



CHANGEMAKING IN ACTION WORKBOOK

Flourishing 5 Pack

THIS BOOK BELONGS TO



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Flourishing 5 Pack

Congratulations on making the choice to invest in your personal growth and development! The Flourishing 5 Pack is a series of five interconnected micro-certificates which includes:



Each micro-certificate is earned by completing 3-4 badges. There is a total of 13 badges across all five micro-certificates.

You might be interested to know that four badges: empathy, shared leadership, positive perspective and social connections can be applied to more than one micro-certificate, making it easier and faster to work towards completing the **Flourishing 5 Pack**. Whether your goal is to complete one badge, or all five micro-certificates, this learning journey will help you to expand your skills and mindsets so you can flourish, both in your academic and personal life.

A micro-certificate is the recognition you earn after completing all of the badges related to a particular topic, for example leadership.

A badge is the reward you earn after putting in the time and effort to build your skills related to a particular competency or subject area, for example social connections.

To learn more about the Flourishing 5 Pack please visit the portal page [here](#).

*Hi, my name is Charlie.
I am Growler's cousin and the symbol
of changemaking at Georgian College.
I am here to support you on your
journey to complete this badge. Any
time you see these speech bubbles,
I am offering you tips/tricks to help
you on your journey.*



Changemaking in Action Badge



Welcome to the changemaking in action badge, please review all the content and complete the following workbook as you start or continue your changemaking journey. Completing this badge will support your ability to make change in the world, including seeking out the knowledge and resources to make that change happen.

Connection to the United Nations Sustainable Development Goals

Each of the badges within the Flourishing 5 Pack can be linked with one or more of the 17 United Nations (UN) Sustainable Development Goals (SDGs). The SDGs are an urgent call to action by all countries and provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

In [December 2021](#) Georgian College signed the UN SDG Accord for educational institutions. Georgian is committed to ensuring everything we do is aligned with the SDGs. Examples of projects and initiatives supporting SDGs can be found across all of Georgian's seven campus locations, including:

- Students, staff and faculty organize regular friendly competitions and drives in support of Georgian's food bank, known as the Food Locker. (SDG 2: Zero Hunger)

- In response to community need for health care workers, Georgian secured funding to cover tuition and fees for students enrolled in an accelerated Personal Support Worker program. (SDG 3: Good Health and Well-being)
- Social Service Worker students utilized a new digital counselling tool that allowed them to practise their skills anytime, anywhere. (SDG 4: Quality Education)

Psst... did you know that the changemaking in action badge is connected to 1 micro-certificate:

Changemaking



Track Your Time

To successfully complete the changemaking in action badge, we recommend you invest approximately **10 HOURS** that follows this breakdown:

LEARNING | 3 HOURS

This is the time you invest in learning about and developing your understanding of changemaking in action.

PRACTICING | 2 HOURS

This is the time you invest in building upon your skills related to changemaking in action.

REFLECTING | 3 HOURS

This is the time you invest reflecting about changemaking in action. You will ultimately fulfill this requirement through completing this workbook.

CALL TO ACTION | 2 HOURS

This is the time you invest in thinking about how changemaking in action connects to your future and how you want to act with changemaking in action moving forward.

**10
HOURS**

Please remember this is simply a guide, you may take more or less time, and that is totally okay.



Please track your time so we can learn about how participants are choosing to engage in their learning.

| DATE | TIME | TYPE | NOTES |
|------|------|-------------|--|
| | | Preparation | Read the Flourishing 5 Pack FAQs |
| | | | |
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| DATE | TIME | TYPE | NOTES |
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Learning

This is the time you invest in learning about and developing your understanding of changemaking in action.

When gaining a new skill, we believe in the importance of both learning it, and practicing it in a safe environment. Let's start by learning about changemaking in action. In this section you will find several learning activities that will help you to build new mindsets and listen to new perspectives to increase your understanding of changemaking in action.

“ You get out of these exercises as much as you are willing to put into them, and it can be a truly valuable experience to really dive deep. ”

Student Participant

Foundations of Changemaking in Action

No matter where you are on your journey in learning about and embodying changemaking, there are some fundamental qualities of changemaking that you can refer to in order to support your development. First you need to know what a changemaker is.... a changemaker is someone who desires change in the world and gathers knowledge and resources to make that change happen.

Georgian is the first college in Canada designated a changemaker college by Ashoka U for its role as a leader in social innovation and changemaking in higher education. The designation falls under the [Changemaker Campus program](#), which recognizes more than 40 colleges and universities globally that have embedded social innovation and changemaking into their culture, programming and operations.

[Ashoka](#) describes the 4 stages of the changemaking journey as:

- 1. (Ad)Venturer:** in this stage, you understand whole individuals and whole groups, and use that understanding to recognize the kaleido-scope of fast-changing and interrelated contexts that shape human experiences. You may have identified a specific problem you care about and, compelled by a strong sense of belonging to a part of a whole, you desire to do something for the good of all - to offer others the ability to give. You are nurturing conscious empathy.
- 2. Explorer:** in this stage, you have recognized and understood patterns around the problem you care about. You give yourself permission to act. You start by identifying people you want to work with- you build a team or join an existing team. You are open to - and are comfortable - playing different roles across different teams that are constantly changing, to shift as needed and to grow as a result. You are learning to contribute to and thrive in an ecosystem of fluid, open, integrated teams of teams.

The [Centre for Changemaking and Social Innovation \(CCSI\)](#) provides students with many unique, hands-on experiences - both in and out of the classroom - to develop essential changemaker skills and influence positive social change in their fields.



- 3. Trailblazer:** in this stage, you have recognized important purpose in complex and rapid change, have built the right team, and are connecting with relevant others in teams of teams. You are leading differently by enabling others, ensuring that every player is an initiator. You're able to visualize the big picture in complex rapid change, and work with others to prototype, learn and refine solutions. Your roles on multiple teams are constantly shifting as the relationship between these teams also adjusts to evolving reality. In the process, you're often alternating between leading, partnering and following, while designing and maintaining this new architecture of teams.

Foundations of Changemaking in Action

4. Pioneer: in this stage you have - or have contributed to - designing a solution to a social or environmental problem, that is more effective, efficient, just or sustainable than existing solutions and for which the value accrues primarily to society rather than private individuals. You understand the past, present and future as an interconnected fabric of reality and bring this understanding to designing solutions to societal problems. You are designing solutions to get at the root of problems, not just symptoms, and are thinking of how things work at the systems level. You have a deep commitment and dedication to realizing change and you draw fulfilment from that - you are practicing changemaking.

Note: The changemaker journey is not strictly linear in that once you have passed a given stage you have completed it forever. The journey is instead an outline of iterative stages a changemaker goes through when working on a given idea, project or solution. So, at one point, you may be designing a solution for a certain problem with others, but at another point, you may be at an earlier stage where you are building a new team around an entirely different problem. As you go through the journey many times, the specific changemaker skills self-reinforce and get stronger over time.

“Changemaking is the superpower of the 21st century. We need it to improve prosperity. We need it to solve complex social problems. And we need it to be resilient in the wake of a pandemic– or whatever unexpected, tangled problem comes next.”

– Ashoka.org



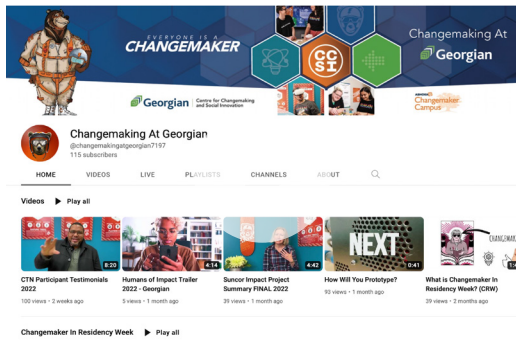
References:

16, N., & Ashoka, S. (n.d.). The changemaker index: Ashoka: Everyone a changemaker. Ashoka. Retrieved October 27, 2022, from <https://www.ashoka.org/en-us/story/changemaker-index>

Learn More About Changemaking in Action

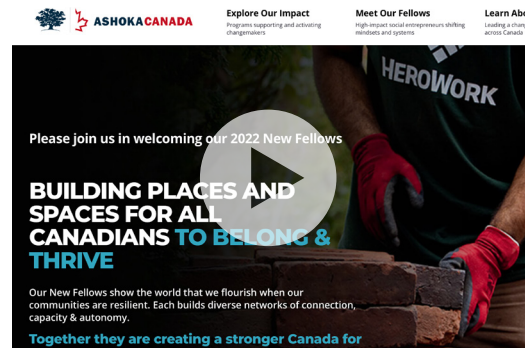
We invite you to take some time and check out these resources to support your learning of changemaking in action.

Georgian College Changemaker



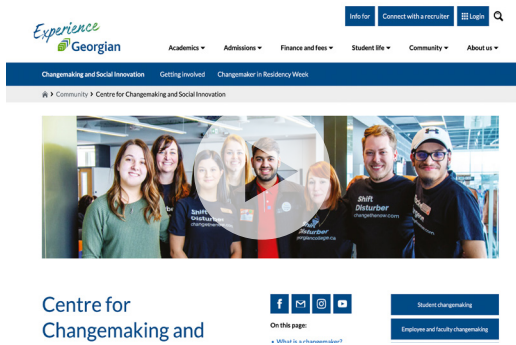
[CLICK TO WATCH VIDEOS](#)

Ashoka Canada



[CLICK TO SEE WEBSITE](#)

Georgian College Centre for Changemaking and Social Innovation



[CLICK TO SEE WEBSITE](#)

Definition

In this activity, you have the opportunity to learn more about changemaking in action and write your own definition of what you believe changemaking in action is.

Each badge has a definition consisting of three parts.

- The internal part is how this competency affects you.
- The external part is how this competency affects others around you.
- The third part is your action associated with the competency.

At Georgian, we believe one definition of changemaking in action is:

Internally: identifying a desire to make change

Externally: gathering the knowledge and resources to make the desired change

Action: taking thoughtful and intentional action to spark change

“ Do not overthink the process! There is a lot of great information to learn, and you will finish this badge with a better understanding of yourself. ”

Student Participant

After reading Georgian’s definition of changemaking in action, you are invited to write your own. This should be approximately 1-3 sentences and should reflect what you know about changemaking in action. There are no wrong answers, we want to hear from you, not the internet. So, what is your definition of changemaking in action?

Don't forget to save your work as you move through this document, so you don't end up re-writing parts of it.



Examples of Changemaking in Action

At Georgian College, we think these are some examples of actions that promote changemaking in action:

| INTERNALLY | EXTERNALLY | ACTION |
|--|---|--|
| <ul style="list-style-type: none">• Framed with empathy and steeped with kindness• Bright, bold, exciting, and contagious energy• Active not passive participation | <ul style="list-style-type: none">• Inclusive and accessible• Collaborative, collective, and open minded• Exhibits a growth mindset | <ul style="list-style-type: none">• Celebratory milestone, outcomes, and solutions• A wonderful story of a flourishing campus |

“ Open up your mind and learn as much as you can. ”

Student Participant

Goals

Why is completing this badge important to you? Setting goals can help you identify how you want to accomplish a specific task. We invite you to take a moment to set goals related to how this module affects you **(internal)**, how this module affects others around you **(external)** and what actions you can take to support your learning and growth **(action)**. Following the SMART goals development process can help you create goals that are;



This is a great opportunity to develop a personal goal related to a UN Sustainable Development Goal. You can commit to action toward meaningful change. See page 20 for more information.



INTERNAL GOAL:

EXTERNAL GOAL:

ACTION GOAL:

Learning Activities

Here are some examples of activities that may help you continue on your journey towards changemaking in action.

- Participate in [#ChangeTheNow](#)
- Attend a conference focused on changemaking, such as [Changemaker in Residency Week](#)
- Explore Ashoka’s changemaking resources, [here](#)
- Read a book on changemaking, [here](#)
- Watch a [TED talk](#) on changemaking
- Reading articles/watching videos on changemaking in action (**hint: see page 10 for changemaking in action resources**)
- Other:

For more updated information on events at Georgian College, [click here](#).

If none of these examples appeal to you, feel free to choose something else. This is YOUR journey, please feel empowered to choose a learning activity that suits your interests.

Please make sure that the activity you choose follows the criteria below:

- Approx. 3 hours of learning time (this may be spread over multiple activities)
- A unique activity different from activities you have participated in for other badges
- Provides opportunities to learn changemaking in action

Please fill out the following:

1 What activity(s) did you participate in?

2 What was your biggest take away or ah-ha moment?

An ah-ha moment is something new you have learned that sparked a shift in your mindset



Resource Library

Resources are essential to assist in the learning process and improving our skills related to changemaking in action. We have shared some in the **Learning More About Changemaking in Action** section. This list is far from complete, so please help us build a resource library for future participants. What amazing empathy resources have you discovered? To explore our growing resource library, [click here](#).

Please fill out the following:

| MEDIA (book, article, website, video...) | TITLE | CONTINUED INFORMATION (volume/edition, author, publication, URL, link...) |
|---|-------------------------------------|--|
| Video | Experience MORE at Georgian College | https://youtu.be/QQjB3Dwb47Y |
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Practicing

This is the time you invest in building upon your skills related to changemaking in action.

When we have taken the time to learn a new skill, it is important to take the time to practice it in a safe environment. In this section, we will be focusing on practicing the skill of changemaking in action.

A practicing activity is your opportunity to put these newfound skills to the test.

Practicing is not about being perfect, it's about practicing a skill. Don't be afraid to get it wrong. This could turn out to be your ah-ha moment.



Practicing Activities

Here are some examples of practicing activities for you to consider. We invite you to take some time to review this list of activities and see which ones resonate with you. When you participate in practicing activities, we recommend doing so with an open heart and open mind. Listen, learn, reflect, and think about how you can practice changemaking in action.

- Join [Enactus Georgian College](#) - a group of student changemakers
- Get involved with a community organization this is focused on something you are passionate about
- Run for a student leadership position
- Connect with like-minded peers by joining a club, [here](#)
- Learn and share with other changemakers by attending a conference such as [Xcelerate Summit](#)
- Change one thing you do every day for the better
- Be brave enough to share ideas you have about how to improve your school or community
- Practice your changemaking skills in your everyday life (i.e. with your friends/family)
- Other:

Again, if none of these examples appeal to you, feel free to choose something else.

This is YOUR journey, please feel empowered to make it suit your interests.

Please make sure that whatever you participate in follows the following criteria:

- Approx. 2 hours of practicing time (this may be spread over multiple activities)
- A unique activity different from activities you have participated in for other badges
- Provides opportunities to practice changemaking in action

If you choose to participate in an event or celebration, please ensure that you show up with humility and an open-mind. It's important that we take responsibility for our own learning and not lean excessively on equity deserving groups to be our teachers. We encourage you to learn about and prepare to participate respectfully in spaces and events that are designed for and by communities that you may not be a member of but wish to show solidarity with.

1 How did you choose to practice changemaking in action?

2 How did it feel to practice this skill?



Reflecting

This is the time you invest reflecting about changemaking in action. You will ultimately fulfill this requirement through completing this workbook.

If you want to learn more about mindfulness at Georgian College [click here.](#)



Reflection is an essential part of every learning experience. It helps us pause and connect to our learning on a deeper level. Before going any further, we encourage you to take some time to reflect on what you have learned and practised. Mindfulness can help you reflect more deeply because it teaches you to pay attention to the present moment. You can ask yourself some reflective questions to ensure you notice and understand your growth.

Self-reflection can be a vulnerable experience. Georgian has counseling services available to support you in this journey [here](#).

Reflection Questions

Consider and answer these questions:

1 Thinking about your definition of changemaking before and during this experience, we invite you to ask yourself, 'what misconceptions did you have?'

2 What is your new understanding of changemaking?

3 Nobody is perfect. Failure and 'getting it wrong' is a natural part of life. When we think about our learning journey, it's not about getting it 'right,' it's about having self-compassion for when we get it wrong. Then asking, what can I do to learn from this experience. Please think of a time you 'got it wrong,' and what did you learn?

4 Thinking about your school or community, identify at least one opportunity for change and share why you believe change is necessary.

P.S. Please be kind to yourself. You will get it wrong; it's about asking yourself what you learned rather than being upset about not getting it right!



“ Try to be true to yourself, do not force an answer for the sake of answering the questions. Let the answers come to you naturally. ”

Student Participant

Making a Greater Impact

How can learning about Changemaking make an impact beyond our Georgian community? Expanding your skills and mindsets has the potential to translate into global change. Considering that a changemaker is someone who desires positive change in the world and after gathering knowledge and resources, makes change happen and changemaking is the act of creating positive cultural, environmental and social change, we think that changemaking can support and be associated with all UN SDGs. As you read through these SDGs consider how changemaking may connect and be associated with each of them.



1 Can you think of an example from your own lived experience or learning journey that demonstrates a connection between changemaking in action and one of the SDGs mentioned above?

2 We believe that every individual can contribute to the SDGs in their own way to make a difference. As you take time to reflect, can you share what you are going to do to contribute towards the UN SDGs, in relation to changemaking in action?

To learn more about the UN's SDGs, check out the links below:

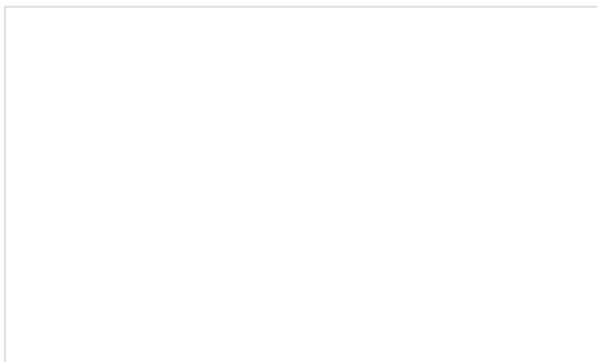


Reflect, Connect and be Creative

As we know, reflection is an essential part of the learning process. We would like you to create an artifact that answers the question: "What does changemaking in action mean to you?" An artifact is something that is created by you, is unique and not cut and pasted from the internet.

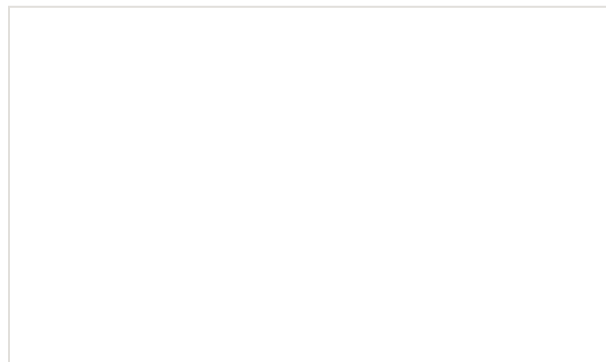
We invite you to upload a photo of your artifact. Your photo can be of anything, the sky is the limit. A meaningful 'thing' in your life, family member/ friend, comic strip, piece of art, animal - be creative, it can be anything. There is no wrong answer here.

Please copy and paste your OneDrive or Dropbox link below:



Please answer the following questions related to your artifact:

- What does changemaking in action mean to you?
- Why did you choose this artifact?
- How does this artifact identify what you learned about changemaking in action?
- How will you move forward with changemaking in action in your life?



Thank you for submitting your artifact, we are so excited to see it.

“ Have fun, be creative and most importantly be your authentic self. ”

Student Participant



Call to Action

This is the time you invest in thinking about how changemaking in action connects to your future and how you want to act with changemaking in action moving forward.

As you have had time to learn, practice and reflect on changemaking in action, we now invite you to think about how you plan to embed changemaking in action into your life moving forward. In this section, we will dive into how changemaking in action connects to your personal and professional future.

“ Always self-reflect on your learning and your practicing. If you do not reflect on what you did well and what you should be working on more, you are not fully growing. ”

Student Participant

Making the Career Connection

Remember changemaking is much more than a skill we put on our resume. It's a mindset and a choice to value the contributions of the people who surround you.

Changemaking is about taking action to solve a problem. Now is a good time to begin adding changemaking to your list of skills. You may be wondering what you can do to improve your changemaking skills and integrate them into your personal and professional life. What you will soon learn is that changemaking, like many skills it is always developing. It is a journey throughout your life where you are always growing and developing.

Are these some statements that resonate with you?

- You can identify the people to work with to help solve a problem.
- You want to make a difference in people's lives.
- Working as a team will help make better decisions.
- When working towards a solution you enjoy trying different ways.
- You enjoy helping others to discover their ability to solve problems.
- You want to bring positive change in the world.
- When presented with new knowledge you may change your perspective.
- You believe that all people can contribute to positive change.
- You are someone who imagines a new reality, takes action and collaborates with others to bring that new reality into being.

Identify what matters to you and lay the foundation for deeper change. The best way to find a problem that you deeply care about is by exposing yourself to different social issues and empathizing with the people, animals, or environments affected. Pick an issue that is important to you. Write down why you think this is an issue and who you think is affected by it. Create 5-8 interview questions that you would want to ask someone deeply connected to the problem.

The Ashoka Changemaker Index is a self-assessment tool that will determine where you are on your changemaker journey and help you understand and improve your changemaker skills. [Take the quiz!](#)



Intentions for Future Action

Setting intentions is a method of announcing how you intend to act. It is a commitment to choosing your journey and asking yourself 'how do I want to show up today?' Intentions are a wonderful tool we can use to create a bridge between learning and action. When you set an intention, it provides accountability and allows you to take control of your personal choices and life.

We invite you to announce how you intend to be a changemaker.

Here are a few tips that may help you:

- These are ACTIONS not AFFIRMATIONS (which are also great!), we recommend short repeatable actions that support changemaking
- Be clear- it's necessary to be clear about what you want to achieve and think about the results that you hope to obtain.

- Ensure you are using positive language – use 'I will' rather than 'I will not' (i.e: 'Today, I will be present' rather than 'Today I will not get distracted!').
- Use strong language - don't be wishy-washy.
- Write it down and keep it with you!

Example:

I will explore my limits.

What is your intention?

Why did you choose this intention?

What action are you going to take because of your intention?

If you could offer one piece of advice to someone completing this badge, what would it be?

Self-Awareness

Self-awareness and reflection can help you to determine how far you have come on your learning journey, as well as where you want to go.

Please look at the information on the following page and identify what skills you have developed (i.e: Glowing) and what skills you are still looking to develop (i.e: Growing). Being able to self-locate your own strengths and weaknesses will help you in your future and support your journey of lifelong learning.

We invite you to self-locate on this scale and offer a short one sentence explanation of why you chose the location you did.

On the next page you will find the **internal**, **external** and **action** areas introduced throughout this workbook. Once you have completed this changemaking in action badge you will have the ability to:

“ Don't overthink it or over-analyze. There is no grade associated with it. This learning experience is personal, so enjoy the ride! ”

Student Participant

Self-Awareness

| You show the evidence and the ability to meet the expectations set out for changemaking in action by either growing or glowing in the following areas: | GROW | | GLOW | |
|--|------------------------------|---------------------|-----------------------------|-----------------------|
| | I still need to work on this | I'm making progress | I'm feeling good about this | I'm excelling at this |
| INTERNALLY - Understand and value your connection to the problem. | | | | |
| INTERNALLY - Understand the root of the problem. | | | | |
| EXTERNALLY - Seek out diverse resources, and collaborators that will help you move towards a solution. | | | | |
| EXTERNALLY - Use critical and creative thinking to design a strategy that will move towards a solution. | | | | |
| ACTION - be open and willing to share your ideas and stories. | | | | |
| ACTION - Design a solution or outcome that you are proud of. | | | | |

Get Your Badge!

Wow! Amazing job. You have done so much work and are becoming a real changemaker.

Before you hit submit, we suggest taking a few minutes and do the following:

- Edit all of your work. Is the spelling, grammar and sentence structure correct? Do you feel confident and comfortable submitting this document?
- Save this document with the following name: ChangemakinginActionWorkbook_FirstnameLastname (example: ChangemakinginActionWorkbook_LauraKoza).
- Celebrate - do a little happy dance, treat yourself to a coffee, or just take a moment to be proud of what you have accomplished.
- Double check the submission details to ensure you have completed everything.
- Complete your Feedback Survey. [Click this link](#). (Please note: You will receive your badge once your feedback survey has been completed.)

Keep in Mind:

- Double check your email address to ensure it is spelled correctly.
- You will not get an email after you submit your application, if you clicked 'submit' you are good to go.
- Badges take 2-3 weeks to be approved. Be patient, we are working on them.
- Don't forget to check your junk mail for your badge approval.
- If you are experiencing an error while submitting your application, you may need to compress the file size of your workbook. [Click this link for instructions](#).

CANCREC APPLICATION



Congratulations! What's Next?

Amazing work! Thank you so much for your time, energy, and commitment to understanding empathy.

Please consider the following as you continue to move forward in your learning journey.

Complete the Feedback Survey – please take approx. 7 mins to share your authentic feedback with us so we can continue to improve this program. [Click this link.](#)

Explore other options in the **Flourishing 5 Pack**. Consider telling your classmates about this experience.

Don't forget to add your badge (once you get it) to your resume and social media profiles.

**CLICK HERE
TO CONTINUE ON YOUR
LEARNING JOURNEY**