

# Evaluation of the organization and activities of the PDA “SUSTAINABLE BUSINESS MATTERS: from scratch to pitch (SCRATCH-PRO). Agreement No: 2024-1-CY01-KA153-YOU-000214340” from participants.

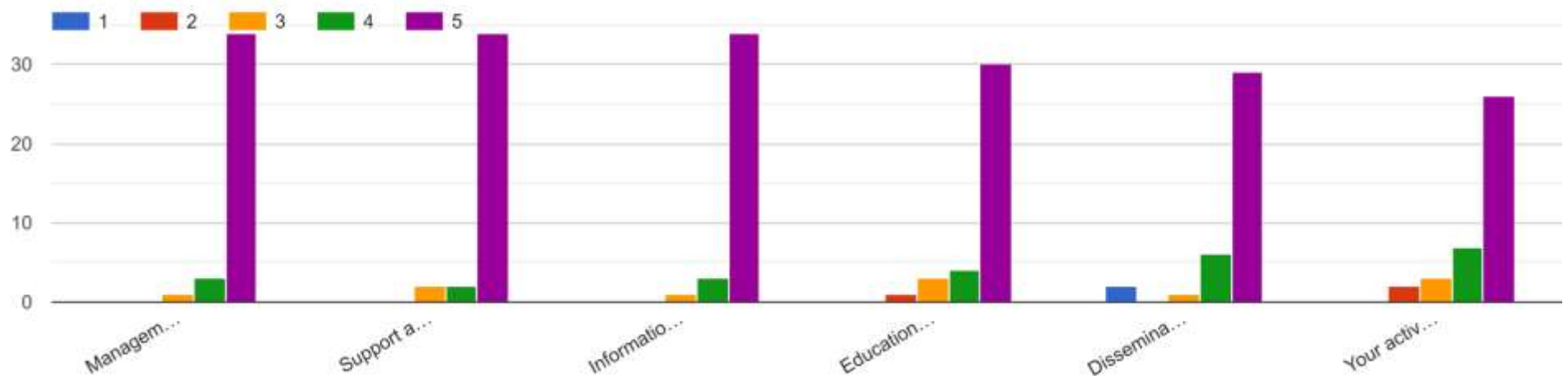
On the last day of the first PDA of SCRATCH-PRO (on 24<sup>TH</sup> OF MAY 2025) of our activities participants of the project answered online the following questionnaire.

We would like to have your opinion about our PDA, that took place in PISSOURI, LIMASSOL, CYPRUS (HYLATIO TOURIST VILLAGE) regarding the overall training organization and the activities we had; educational, cultural and others.

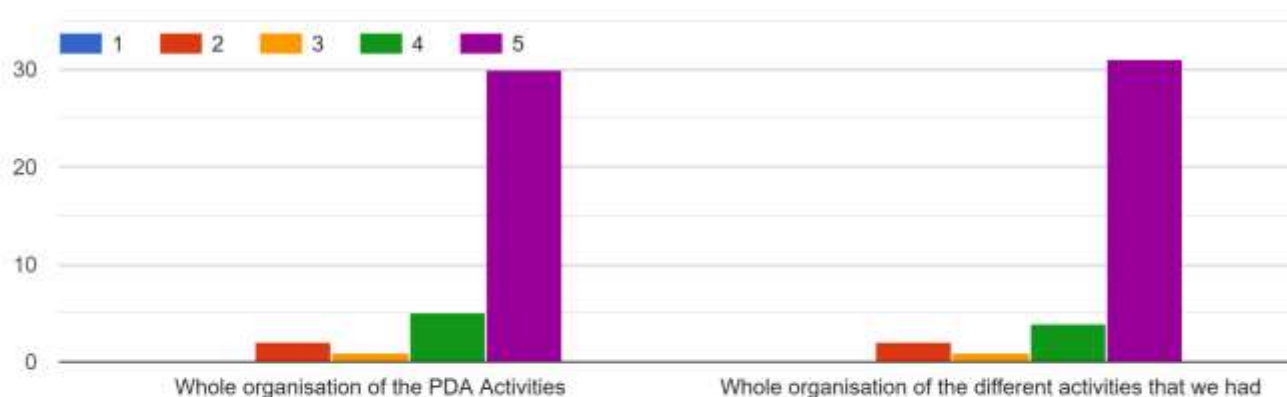
The questionnaire is divided in six sections and we would like to gather your feedback because your opinion is important to us and will also help us to improve. This questionnaire is only for participants we had in the training.

## Management and Organisation Questions

The following questions are about the project's overall organization. Answers are from one to 5 where one is the very negative answer and 5 the very positive answer. With the following order: 1. Highly ...onse must be your personal opinion depending on your own experience.



The following questions are about the Professional Development Activity as overall implementation. Answers are from one to 5 where one is the very n...rsonal opinion depending on your own experience.



**Anything that you want to mention in particular that will make us better about our future projects which have to do with the whole organizational part of the project.**

I only can say that all was really good, except the wif  
 A little more informal time with the team.  
 Sometimes I wanted a little more in-depth theory to understand what and how to do (for example, creating a project together in full, and then each team separately). As an idea - visiting business owners. but overall - everything was great!  
 Logical flow of the information, schedule of the activities and debriefing should be improved  
 Regarding the dissemination aspect, I don't have the capacity to meet all the points mentioned to qualify for reimbursement. I'm quite concerned that

Everything was perfectly organised.  
 The best training in my life (people, facilitators, place, atmosphere)  
 It will be best to start at 10.00 o'clock and to end at 18.00  
 I liked everything, everything was thoughtfully organized.  
 Maybe name cards would be useful to wear for the first few days in order to remember all the names of all participants  
 More inclusive activities for reduced mobility participants.

Very good dynamic of timetable.  
 Everything was great. Thank you very much.  
 I'm very pleased with the opportunity to participate in this project. Everything was great, including the activities, aside from the teaching. The only thing I didn't like was the Energizer games. For me, they're for children, but that's not important. The most important thing is the teaching, and it's been very good.

I won't be reimbursed if for some reason I fail to achieve any of the points. For example: I don't use social media, and it will be difficult for me to gather 20 people to talk to them about the project. Couldn't this aspect be steered in another direction? I wouldn't mind working in a team but I'll struggle working alone.

I'm satisfied with the program. My opinion is that everybody has done their job very well.

I like it ♥

I love you guys

Thank you so much for everything!

Unfortunately, there is one thing i want to say. We spent too much time together making teamwork, but we didn't have enough time to spend together not during teamwork's and also get tired. Actually, the hiking and the visit in Pissouri was really not only funny but informative, like if it's in real life, we practice and discover the village will be more memorable. Thank you ♥ ♥ ♥ you're the best, thank you for amazing time, information and friendship that I made because of this amazing project.

All activities were well planned, the time factor was considered, and the tasks were very interesting.

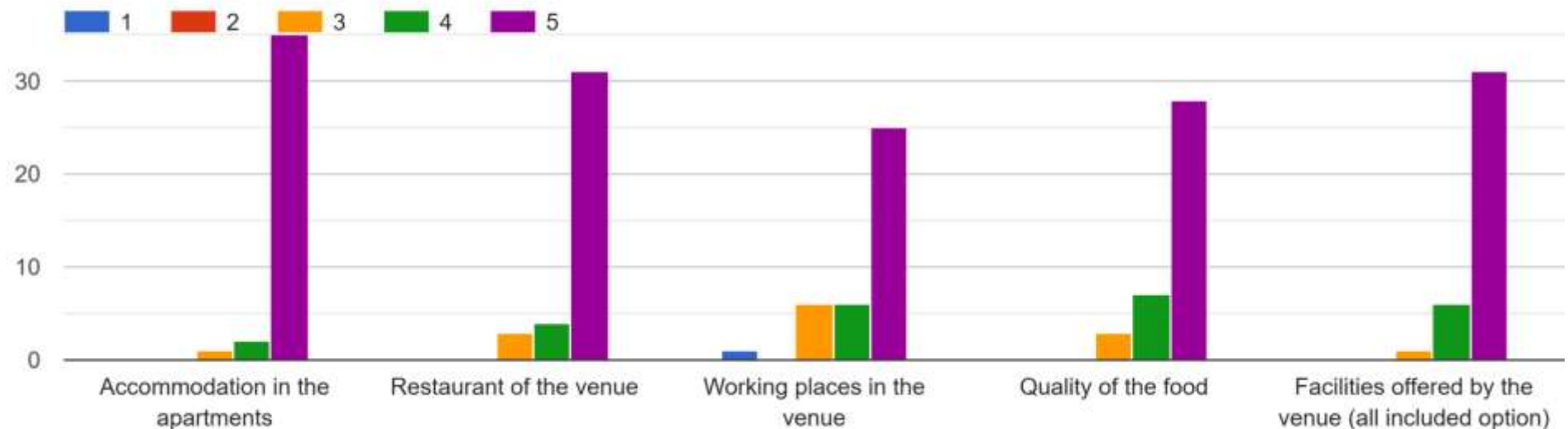
Make an excursion to the local businesses

SDGs need further exploration and separate projects dedicated to the topic, might be a subject to later explore.

Project was great and trainers were very well organized and aware of all the topics of the project.

## Accommodation and Food of the Training

Within your recent stay in HYLATIO TOURIST VILLAGE, PISSOURI, LIMASSOL, CYPRUS for the need of the training please rate your overall satisfaction with:



## Anything that you want to mention in particular that will make us better about our future projects which have to do with the accommodation place and the food in the project

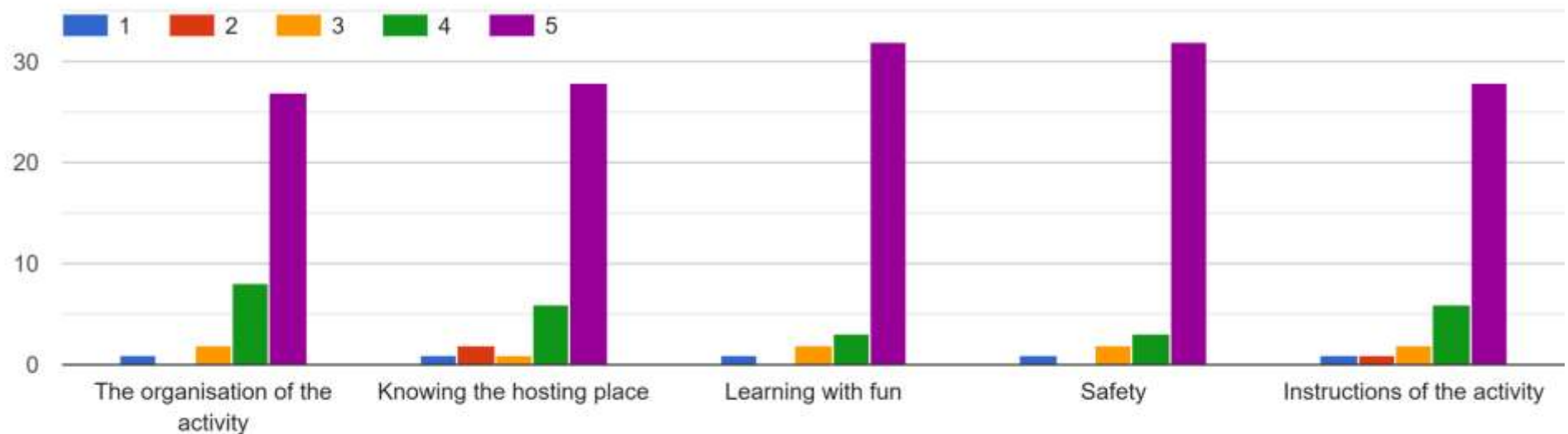
I think the activity room was very noisy. It was very close to reception, and there were always people passing through. I think a closed-off room would be more convenient, or if that's not possible, everyone could meet in one of the larger rooms, away from the rest of the guests. Fast food was too much, what about soups ?? 🤔

No, every thing was great  
No. Thank you  
It may be so interesting and funny to live with people from another country to ensure that the air conditioner works in the room:)  
Project venue was great  
I liked the hotel, it was nice, and the food was good too.

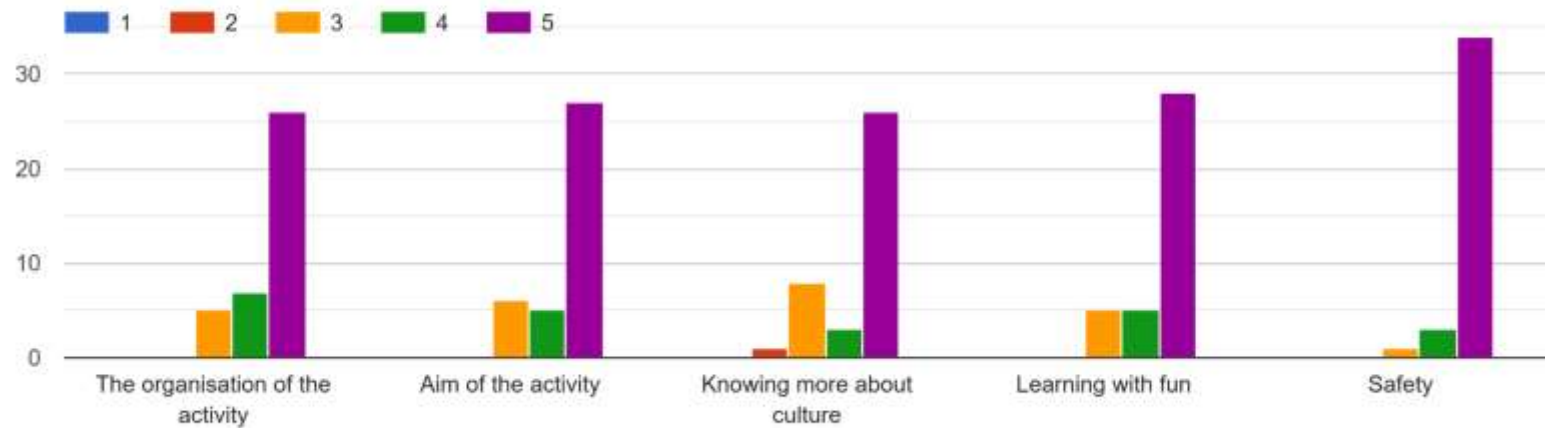
Thank you for this opportunity! That was really good! Feeling inspired that I want to change my life and really thinking about being an individual entrepreneur.  
Have comfortable and clean chairs  
All activities were well planned, the time factor was taken into account, and the tasks were very interesting.

## Outside Activities

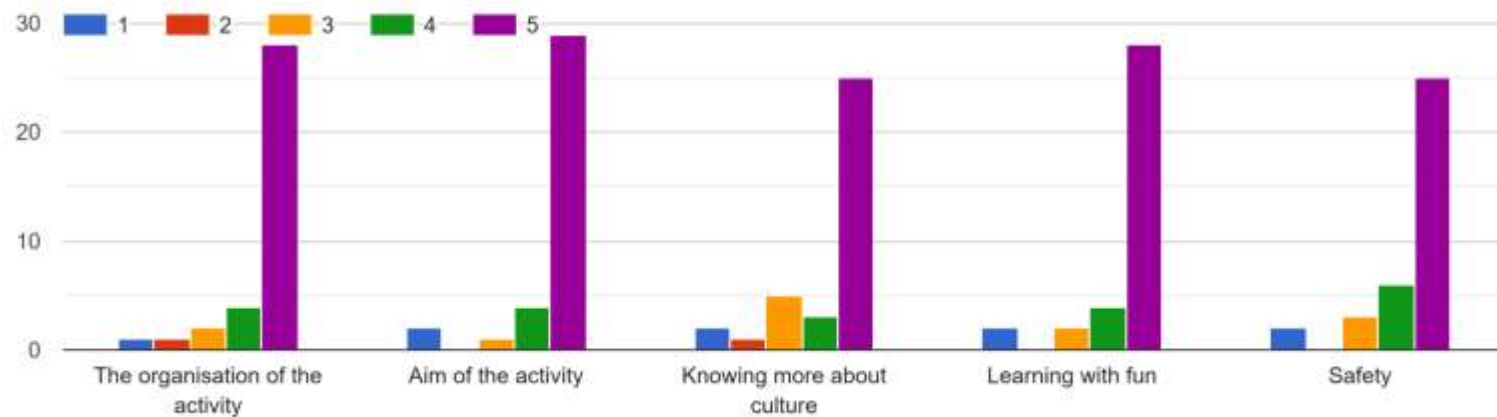
Tasks in Pissouri (Sunday afternoon). This was the treasure hunt type game in the square of Pissouri, where in mixed groups you explored the square as a form of team bu... your personal involvement in the activity according to:



Trip to Paphos (Wednesday afternoon). This was the day we dropped by Petra tou Romiou (Aphrodites rock), the ancient mosaics and Paphos center. How do you evaluate your personal involvement in the activity according to:

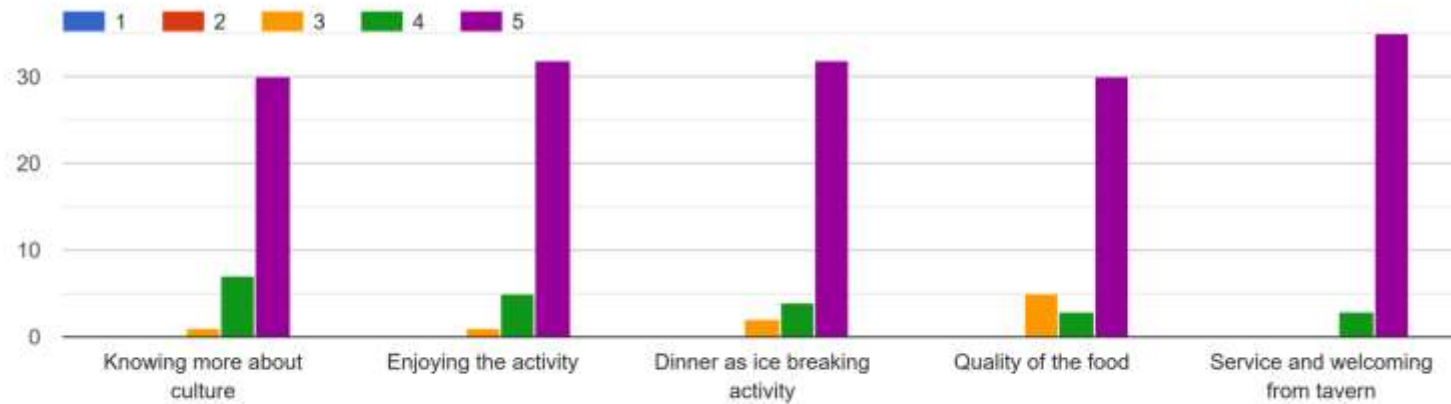


Hiking retreat (Thursday morning). Not to be missed, this was when Xenia took us to the trails of Pissouri, serving as a retreat as businessmen often do. How do you evaluate your personal involvement in the activity according to:

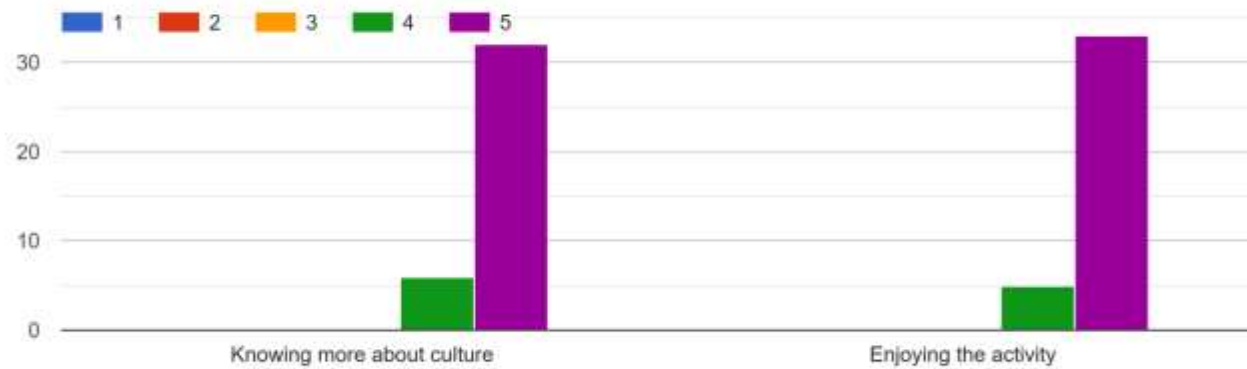


# Intercultural/Night Activities

Welcoming Dinner (ice breaking dinner) in Pissouri square (Sunday evening). This was when we visited Symposio, right after Tasks in Pissouri. How do you evaluate your personal involvement in the activity according to:

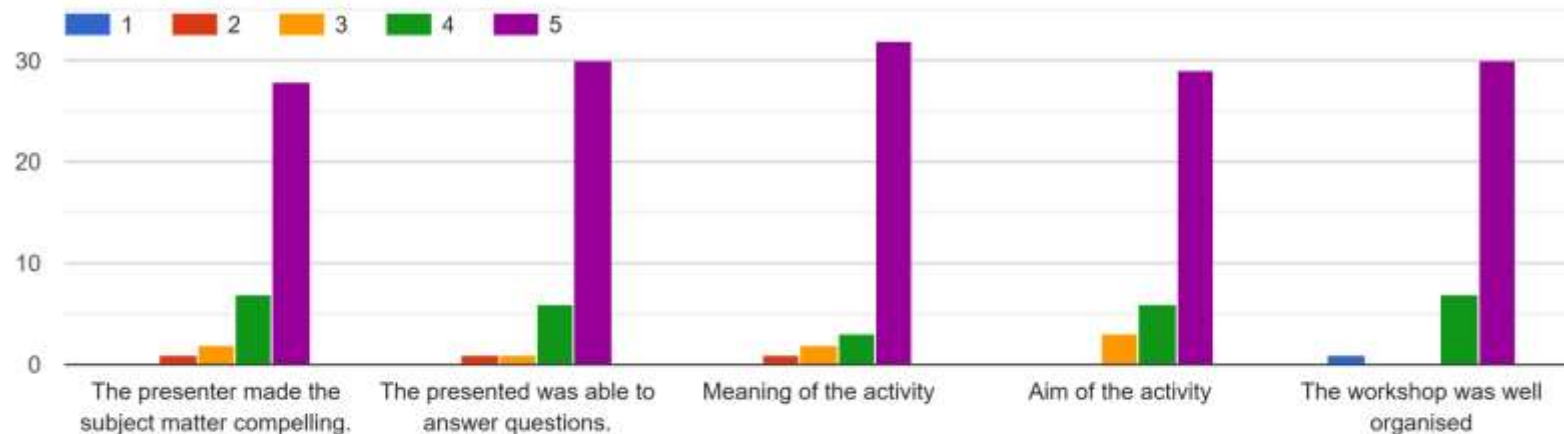


Intercultural nights: How do you evaluate your personal involvement in the activity according to:

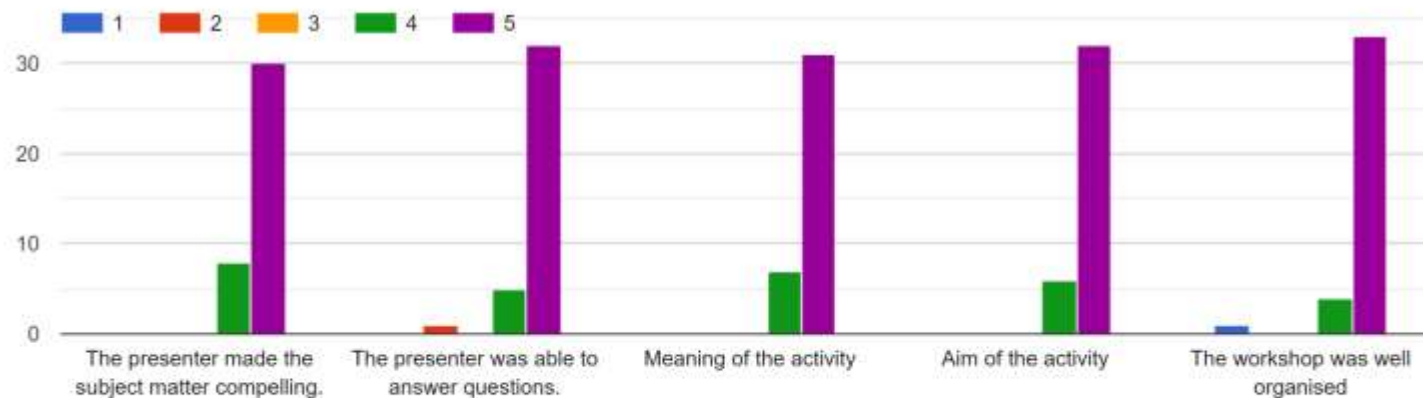


# Non-Formal Educational Activities

Icebreakers and Team building activities (Sunday morning). These were the activities on the first day before lunch. We played different types of games to learn about ...names. Evaluate the activity according your expectations:

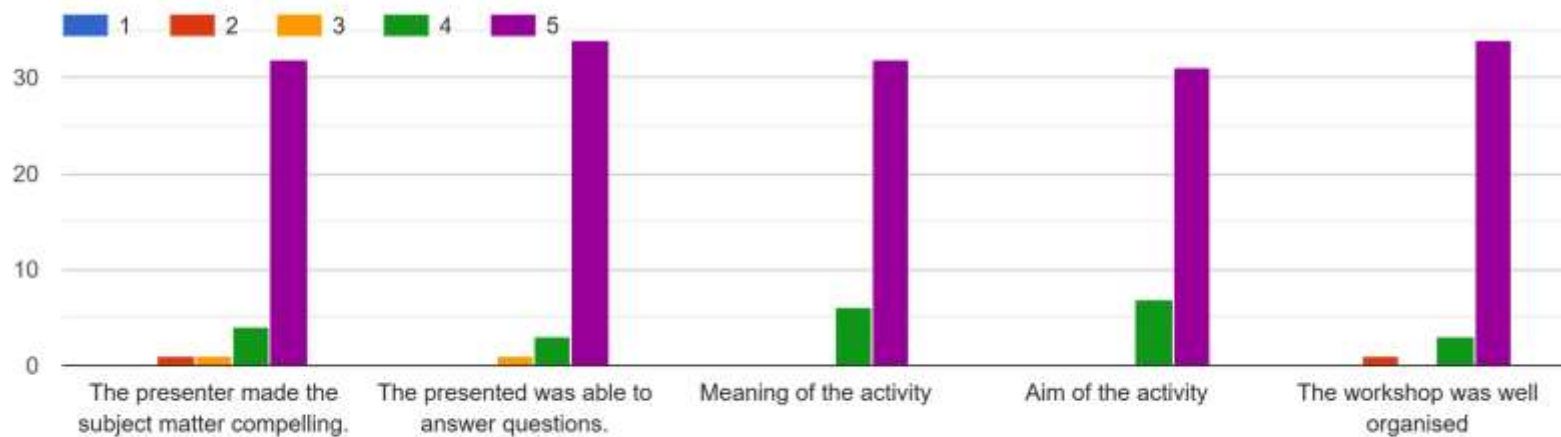


Fears Expectations Contributions backpack (Sunday morning). This was the activity where we “packed” our backpacks of our fears, expectations and contributions be... them. Evaluate the activity according your expectations:

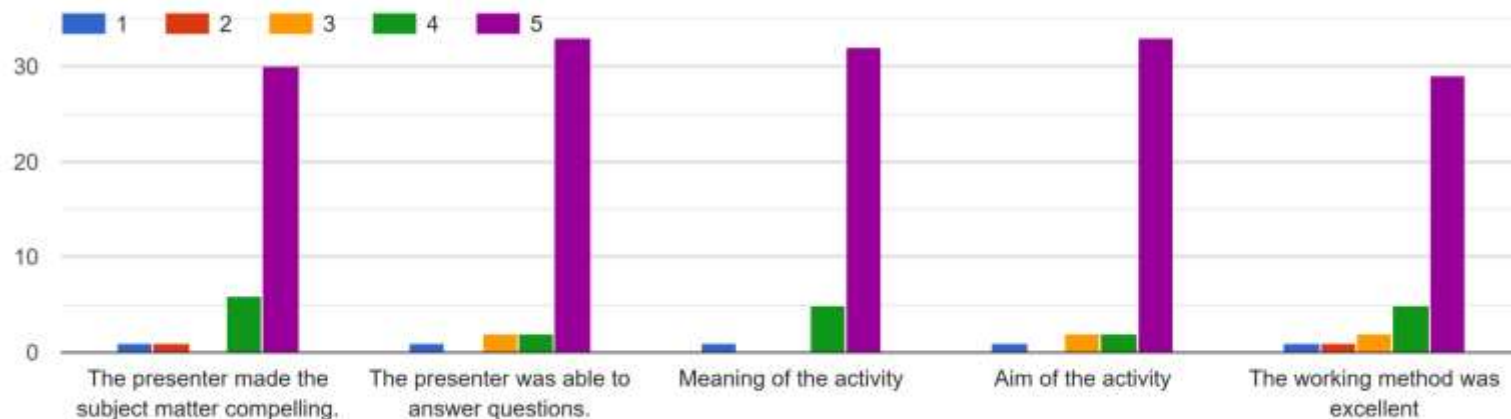




YouthPass Team building activity. (Sunday morning) This was the short session with mini youth-pass stations to understand the key competences. Evaluate the activity according your expectations:

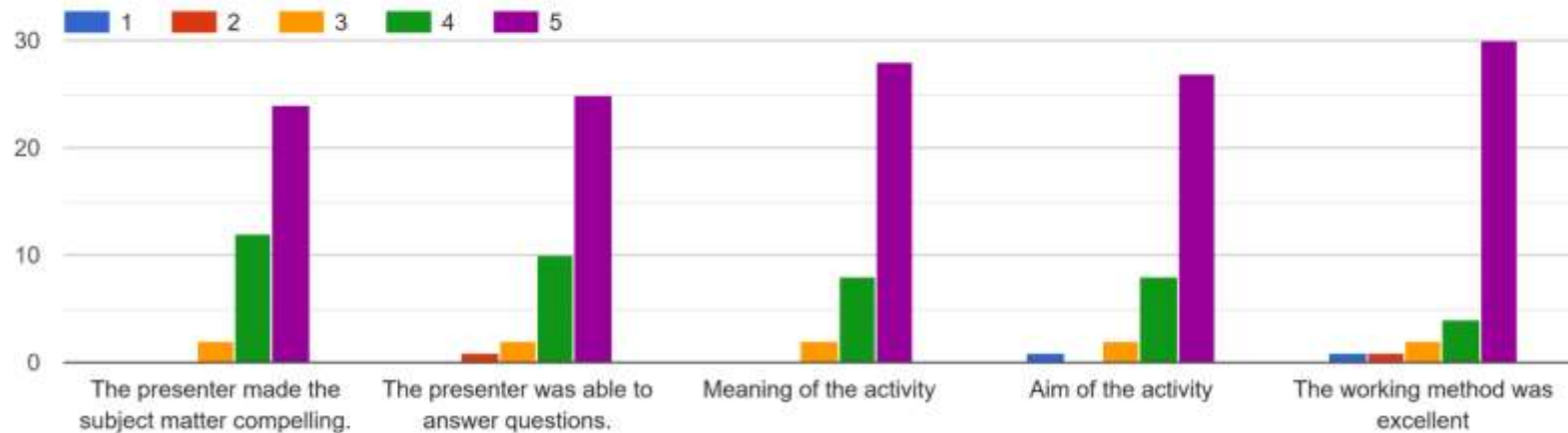


SDGs for famous brands (Monday evening). This was the activity, where after Kateryna presented the project, we evaluated famous brands like H&M or Netflix, based on the SDGs. Evaluate the activity according your expectations:

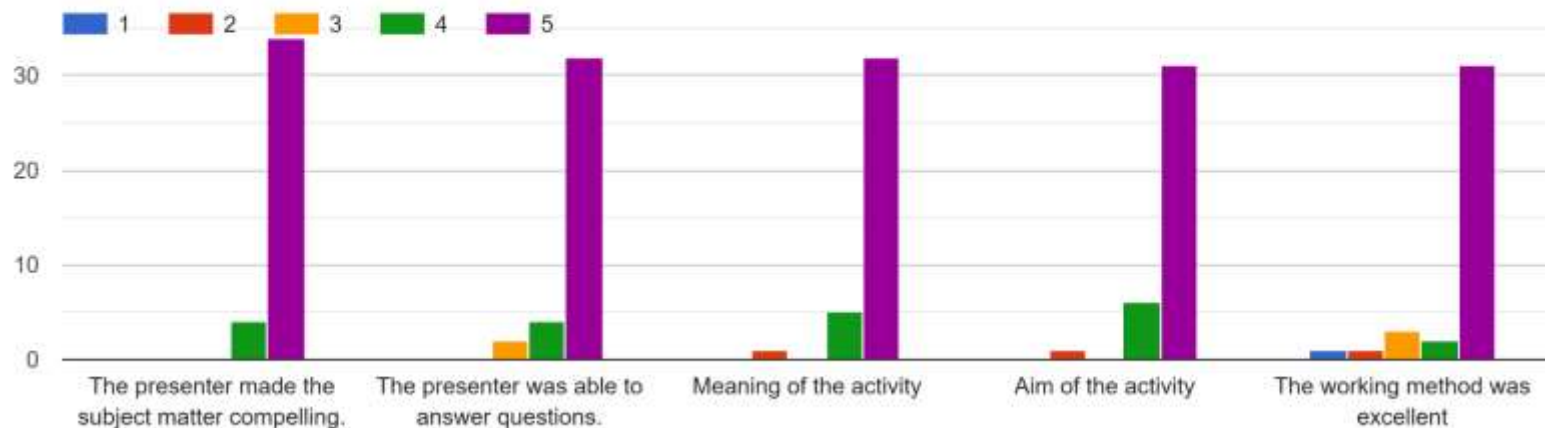




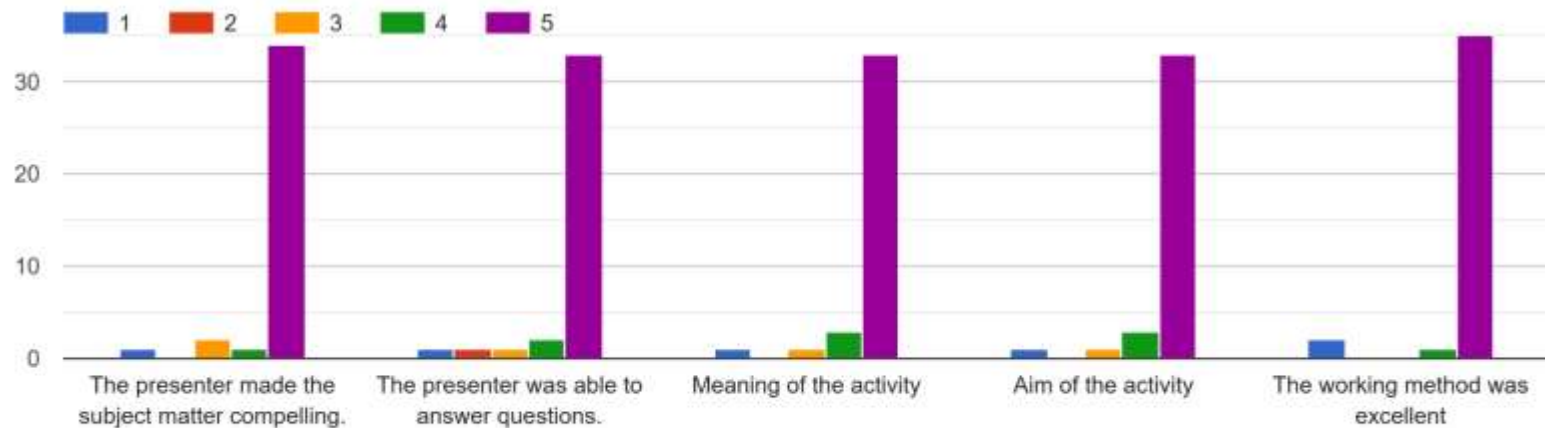
Team vs Team debates (Monday afternoon). This was the activity, where we debated against each other on SDGs, where they are an obstacle to real business or if pe...r SDGs. Evaluate the activity according your expectations:



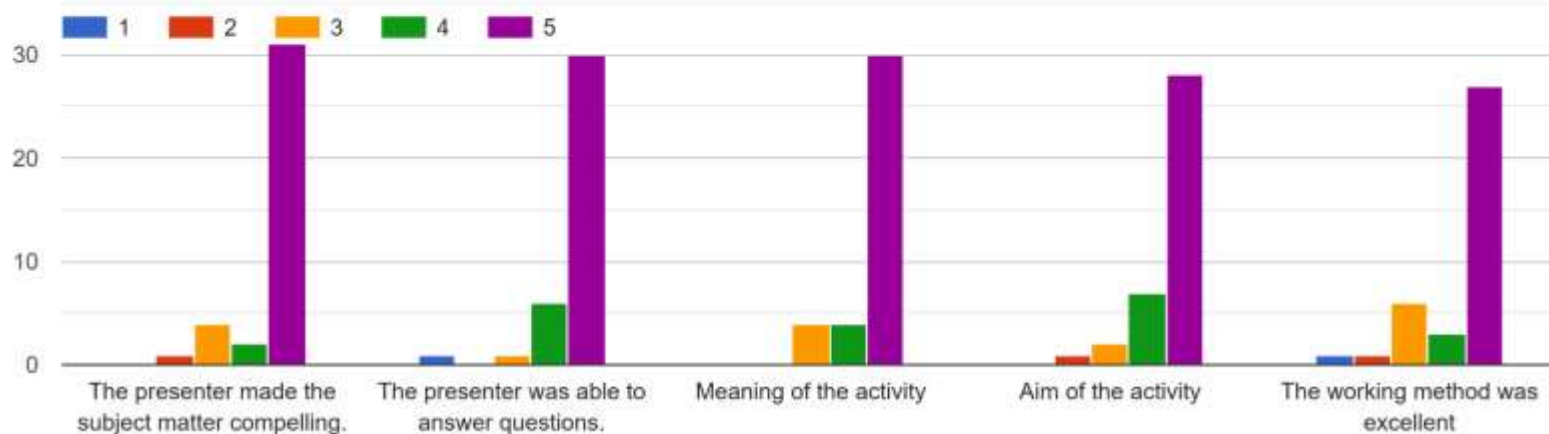
Realities in our Countries (Monday evening). This was the activity, based on the homework, we presented the current SDGs based realities of each of our countries. Evaluate the activity according your expectations:



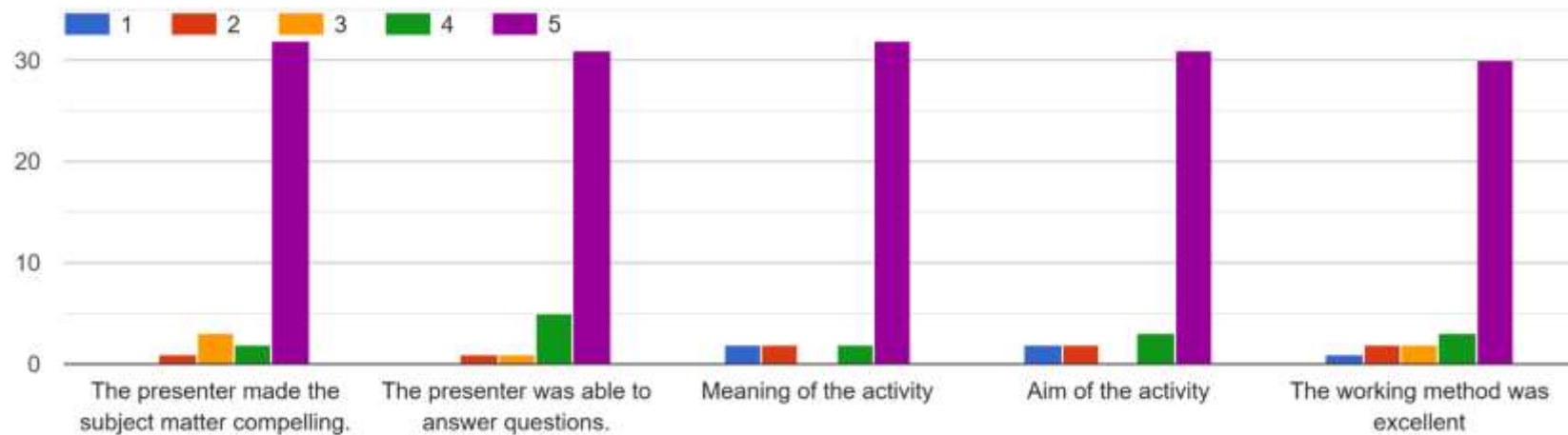
SGDs and the elements of value (Tuesday morning). This was the activity, where half the groups received an issue, and the rest solutions. Upon pairing up, you came u...e two. Evaluate the activity according your expectations:



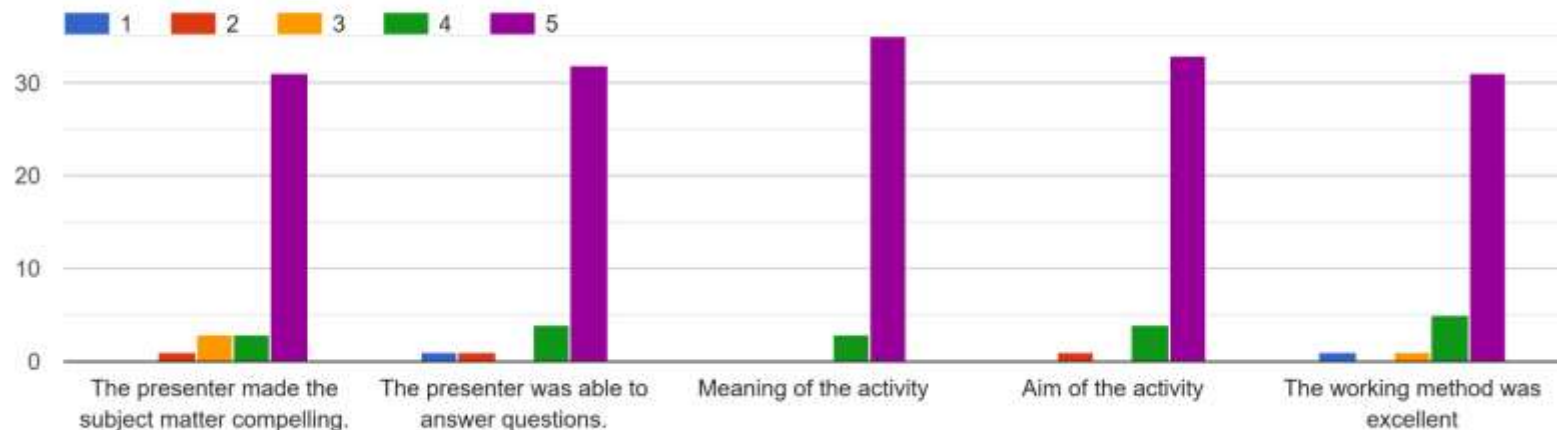
The Business Model Canvas (Tuesday morning). This was the activity, that involved the A3 paper, where in your new teams, you worked on different parts of business, suc...ships. Evaluate the activity according your expectations:



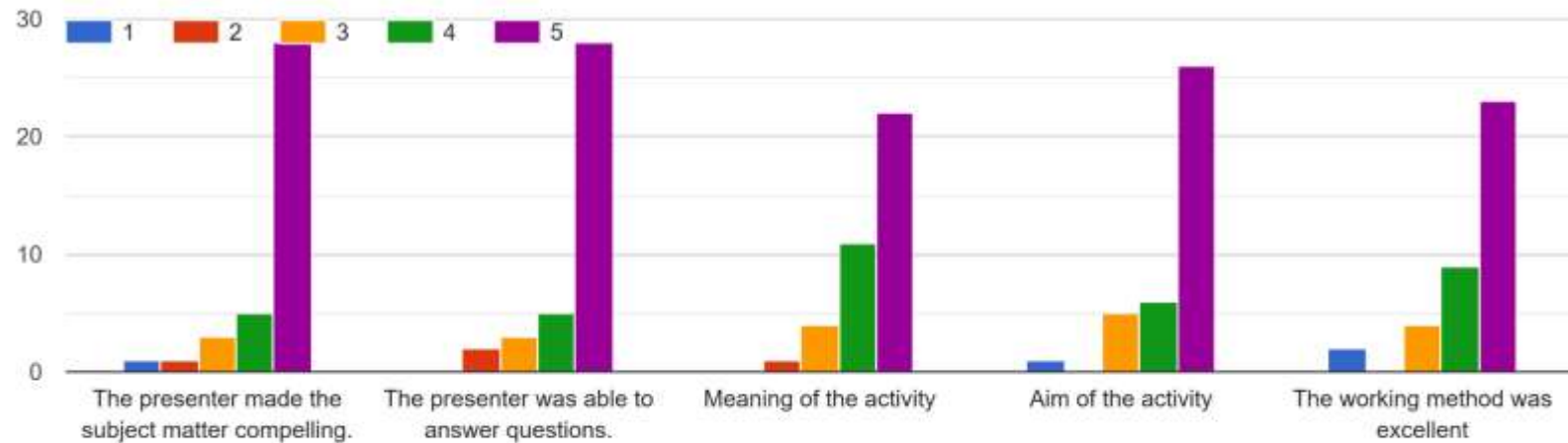
Inside-Out SDG self examination (Tuesday afternoon). This was the activity that started with you calculating your own carbon footprint, then continued on to Ermas' SMART goals. Evaluate the activity according your expectations:



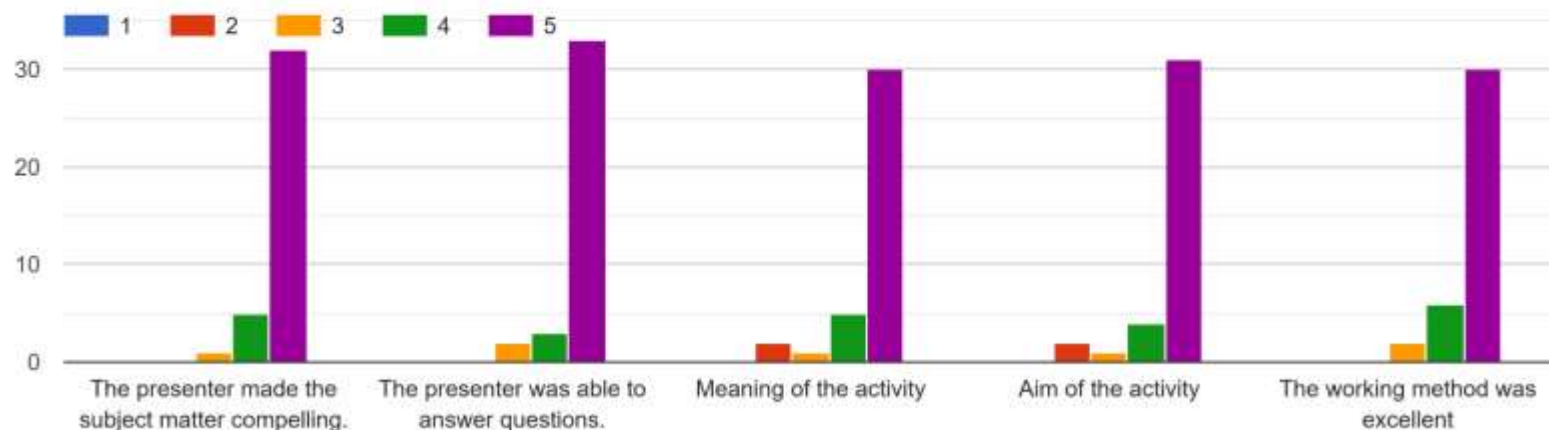
Brand identity and archetype (Tuesday afternoon). This was the activity where we learned about colors and archetypes then on to implement them on your own busine...deas. Evaluate the activity according your expectations:



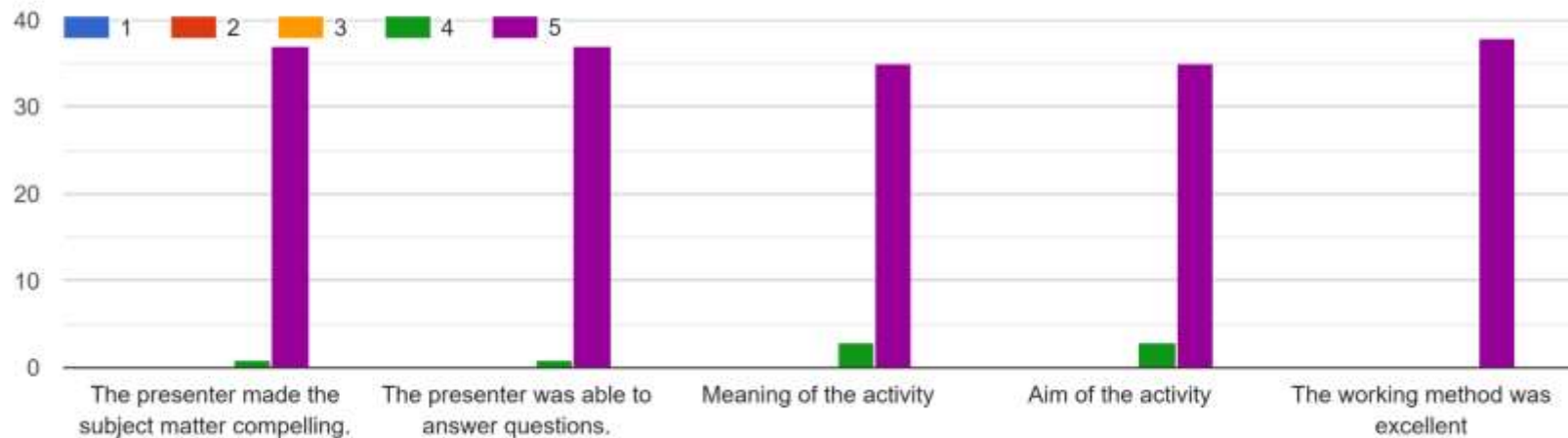
Money Matters (Wednesday morning). This was the activity which involved the A3 paper with a 5 year plan and focused on one-time costs and operational costs. Evaluate the activity according your expectations:



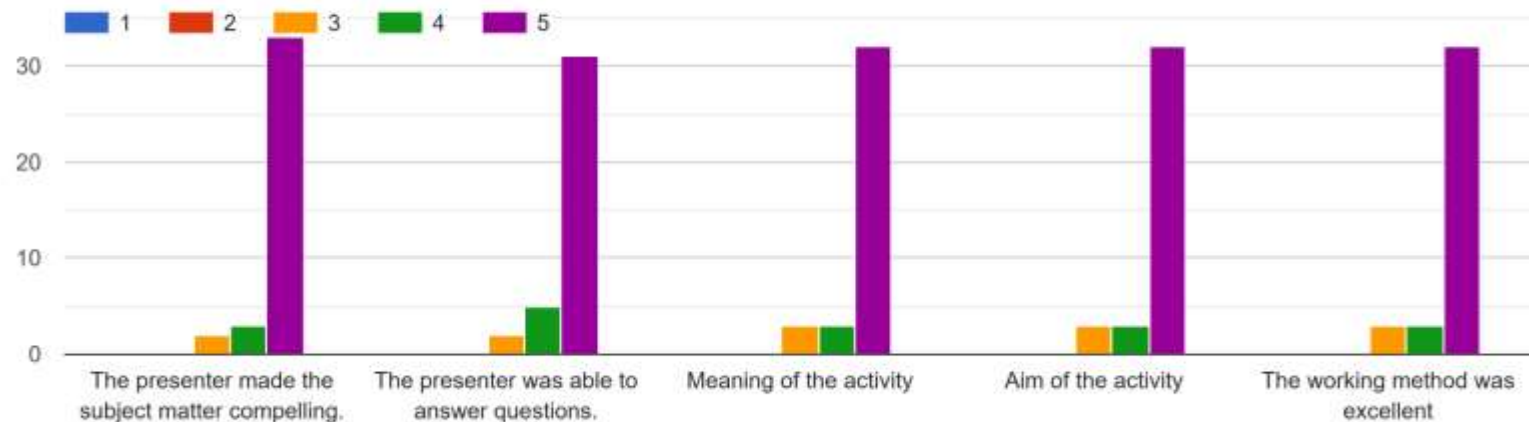
Crisis management theatre (Wednesday morning). This was the activity where each person in a team had a role (such as CEO or HR) and you had to mitigate a crisis using...e-play. Evaluate the activity according your expectations:



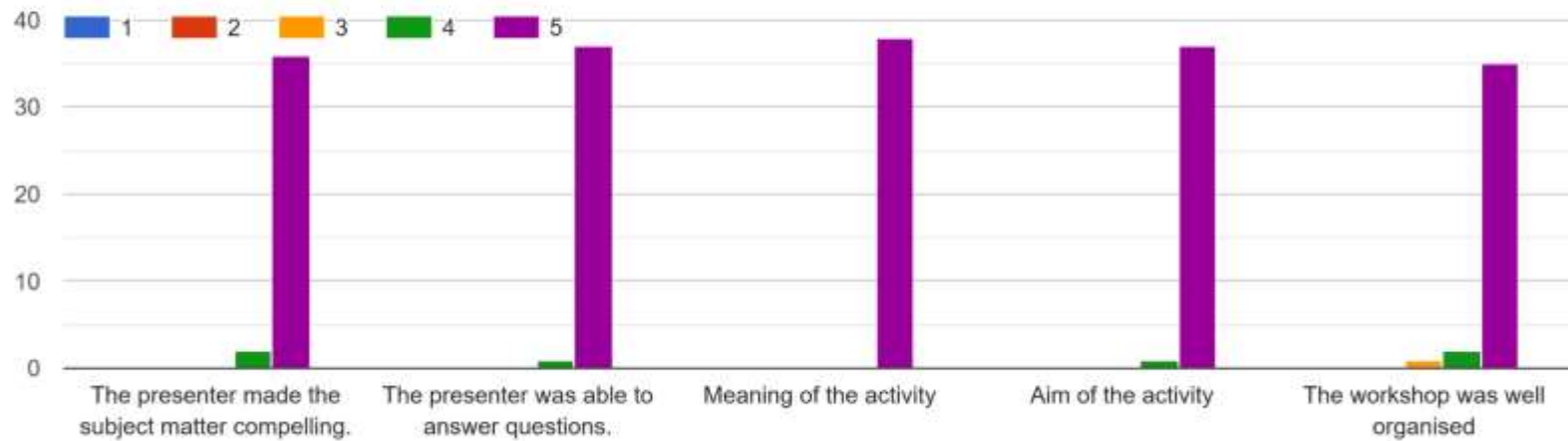
Bad product/Good marketing (Thursday afternoon). This was the activity, where we first made horrible products, and other teams marketed them using theatre. Evaluate the activity according your expectations:



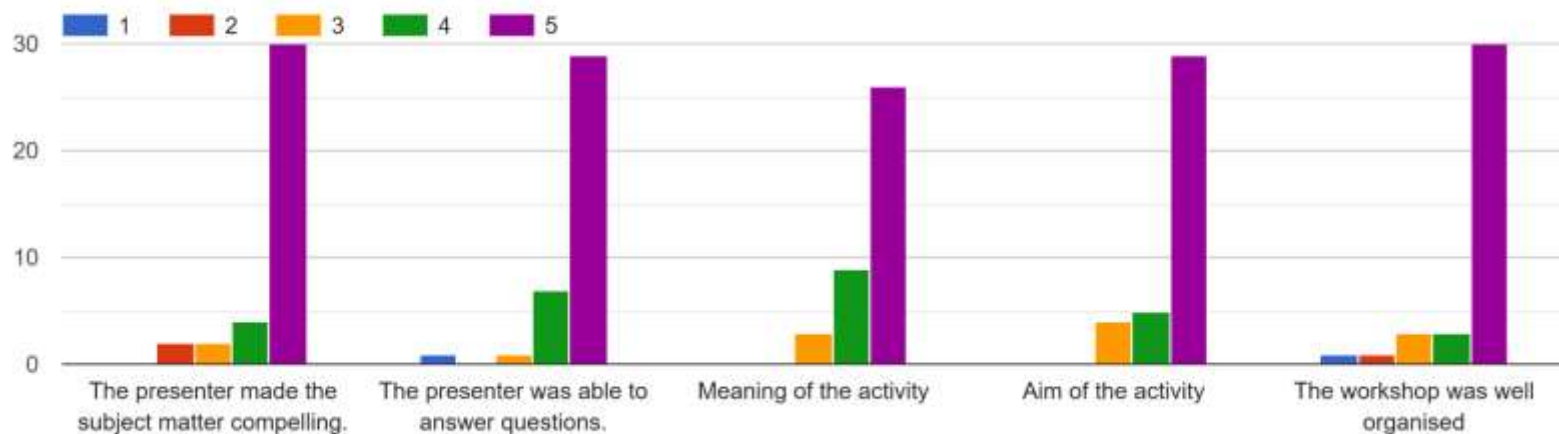
The mindset of the businessmen (Thursday afternoon). This was the activity, by Erma focused on having the proper mindset, especially important when pitching. Evaluate the activity according your expectations:



Local entrepreneurs visit (Friday morning). This was the visit we had by local entrepreneurs of Pissouri, who spoke of their businesses, its challenges and opportunities. Evaluate the activity according your expectations:

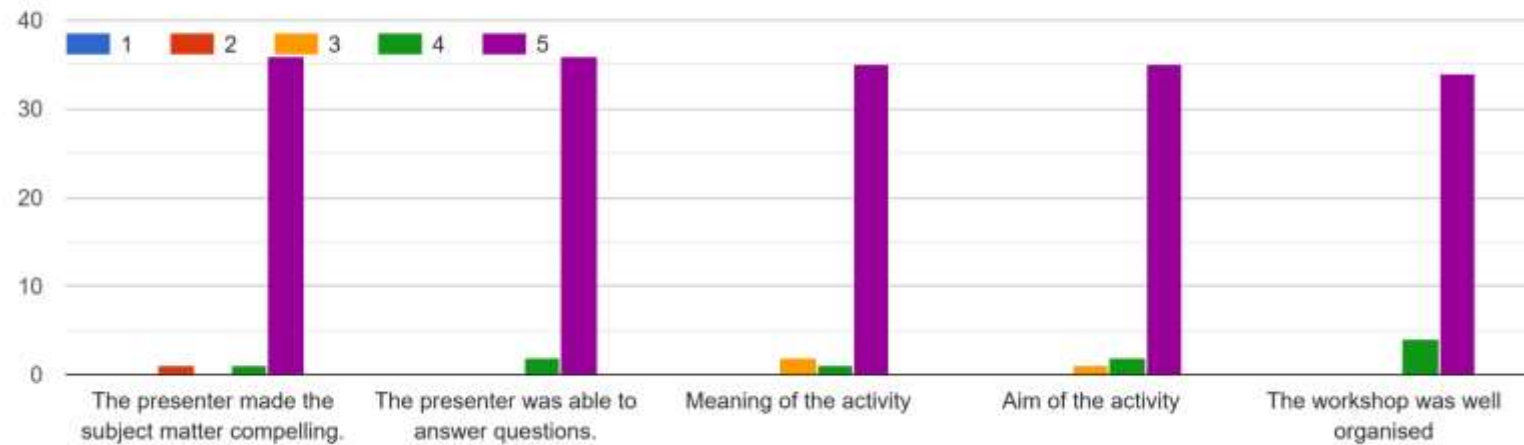


MVP (Friday morning). This was the activity where you presented a basic MVP, of the business ideas you had. Evaluate the activity according your expectations:

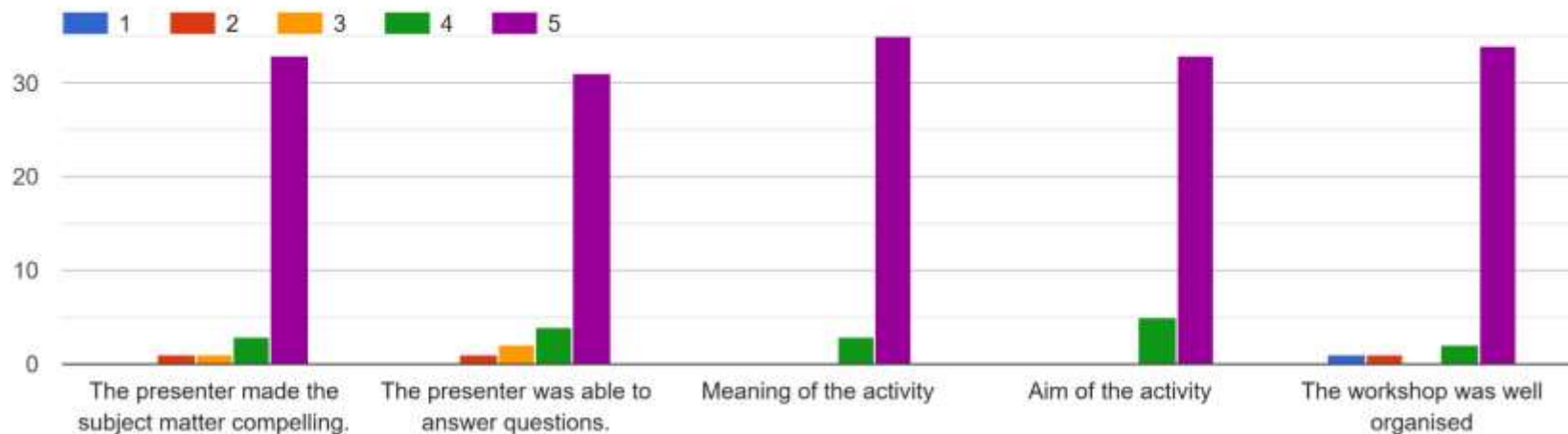




Erasmus+ opportunities (Friday afternoon). This was the session by Bobbie, where you found out about every single opportunity that Erasmus offers you. Evaluate the activity according your expectations:



Pitch day (Saturday morning). The ultimate culmination of the project! This was when the 6 teams went head to head to pitch their sustainable business ideas. Evaluate the activity according your expectations:





## General Questions

### Write your emotional outcome for the organisation and implementation of the PDA

I feel inspired and grateful!

Was an opportunity to think about many topics related to SDGs which wasn't on attention much and how to combine with business which is impactful to know that businesses can be not only for money generation but have deeper purpose. Got to realize some things which I need to improve in future. I am glad to be taught by these persons. As a participant, it was a very positive experience. At first, I felt uncertain, but over time I became more confident, motivated, and part of the group. I learned a lot and finished the project with a sense of pride and personal growth.

I am fully inspired!

Grateful about the experience!

Well, I got the motivation I needed to get myself in the business field. I found out real success stories and got some insights from the field.

I enjoyed myself. Amazing and useful.

It was a very interesting project. I loved working as a team and learned a lot, not only about business but also about sustainability. I would recommend it to my friends who are interested in participating in Erasmus+ projects. Without a doubt, it's one of the best projects I've participated in.

Participating in the PDA made me feel motivated and more confident. I enjoyed being involved and learned valuable things through the experience.

Everything was perfectly organised

All was at the highest level. Perfect organisation and realisation

I like the whole process, everything was well organized and I enjoyed the whole PDA. The subjects were interesting and the facilitators were very good.

Everything was      

I learned to be better at presenting myself and ideas

I would like to say thank you for the great organization, gained knowledge, people and emotions that I received during the project. It's my first time participating in a project with this topic, but I've enjoyed it and found it interesting.


I learned so many things. Thank you :)

Love the so much thank you for everything

I feel interested in assembling the team and reaching common goals.


I really liked it, it brought me a lot of new experiences.

I learned new digital skills especially

Thank you for all of these 

I enjoyed meeting so many inspiring people. Organizing and implementing the PDA gave me great emotional satisfaction. Despite initial anxiety, the process was inspiring and strengthened my motivation for professional growth.

Motivated and ready to implement new ideas in my own business

I'm really inspired 

I feel satisfied and encouraged

I adored the project, I am happy to have the possibility to participate, Cyprus nature is wonderful! I enjoyed the company of other participants and realized I loved my own team very much!

fun and frolic.

I am very happy to try new methods, reflect my own practices. THANK YOU VERY MUCH. I enjoyed everything!! Each activity contributed in my development, adding one more brick in my base of knowledge.

Super

I really enjoyed the whole experience. I am really interested to strengthen my personal brand and leaving with few ideas.


I really liked the activity and I learned a lot about entrepreneurship

It was cool

I am overall satisfied with the organisation, the only thing I want to mention is the activities being more practical

Confused, lack of structure and meaning of the activities

I really liked this project and I'm very grateful for participating.

Wow  It was amazing, I like the project so much. It is the best TC in my life. I was interested and inspired by the program. And now I have a lot of sources, energy and desires to develop myself and build my future. Thank you. You are amazing!

## Which activity had the maximum impact for you?

Bad Product - Good Marketing,  
Meetings with entrepreneurs.  
Bad product/Good marketing  
Entrepreneurs visit was very  
inspiring and enjoyable for me, I  
liked creating bad product and  
selling it also - creative and funny  
I liked all the activities. They all had  
the maximum impact for me.  
The mindset of the businessman  
Bad product/Good marketing  
The mindset of businessman This  
activity teach me think differently  
all of them!  
CREATING LAST PITCH IN THE  
GROUP (ON FRIDAY)  
all

Bad product :D  
It's hard to decide. I like all of  
them.  
Canvas, mvp, pitch  
Pitch day motivated me to be more  
focused on my public speaking  
skills and my selling skills (that i  
don t have yet hahah).  
To make advertising  
The earth footprint, pitch and  
advvertisement for bad products  
How you see your future in 5 years  
Businessmen talk  
Local entrepreneurs visit and Bad  
product/Good marketing  
Imagine yourself in 5 years!

Local entrepreneurs visit  
Bad and good marketing products  
I really enjoyed the activities with  
the theatre when we had to  
improvised  
Marketing game, hiking, pitching  
Inside-Out SDG self examination  
Business pitching  
The activity in witch you have to  
imagine how you looks in five  
years from nowadays  
Theater (5 years), local  
entrepreneurs, bad products  
marketing, and non-formal team  
buildings  
Bad Product

All of them.  
The transformational party, it was  
amazing to think of myself in 5  
years and also to find out more  
about the people around me by the  
things they told me about them in 5  
years  
SDGs and the cultural nights  
How I see myself in 10 years.  
Bad product, good marketing  
the activity of the MVT's  
The process of making group  
sustainable business.  
How to create MVP of project,  
what are importance for that.  
I liked the MVP and the pitch the  
most.

## Which activity had the least impact for you?

I didnt like how the money matters  
was explained. About the pitch, it  
would have been better to do parts  
of the pitch every day. So to have  
the structure earlier.  
MVP, Financial part, brand identity  
Money Matters . 5 year plan and  
focused on one-time costs and  
operational costs. Evaluate the  
activity according your  
expectations:  
Debates, costs evaluation (it was  
difficult)

Money Matters  
SDGs for famous brands. I would  
like to explore it deeper.  
The Business Model Canvas  
all had impact!  
I don't like the activity that was  
related to imagine yourself in the  
future, but in general it was fun  
I like all activities.  
Debates  
I do not have  
Maybe Money matters  
Energiser

Maybe debates...  
There's no  
Debat  
The debate.  
Canva bussines model  
It was nice to hear real life  
examples of success and get an  
inside of how a restaurant works  
Mvp, I do not understand how to  
make a product from a service,  
was not explained  
Mvp  
MVP

With the money  
I don't like activity with future plans  
where we needed to share our  
future. I'm a person who likes not  
to share anything while I don't  
achieve it. So that's why I don't like  
this activity  
Erasmus+ opportunities (because I  
knew them already but if I hadn't it  
would be very useful)  
budgeting  
The photo of the MVP caused into  
me to think

## Any messages you want to send us? :)




Thank you for everything:)


Keep up the good work


I want to say that ACPELIA projects are always so high quality... This is not my first Erasmus, but this project is completely next level


If there are participants with disabilities in wheelchairs or limited mobility, I believe there should be at least someone from the organization accompanying them (apart from their official guide) on the day of the excursion to Paphos. It's difficult for just one person assist and carry a person with disabilities in a wheelchair while visiting the ancient ruins of Paphos in such rough terrain. An alternative activity should also be offered on the hiking day.


Stay motivated and hope to take in consideration the feedback to improve next projects.

Love youuu   


I love you 

Thanks for all. You did great job 

Thank you for organizing and doing all the stuff so well 

Thank for this grate opportunity 

katya boby erma you are the best

Thank you for the unforgettable project 

Thank you again for the effort you put to create this training. In enjoyed everything.

Please keep what you are doing.

Thank you for everything. The trainings were very good and brought me a lot of new insights. keep up the good work

I will miss all our group members.

Thanks for creativity which made us think deeply

Thank you, especially for addressing our feedback!

Dear, cordinators, you are wonderful, interesting, make tasks understandable, compelling and it encourages me!

No

Thank you!

have a lovely life and see u again! :)

Be safe and happy. This survey is very long  
Very grateful for this week, for the topic and for the atmosphere which was created during this week

Hope to meet you again!

I want to thank you from the bottom of my heart for this opportunity. You are amazing and you do wonderful things for the community. Keep going

Thank you so much! You are the best!

Thank you for the amazing work.