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TOOLKIT (R3)

Emotional and social intelligence for the
development of new masculinities in the
workplace

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NEW
MAS
CULIN
ITIES



NEW MASCULINITIES
THROUGH EMOTIONAL
& SOCIAL INTELLIGENCE



NEWMEN STRATEGIC PARTNERSHIP

The NEWMEN project is covering the following **HORIZONTAL PRIORITIES** of the Erasmus+ programme throughout the whole project:

**COMMON VALUES,
CIVIC ENGAGEMENT AND PARTICIPATION**

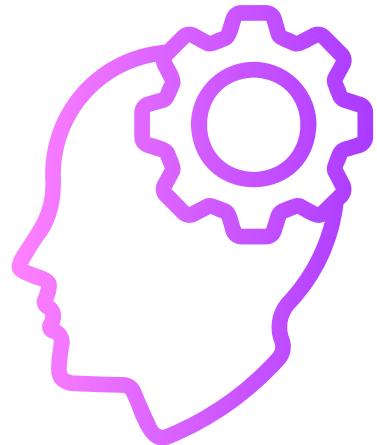
According to the programme, our project supports **active citizenship** and **ethics in lifelong learning**. It fosters the **development of social competences** and **critical thinking**.

R3 TOOLKIT



What ?

Application of Emotional Intelligence with a gender perspective into the workplace.



How ?

Through a set of theoretical learning pills, applied in a practical way with the use of dynamic tools & methods (authentic learning)





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R3 TOOLKIT: Objectives

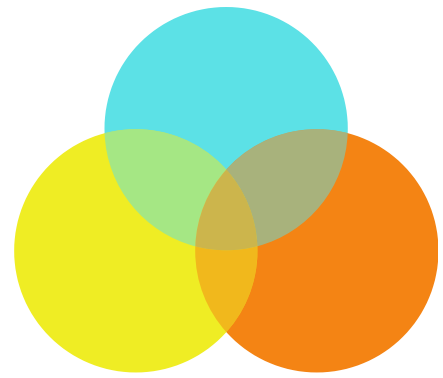
R3 «Toolkit for employees in EI new masculinities» In this PR, the consortium created a bank of resources and educational techniques based on Emotional Intelligence and Alternative Masculinities.

GOALS:

- 1) to develop and promote diversity, egalitarian values, prevent sexism and gender violence among employees,
- 2) to develop key civic and social competences,
- 3) to stimulate employees (especially men in SME) through cooperative activities to create respectful and inclusive environments.

NEWMEN TOOLKIT:

- promotes social inclusion,
- helps address the barriers faced by women in their professional career contributing to creation of inclusive environments that fosters equity and equality,
- focuses on achieving learning and developing attitudes and skills of inclusion and respect for diversity,
- works against gender stereotypes, supporting people in the acquisition and development of basic skills, to eliminate discrimination, inequality or exclusion, which women suffer in the EU due to the existence of gender roles and stereotypes.



R3 TOOLKIT – structure of each area

COGNITIVE DIMENSION

Knowledge



KNOWLEDGE IN LEARNING PILLS



Provide a theoretical introduction to the topic/provide knowledge.



- include links to podcasts (Result 1);



- include links to videos (Result 2).

SOCIO-EMOTIONAL DIMENSION

SKILLS

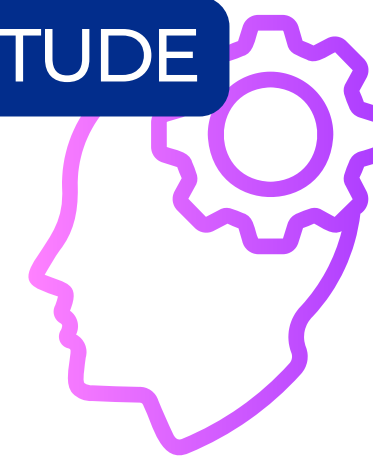


LEARNING OUTCOMES

What learners should know, be able to do, and value as a result of integrating knowledge, skills, and attitudes learned throughout the course.
e.g. *The learner is able to give examples of when to apply new HR policies.*

BEHAVIORAL DIMENSION

ATTITUDE



CALL INTO THE ACTION

Hands-on activities & Tools
Provide practical activity fostering acquisition of desired knowledge, skills, and attitudes .

At least 4 TOOLS have to be included (per each area).

24 TOOLS in total

R3 TOOLKIT

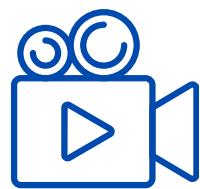
is ADDRESSING different types of learners:



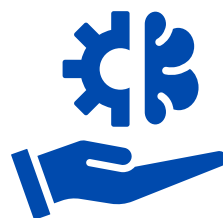
Reading/writing learners: prefer to learn through written words.



Auditory learners: learn better when the subject matter is reinforced by sound.



Visual learners with a preference for visual learning (including pictures, videos, diagrams, written directions).



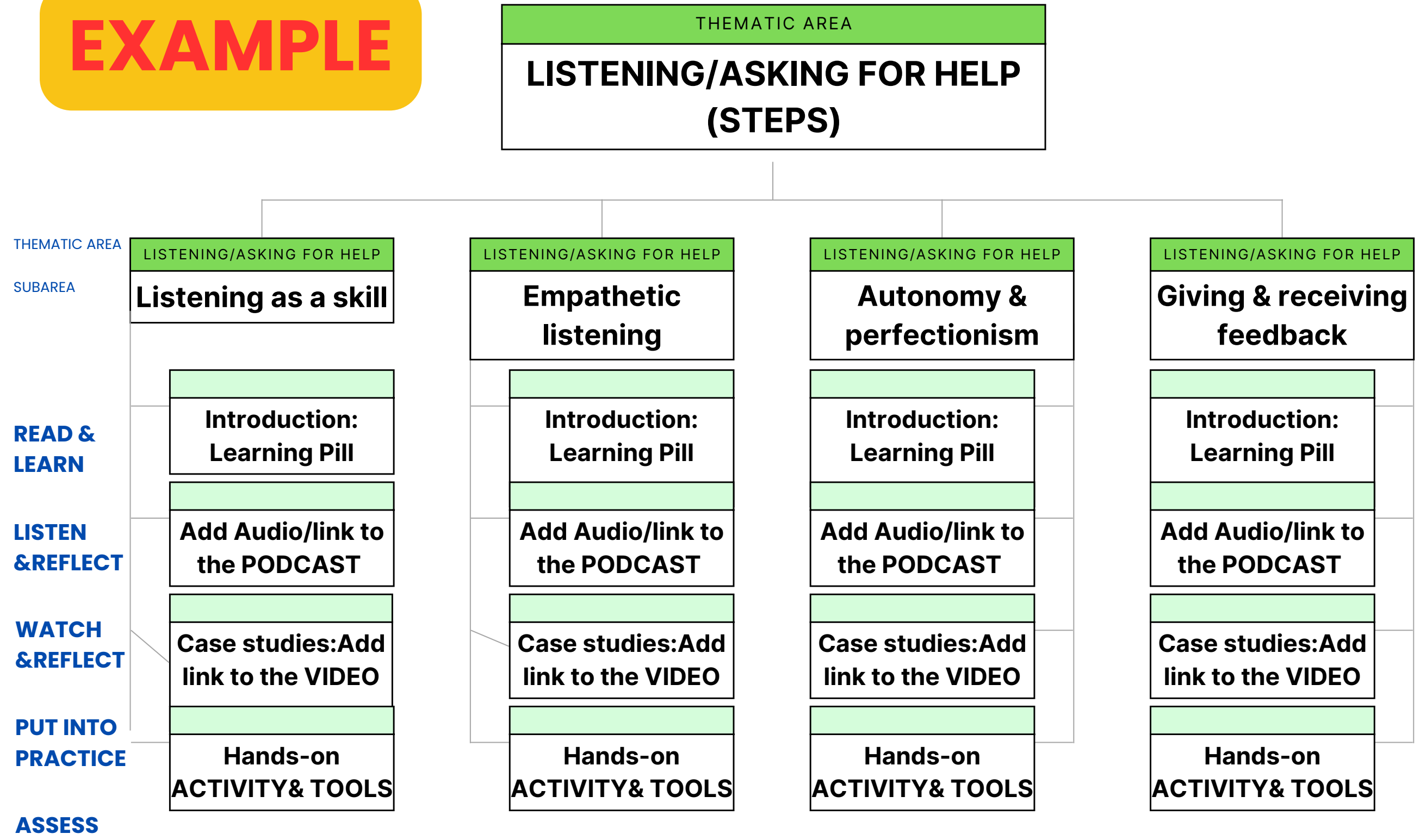
Kinesthetic learners learn through experiencing or doing things. They like to get involved by acting out events or using their hands to touch and handle in order to understand concepts.

How the R3 TOOLKIT is structured?



STRUCTURE OF THE TOOLKIT FOR EACH THEMATIC AREA

EXAMPLE



EXAMPLE



STRUCTURE

Part 1

Introduction: LEARNING PILL



Part 2

PODCAST



Part 3

VIDEO presenting REAL-LIFE CASE



Part 4

Hands-on ACTIVITY & TOOL





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R3 TOOLKIT ONLINE

NEWMEN TOOLKIT is available on the website under the dedicated [LINK](#)

The screenshot displays the NEWMEN TOOLKIT website interface. At the top, there is a navigation bar with 'NEWMEN TOOLKIT', a star icon, 'Publica', a search bar containing 'Bacheca', and 'Power-Up' and 'Auton' options. Below the navigation bar, five thematic area cards are shown in a row. Each card has a 'THEMATIC AREA' header and a list of 'MOTIVATES YOU TO:' items: 'Raise awareness', 'Increase your skills', and 'Create the attitude'. Below the list, the card title is displayed, followed by a 'TOOLKIT (R3)' section. The 'TOOLKIT (R3)' section includes the sub-area/topic of the unit, the name of the partner responsible for the thematic area, and a topic description. At the bottom of each card, there is a '+ Aggiungi una scheda' button.

Thematic Area	Motivates You To	Partner	Topic
Listening & Asking for help	<ul style="list-style-type: none"> ✓ Raise awareness ✓ Increase your skills ✓ Create the attitude 	STEPS, Italy	Topic: Listening as a key skill
New masculinities	<ul style="list-style-type: none"> ✓ Raise awareness ✓ Increase your skills ✓ Create the attitude 	IKF, Sweden	Topic: Introduction to New Masculinities
Self-control / Being aware of one's own emotions	<ul style="list-style-type: none"> ✓ Raise awareness ✓ Increase your skills ✓ Create the attitude 	INDEPCIE, Spain	Topic: Self-control and its benefits
Empathy	<ul style="list-style-type: none"> ✓ Raise awareness ✓ Increase your skills ✓ Create the attitude 	NPZE, the Netherlands	Topic: Empathy and the reward system
Work with others	<ul style="list-style-type: none"> ✓ Raise awareness ✓ Increase your skills ✓ Create the attitude 	VAEV, Austria	Topic: Diversity

NEW MEN TOOLKIT



THE TOOLKIT is a results of a joint effort of all partners.
STEPS was responsible of the design of the methodology and coordination of the development of the **TOOLKIT**.

<https://www.stepseurope.it>

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