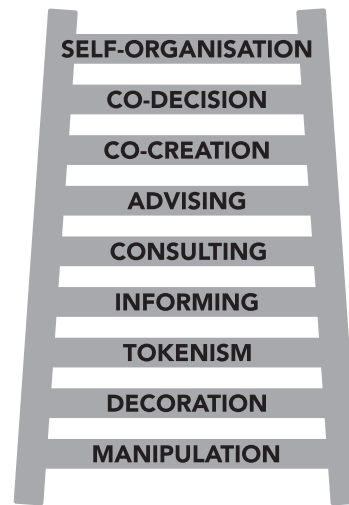
- remains ultimately responsible in youth work
- only steps in when participants ask for it
- provides trust and space
- intervenes only in cases of serious risk

## **CHALLENGES FOR FACILITATORS**

- letting go of control
- asking open, coaching questions instead of filling in
- providing clear boundaries without limiting autonomy

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Co-decision**

## **PARTICIPANT ROLE**

- develop activities together with the facilitator
- share decision-making during implementation

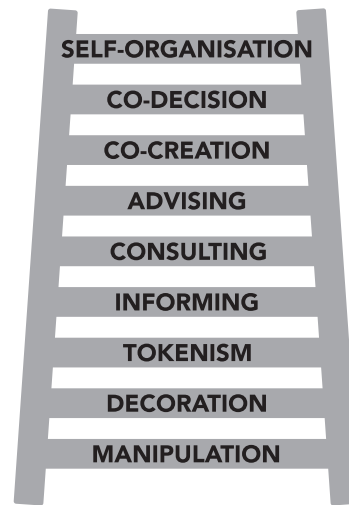
## **CHALLENGES FOR PARTICIPANTS**

- clarity on how decisions are made (e.g., democratic or otherwise)
- equality in dialogue
- safety to make mistakes, learn through experience, and experiment



## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Co-decision**

## **FACILITATOR ROLE**

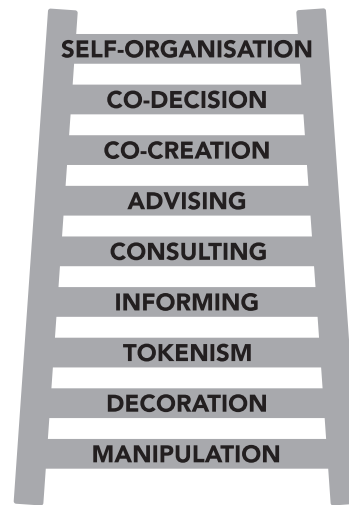
- develops activities together with participants
- supports and coaches where needed

## **CHALLENGES FOR FACILITATORS**

- asking questions in critical situations instead of directing
- turning 'mistakes' into learning experiences

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Co-creation**

## **PARTICIPANT ROLE**

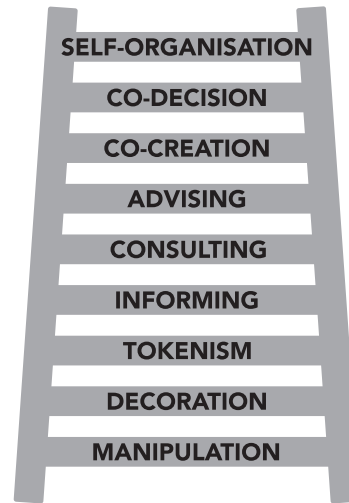
- think and act together at every step
- influence how things are done
- collaborate with others in implementation

## **CHALLENGES FOR PARTICIPANTS**

- clarity about the process and boundaries
- actively contributing based on their abilities
- being seen and valued for their contribution

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Co-creation**

## **FACILITATOR ROLE**

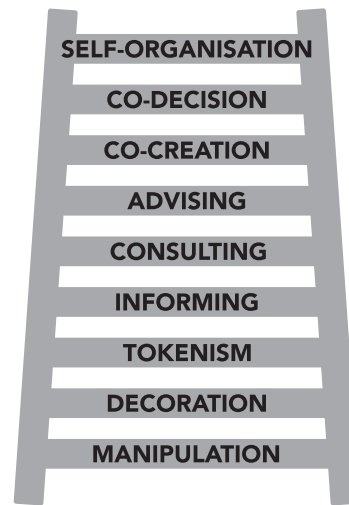
- keeps overview and structure
- safeguards the intended outcome
- values everyone's contribution

## **CHALLENGES FOR FACILITATORS**

- providing structure while maintaining overview
- actively involving and motivating everyone
- observing and listening attentively

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Advising**

## **PARTICIPANT ROLE**

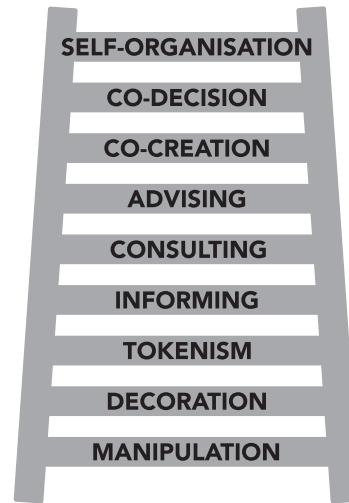
- understand what is happening and why
- give advice when asked or on their own initiative

## **CHALLENGES FOR PARTICIPANTS**

- insight into the process
- receiving feedback on how their advice was used
- dealing with disappointment when advice is not used

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Advising**

## **FACILITATOR ROLE**

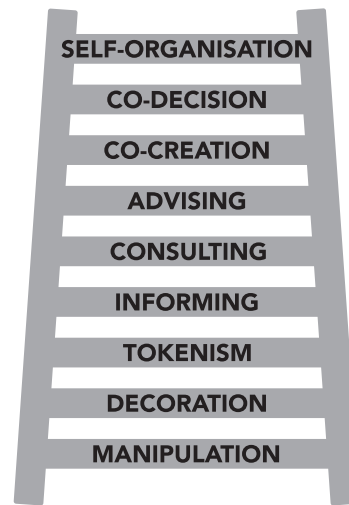
- takes advice seriously
- shows how advice has been used
- ensures implementation of the plan

## **CHALLENGES FOR FACILITATORS**

- listening and asking follow-up questions
- explaining and justifying decisions

## **PARTICIPATION LADDER**

### **PARTICIPANTS**



# **Consulting**

## **PARTICIPANT ROLE**

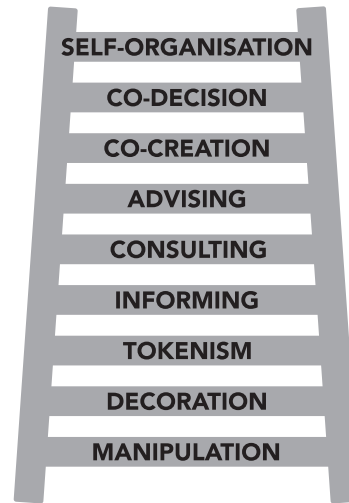
- are asked for input from time to time
- have limited influence

## **CHALLENGES FOR PARTICIPANTS**

- clarity about when and how they can give input
- short and concrete opportunities to contribute
- understanding their limited role

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Consulting**

## **FACILITATOR ROLE**

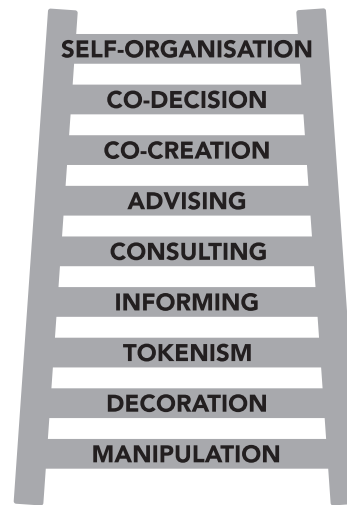
- implements the plan
- decides how input is used

## **CHALLENGES FOR FACILITATORS**

- asking for input in a focused way
- summarising and giving feedback
- acting ethically and taking responsibility

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Informing**

## **PARTICIPANT ROLE**

- receive information about what will happen and when
- have no influence on decisions

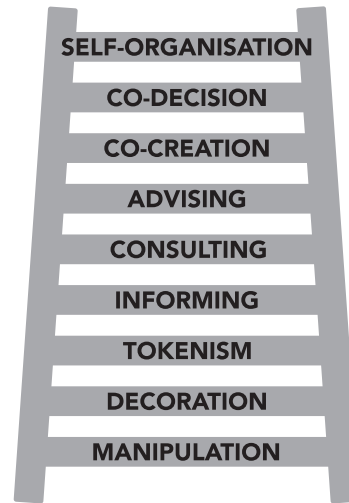
## **CHALLENGES FOR PARTICIPANTS**

- asking for information at the right moment
- asking follow-up questions when things are unclear



## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Informing**

## **FACILITATOR ROLE**

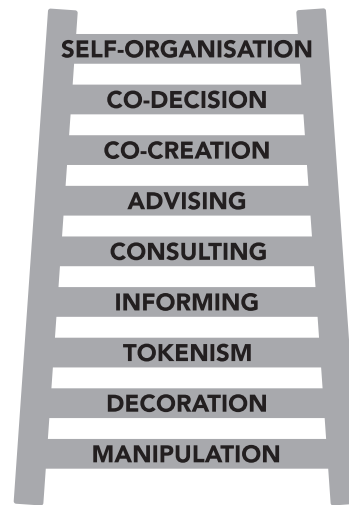
- decides, organises or delegates everything
- communicates clearly and simply

## **CHALLENGES FOR FACILITATORS**

- deciding what information is relevant for participants
- structuring information clearly
- managing expectations

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Tokenism**

## **PARTICIPANT ROLE**

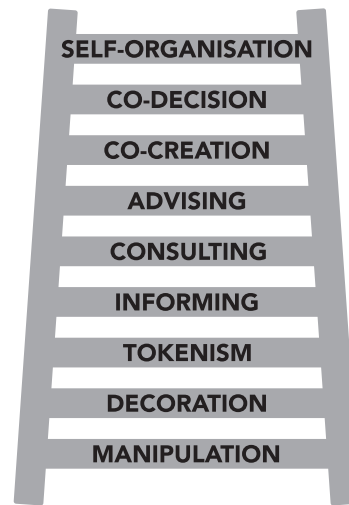
- appear to be involved
- in reality, their input does not change anything

## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
- bringing it up

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Tokenism**

## **FACILITATOR ROLE**

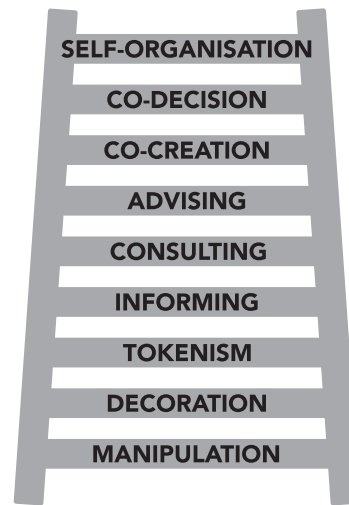
- has already made decisions in advance
- allows input without real influence

## **CHALLENGES FOR FACILITATORS**

- recognising this role in yourself
- reflecting: 'What is this behaviour a solution for?'
- exploring how to move to a higher level on the ladder

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Decoration**

## **PARTICIPANT ROLE**

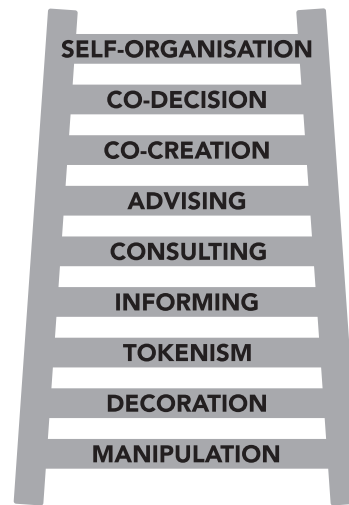
- are involved to make something appear acceptable
- have no influence on content or purpose

## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
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## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Decoration**

## **FACILITATOR ROLE**

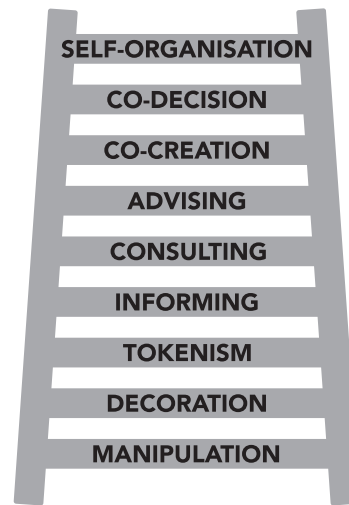
- the activity is already designed by the facilitator
- appears participatory, but in reality is not

## **CHALLENGES FOR FACILITATORS**

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## **PARTICIPATION LADDER**

PARTICIPANTS



# **Manipulation**

## **PARTICIPANT ROLE**

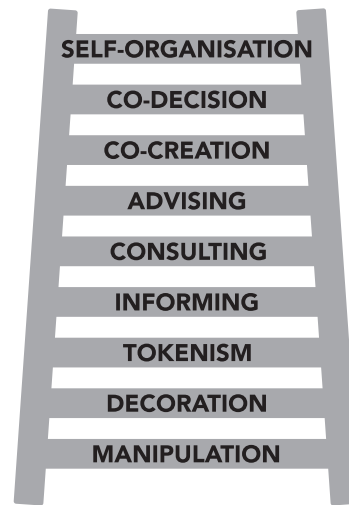
- are not aware of why something is happening or what it is for
- have no insight into purpose or consequences
- follow the facilitator's plan without being aware of it

## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
- bringing it up

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Manipulation**

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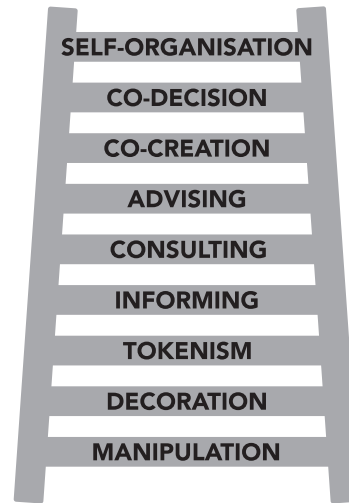
- uses participants to achieve their own goals

## **CHALLENGES FOR FACILITATORS**

- recognising this role in yourself
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## **PARTICIPATION LADDER**

PARTICIPANTS



# **Self-organisation**

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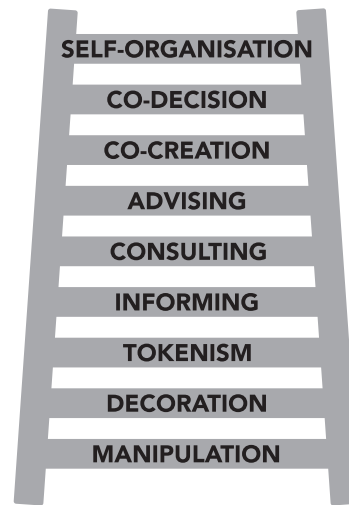
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### **FACILITATORS**



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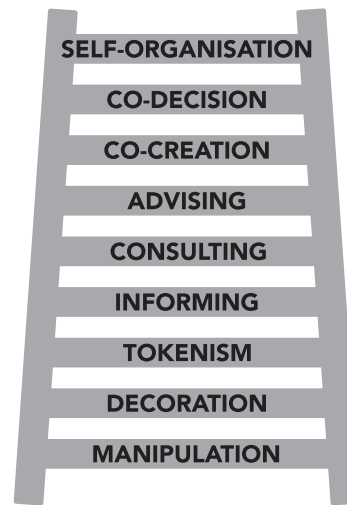
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## **PARTICIPATION LADDER**

PARTICIPANTS



# **Co-decision**

## **PARTICIPANT ROLE**

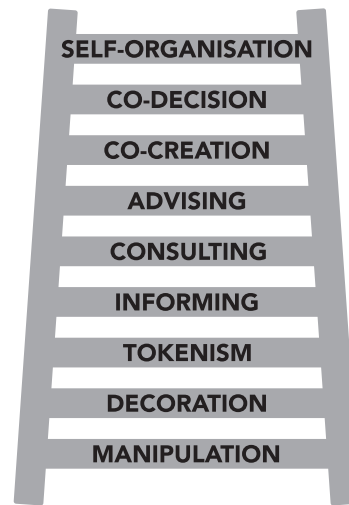
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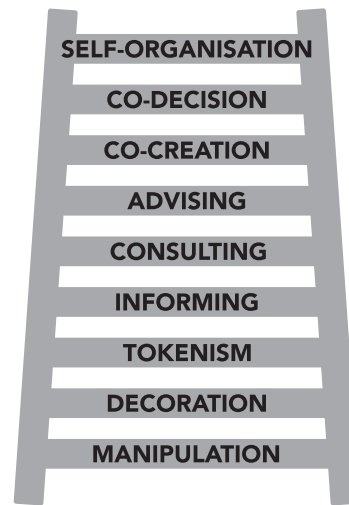
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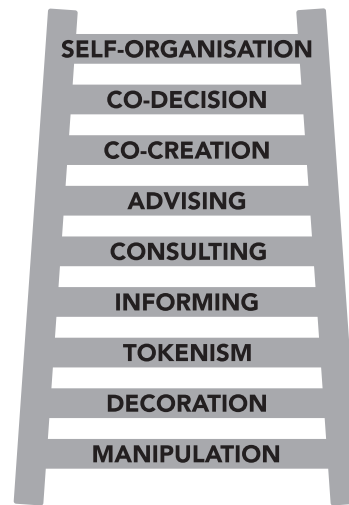
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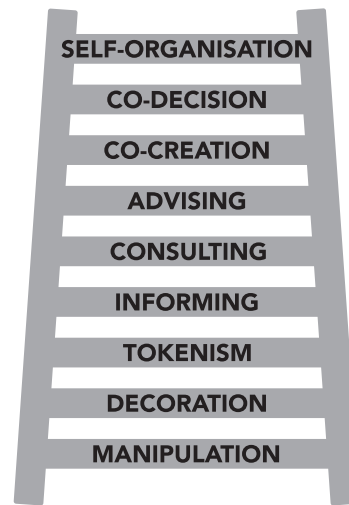
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- providing structure while maintaining overview
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## **PARTICIPATION LADDER**

PARTICIPANTS



# **Advising**

## **PARTICIPANT ROLE**

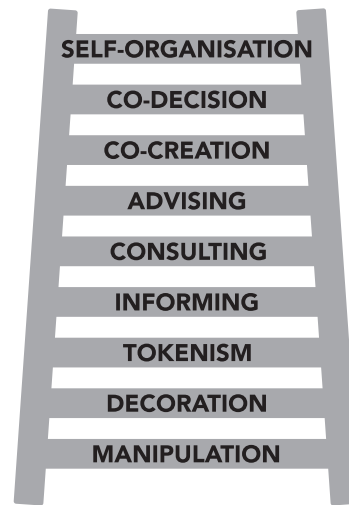
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### **FACILITATORS**



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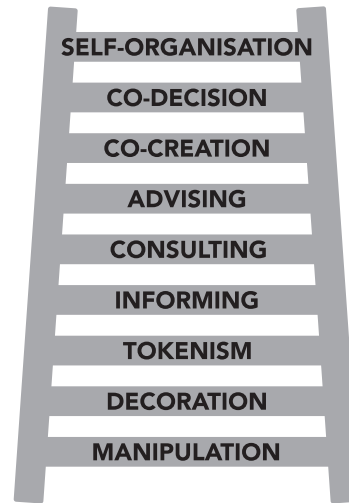
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## **CHALLENGES FOR FACILITATORS**

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## **PARTICIPATION LADDER**

### **PARTICIPANTS**



# **Consulting**

## **PARTICIPANT ROLE**

- are asked for input from time to time
- have limited influence

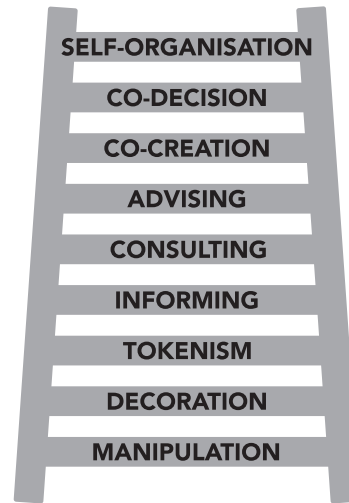
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## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Consulting**

## **FACILITATOR ROLE**

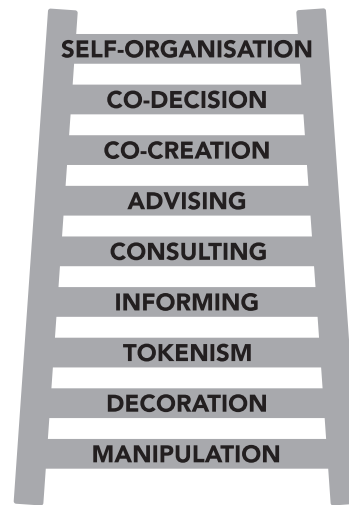
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## **PARTICIPATION LADDER**

PARTICIPANTS



# **Informing**

## **PARTICIPANT ROLE**

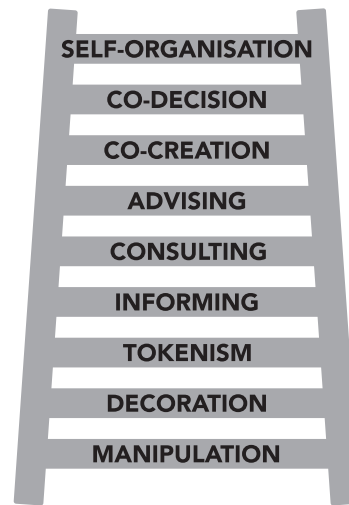
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## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Informing**

## **FACILITATOR ROLE**

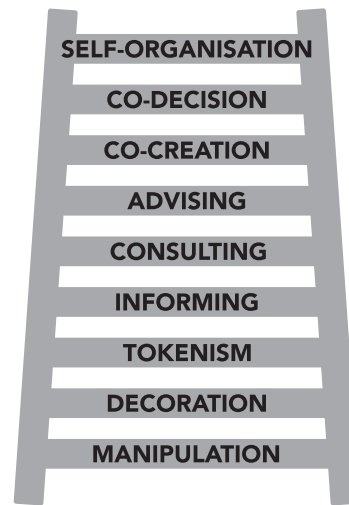
- decides, organises or delegates everything
- communicates clearly and simply

## **CHALLENGES FOR FACILITATORS**

- deciding what information is relevant for participants
- structuring information clearly
- managing expectations

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Tokenism**

## **PARTICIPANT ROLE**

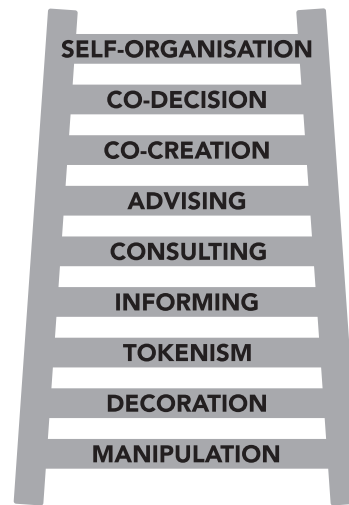
- appear to be involved
- in reality, their input does not change anything

## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
- bringing it up

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Tokenism**

## **FACILITATOR ROLE**

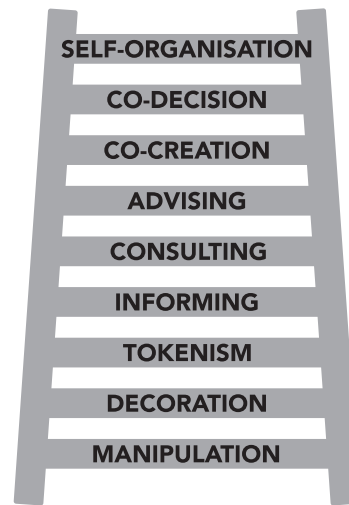
- has already made decisions in advance
- allows input without real influence

## **CHALLENGES FOR FACILITATORS**

- recognising this role in yourself
- reflecting: 'What is this behaviour a solution for?'
- exploring how to move to a higher level on the ladder

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Decoration**

## **PARTICIPANT ROLE**

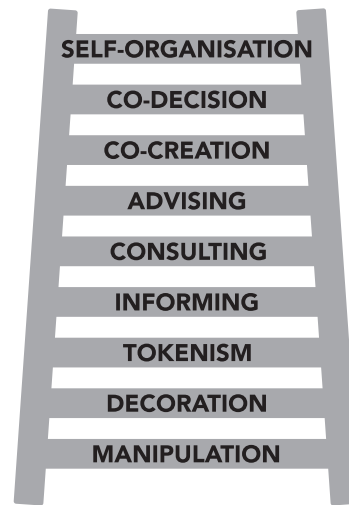
- are involved to make something appear acceptable
- have no influence on content or purpose

## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
- bringing it up

## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Decoration**

## **FACILITATOR ROLE**

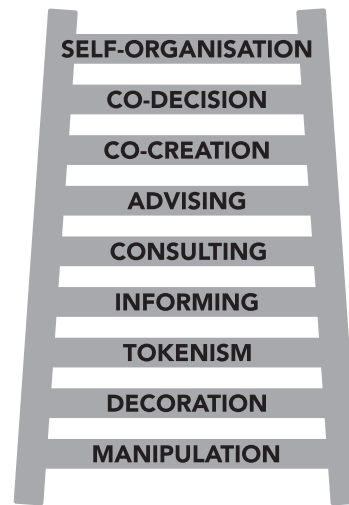
- the activity is already designed by the facilitator
- appears participatory, but in reality is not

## **CHALLENGES FOR FACILITATORS**

- recognising this role in yourself
- reflecting: 'What is this behaviour a solution for?'
- exploring how to move to a higher level on the ladder

## **PARTICIPATION LADDER**

PARTICIPANTS



# **Manipulation**

## **PARTICIPANT ROLE**

- are not aware of why something is happening or what it is for
- have no insight into purpose or consequences
- follow the facilitator's plan without being aware of it

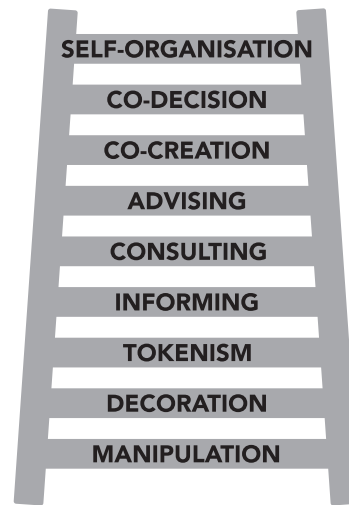
## **CHALLENGES FOR PARTICIPANTS**

- recognising this role
- bringing it up



## **PARTICIPATION LADDER**

### **FACILITATORS**



# **Manipulation**

## **FACILITATOR ROLE**

- uses participants to achieve their own goals

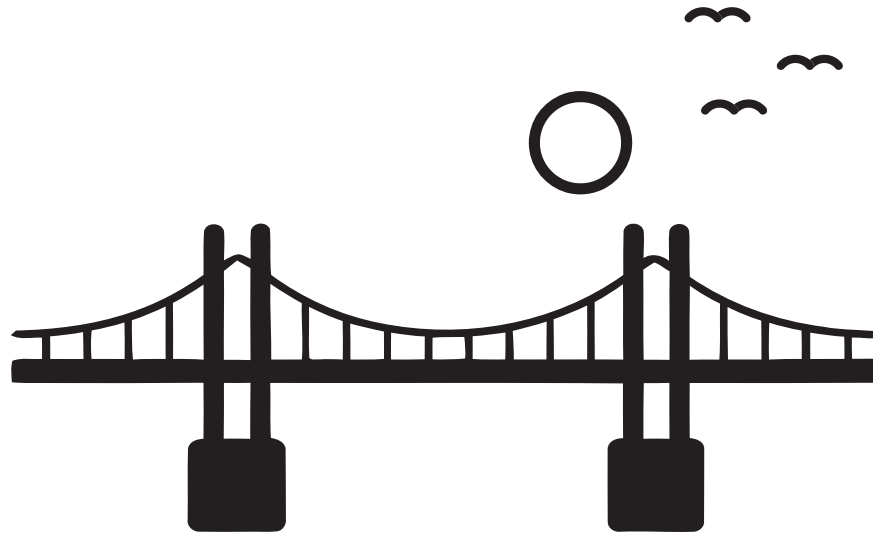
## **CHALLENGES FOR FACILITATORS**

- recognising this role in yourself
- reflecting: 'What is this behaviour a solution for?'
- exploring how to move to a higher level on the ladder



# The Chief (Leader)

- Listens to all voices and makes decisions.
- Keeps the interests of the whole group in mind and ensures the group stays on course.



# The Sub-Chief (Connector)

- Stands between the leader and the group, fostering collaboration.
- Brings perspectives together and helps people understand each other.



# The Elder (Wise Guide)

- Slows things down and asks questions that support reflection.
- Brings overview, helps create meaning, and keeps the long-term in view.



# **The Magician** **(Innovator)**

- Sees what is happening and notices new possibilities.
- Brings new perspectives and supports change in the group.



# The Hunter

## (Initiator)

- Takes initiative, stays focused, and moves into action.
- Turns ideas into concrete steps and results.



# The Gatherer (Provider)

- A key role in the tribe, though often positioned lower in the hierarchy.
- Provides the group's foundation: daily food, rhythm, and continuity.