



BUILDING COMMUNITY LINKS

# BUILDING COMMUNITY LINKS:



## EDUCATION AND WORK IN DIVERSITY



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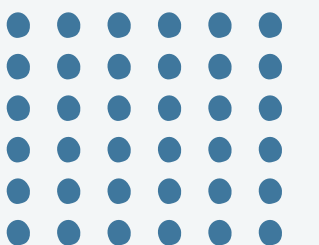
# PART I – THE WORLD IS CHANGING

## Education and work in diversity

**Motto: “The future is multicultural.”**

### **Module objectives:**

- Understand the challenges and opportunities of diversity.
- Distinguish facts from myths.
- Explore examples of education and work in multicultural environments.
- Identify which skills are essential for the future.



# Intro

**Let's talk:** "Have you ever studied or worked with someone from another country?"

**Key message:** "Diversity is not a challenge – it's an opportunity."



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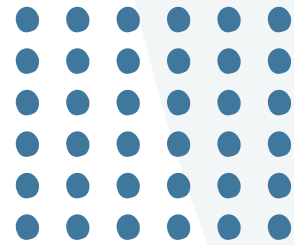




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# Global trends

Let's talk "How has globalization affected your education or career?"



## MIGRATION:

Millions of people live, learn, and work outside their home countries.



## EDUCATION:

Erasmus+ and student exchanges are becoming the norm.



## WORK:

Companies operate globally; teams collaborate remotely across time zones.

In many Polish or Macedonian classrooms, students from Ukraine, Georgia, Kosovo, Turkiye or Belarus learn together. They bring unique languages, customs, and experiences.

This diversity enriches the school environment but also brings communication and integration challenges.

Mini task: "How can diversity enrich your school or community?"

# Schools and classrooms today



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# Working in international teams

Companies, NGOs, and start-ups often work in teams of people from 3-5 nationalities.

**Let's talk:** Name the advantages – continue the list: creativity, innovation, new perspectives.

**Let's talk:** Name the challenge – continue the list: different communication styles and work habits.

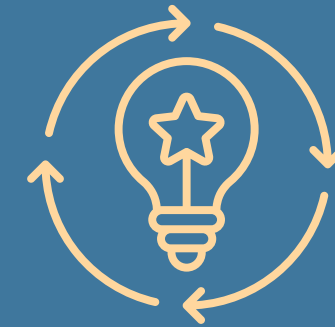




# Diversity = Innovation

## Research shows that culturally diverse teams:

However, they require trust, empathy, and communication to succeed. Intercultural readiness means turning diversity into a team strength.



Generate more ideas.



Are more resilient during crises.



Solve problems more effectively.



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# PART II – PEOPLE AND RELATIONSHIPS IN DIVERSITY

## Facts and myths

**Myth:** “Language barriers make cooperation impossible.”

**Fact:** Communication is more than words – gestures, visuals, and empathy help.

**Myth:** “Different cultures can never truly understand each other.”

**Fact:** Shared goals and mutual respect bridge differences.

**Let’s play:** Interactive game

Participants guess which statements are facts or myths.



# Facts and myths

**Myth:** “Diversity slows down teamwork.”

**Fact:** It may take longer at first, but diverse teams perform better long-term.

**Key takeaway:** patience, openness, and curiosity build understanding.



# Watch out for stereotypes

STEREOTYPE: "ALL PEOPLE FROM THAT COUNTRY ARE THE SAME."

TRUTH: EACH PERSON HAS A UNIQUE STORY.

INSTEAD OF THINKING "THEY," ASK: "HOW IS IT FOR YOU?"



**Advice No1:** Pause before judging and stay curious. Replace assumptions with questions, and listen without interrupting. When you give people space to share their own experiences, you build trust, empathy, and stronger community connections.



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**Advice No2:** Avoid using absolute words like “always,” “never,” or “everyone.” These words turn individual experiences into unfair generalizations. Instead, use flexible language such as “sometimes,” “in my experience,” or “this person.” This keeps conversations open, respectful, and focused on real people rather than stereotypes.



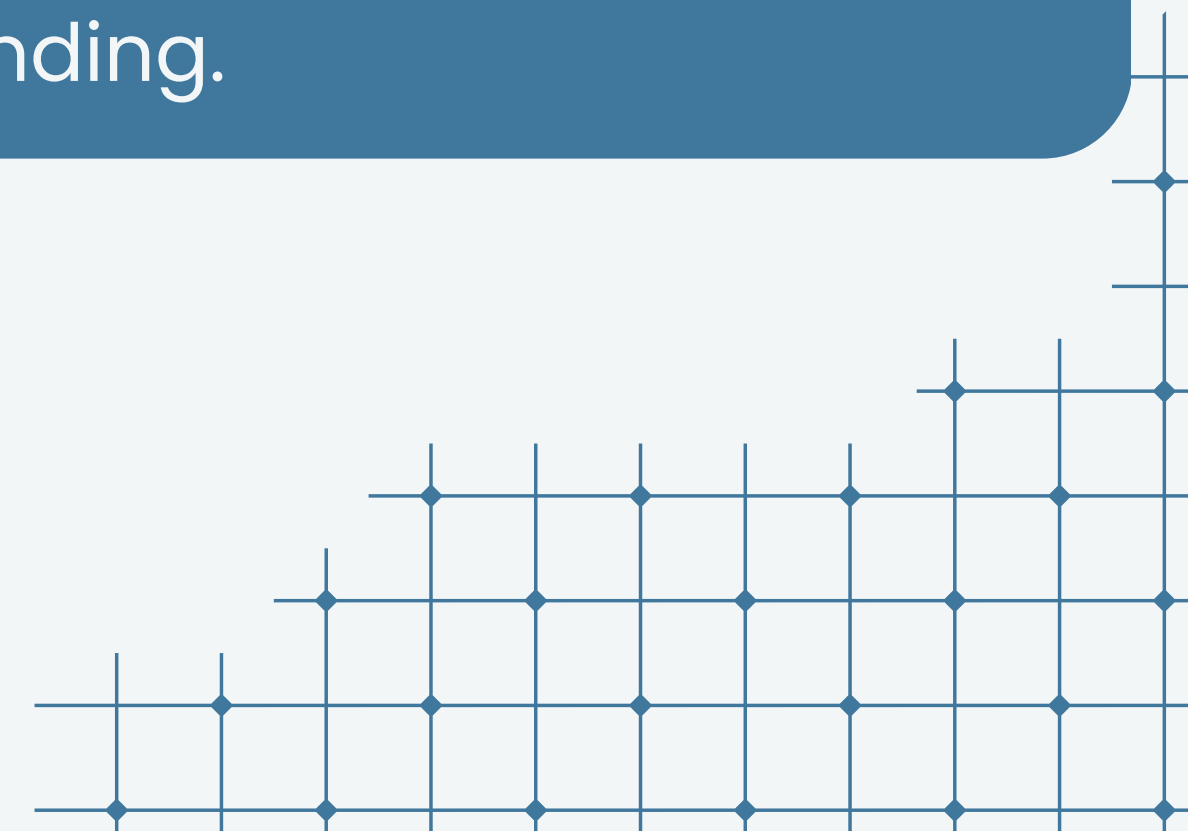
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# Learning through diversity



Exchange programs like Erasmus+ teach openness and cooperation. Challenges: language barriers, homesickness, different learning styles.

Every intercultural experience develops flexibility and understanding.





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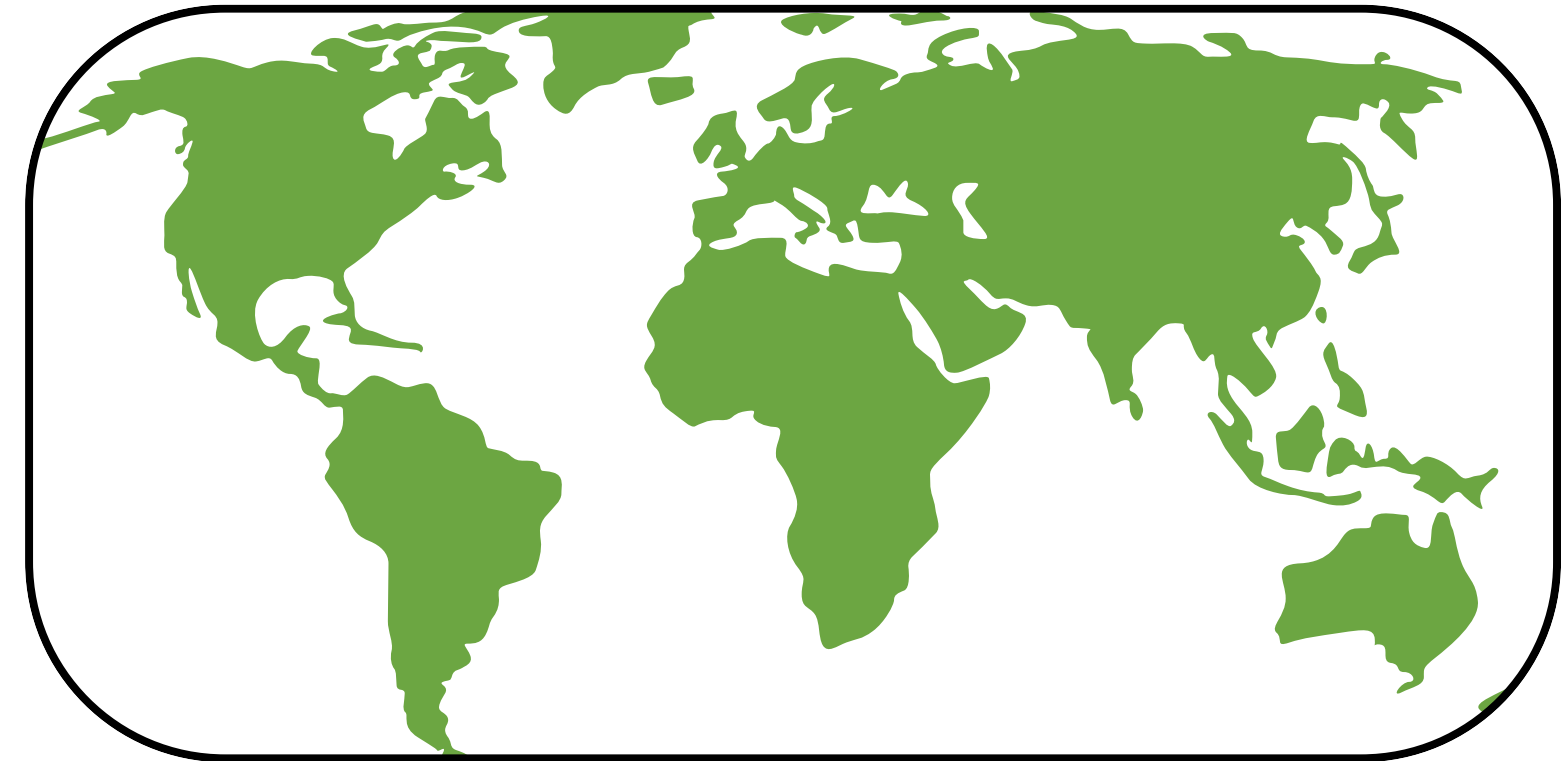
# Studying abroad



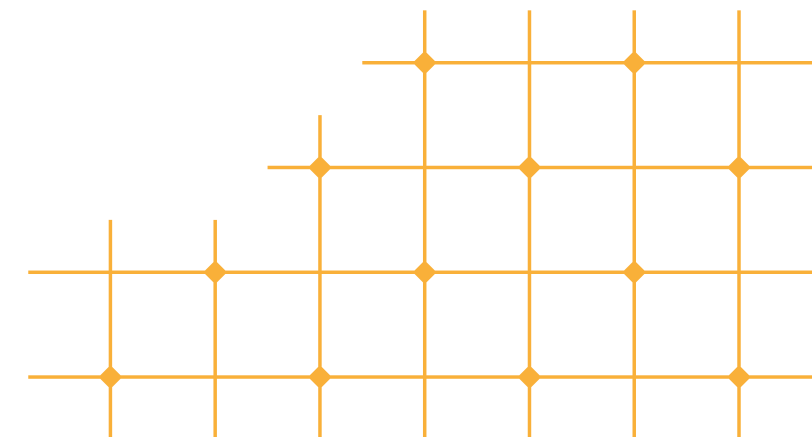
**LET'S TALK: OPPORTUNITIES –**  
CONTINUE THE LIST: LANGUAGE  
LEARNING, NEW FRIENDSHIPS, NEW  
PERSPECTIVES.



**LET'S TALK: CHALLENGES –** CONTINUE  
THE LIST: ADAPTATION, UNFAMILIAR  
SYSTEMS, CULTURAL DIFFERENCES.



**OUTCOME:** INTERCULTURAL READINESS –  
A LIFELONG ASSET.



# Languages as capital

Every language opens new doors. Language skills are not only knowledge – they are tools for building dialogue and trust.

Learn languages through everyday practice: films, travel, games, conversations.



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# Intercultural communication

## Core principles:

Communication is not just words – it's how we are with others.



Active listening.



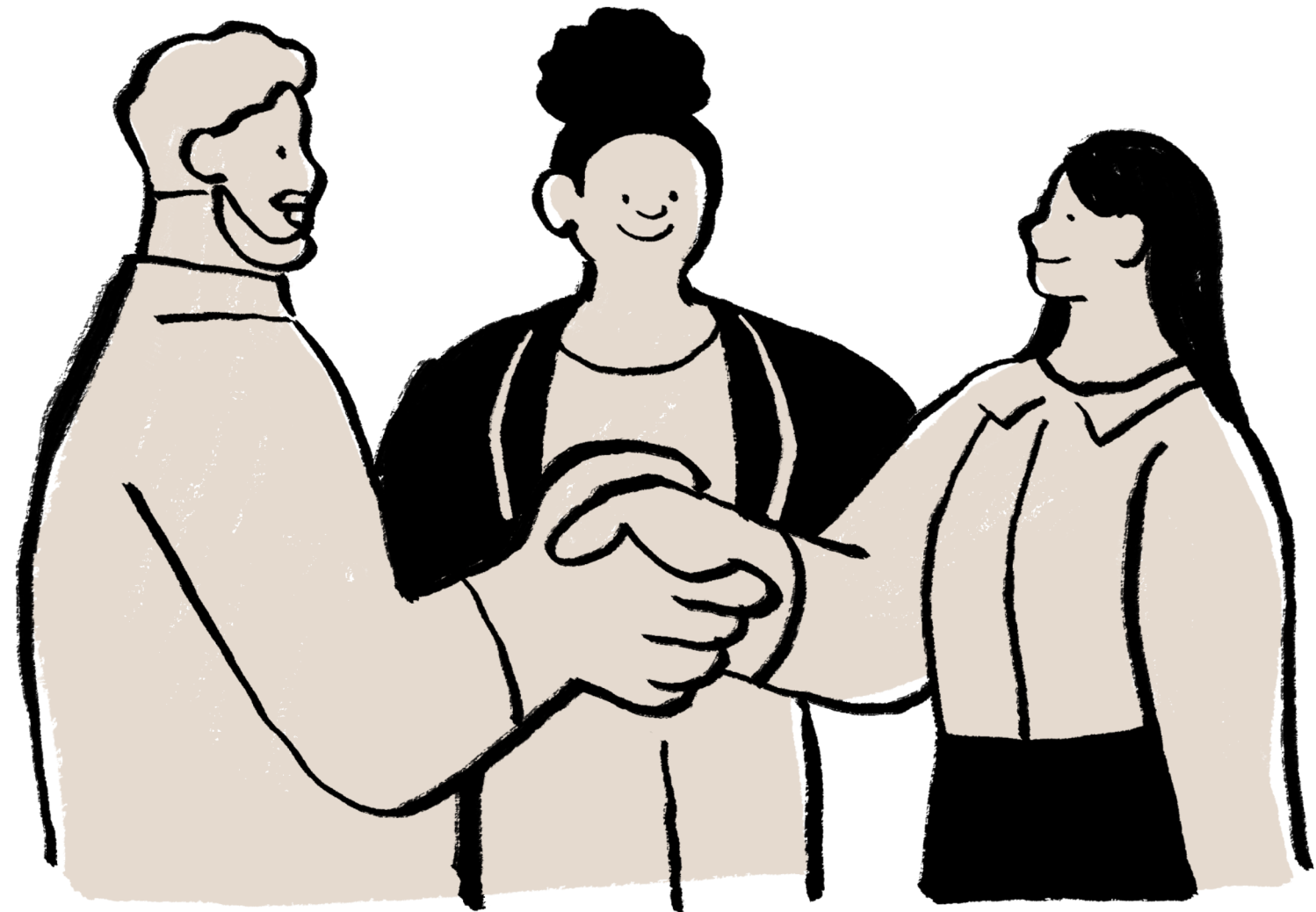
Respect for differences.



Empathy and patience.



# Case study: The new team member



**Scenario:** A new colleague from another country joins the team.

Misunderstandings and uncertainty appear.

Let's talk: How can the team support their integration?



# Group activity

Come up with two ideas for a “warm welcome plan.”





# Key skills for diversity

To work and learn effectively in multicultural settings, we need:



Openness  
and flexibility.



Willingness to  
learn.



Empathy and  
collaboration



Courage to  
break barriers.

# Conflict scenario

**Example:** Students from different backgrounds disagree about teamwork rules. Cultural differences affect pace, hierarchy, and communication.

**Let's talk:** How can the group find a common solution?

Use dialogue and shared goals instead of judgment.



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# Tools for dialogue

**Building bridges in communication:**

**Mini exercise:** Turn a critical statement into an open question.



ACTIVE LISTENING.



"I" STATEMENTS INSTEAD OF ACCUSATIONS.



ASKING QUESTIONS RATHER THAN JUDGING.



FOCUSING ON SHARED OBJECTIVES.





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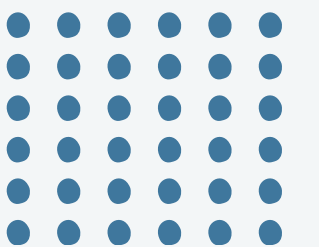


# PART III – INTERCULTURAL READINESS & THE FUTURE

## Three pillars of the future: knowledge, empathy, and cooperation.

The future is built on knowledge, empathy, and cooperation.

Knowledge helps us understand the world, empathy helps us understand each other, and cooperation helps us create solutions together. These three pillars shape the key skills we need to live, work, and build strong communities in a rapidly changing world.





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# Skills for the future

GREEN SKILLS: SUSTAINABILITY, CIRCULAR ECONOMY, ECOLOGICAL AWARENESS.

DIGITAL SKILLS: ONLINE COLLABORATION, VIRTUAL COMMUNICATION, NEW TECHNOLOGIES.

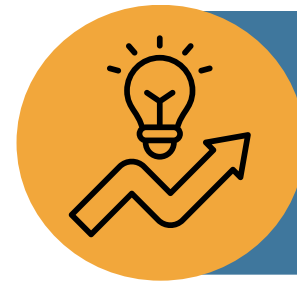
INTERCULTURAL SKILLS: OPENNESS, TOLERANCE, EMPATHY, DIALOGUE.





# Studying abroad

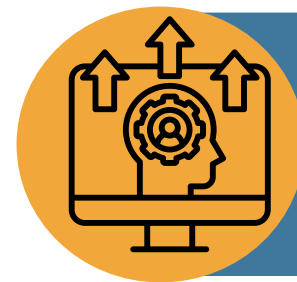
## EDUCATION AND WORK IN DIVERSITY BRING:



OPPORTUNITIES: INNOVATION,  
GROWTH, NEW EXPERIENCES.



CHALLENGES: LANGUAGE,  
STEREOTYPES, ADAPTATION.



FUTURE SKILLS: GREEN, DIGITAL,  
INTERCULTURAL.

“INTERCULTURAL READINESS IS YOUR ADVANTAGE – IN  
SCHOOL, AT WORK, AND IN SOCIETY.”  
EVERY ENCOUNTER WITH A DIFFERENT CULTURE IS A  
LEARNING OPPORTUNITY.



# Reflection / closing activity

Let's talk: "What one idea will you take away from today's session?"

- Green card – "I've learned something new."
- Yellow card – "I want to learn more."



# THANK YOU

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