"Remote remembrances to foster the future: Traditional Sport and Games potential"

REMIND

"Skills to exploit TSG Research Report"
D2.1

Call: ERASMUS-SPORT-2023
Topic: ERASMUS-SPORT-2023-SCP
Project Code: 101134177
Proposal acronym: REMIND
Type of Model Grant Agreement: ERASMUS Lump Sum Grant

Co-funded by
the European Union

0. INTRODUCTION

The aim of this document is to obtain descriptive and visual evidence regarding the social skills of individuals who responded to the questionnaire, in order to address the development of JDT. To achieve this main objective, different types of descriptive analyses were performed to convert into evidence the initial hypotheses related to the categorical variables and the study items.

The various sections of the document were organized into three phases as follows:

a) Item Scores: Phase 1

First, the scores for each item were extracted, regardless of the variables: Country, Relationship, Gender, and Partner. The initial analyses were purely exploratory. The 'n', 'mean', and 'sd' were presented in tables, along with figures showing outliers and the median of each item. Thus, the objective of these initial analyses was to obtain a general overview of each item separately. However, this view was crucial to understanding the overall perspective of the participants, as well as revealing possible avenues for further analysis.

b) Item Scores by Country, Relationship, Gender, and Partner

The goal of Phase 2 was to detail the item scores for each of the following variables: Country, Relationship, Gender, and Partner. The same analyses as in Phase 1 were applied but with a different lens. In this phase, the focus was on the perspective each categorical variable revealed.

c) Database Composition and Phase 3

The objective of Phase 3 was to uncover potential hidden insights within the sample composition. While Phase 2 examined the intersection of each categorical variable with each item, Phase 3 did not focus on the items. Instead, the interest was in understanding the simultaneous intersections of the categorical variables (Country, Relationship, Gender, and Partner). For this purpose, a Venn Diagram was used.

1. ITEMS DESCRIPTION

Descriptive indicators of the 12 items (Communication, Empathy, Team Work, Leadership, Problem-Solving Skills, Cultural Skills, Motivation Skills, Adaptability Skills, Negotiation, Organisation Skills, Volunteer Work, Gender Equality), without the use of the categorical variables Partner, Country, Gender, and Relationship. The indicators used were the number of people who responded to each of the items. This indicator will be provided by 'N', the average obtained for each item will be reflected by the mean, and finally, the standard deviation (sd).

|	N	Mean	SD
1. COMMUNICATION	551	8.69	1.39
2. EMPATHY	551	8.28	1.59
3. TEAM WORK	551	8.46	1.46
4. LEADERSHIP	551	8.24	1.58
5. PROBLEM-SOLVING SKILLS	551	8.40	1.52
6. CULTURAL SKILLS	551	7.93	1.74
7. MOTIVATION SKILLS	551	8.32	1.61
8. ADAPTABILITY SKILLS	551	8.25	2.23
9. NEGOTIATION	551	8.11	1.57
10. ORGANISATION SKILLS	551	8.45	1.56
11. VOLUNTEER WORK	551	8.06	1.81
12. GENDER EQUALITY	551	7.67	2.32

1.1 COMMUNICATION
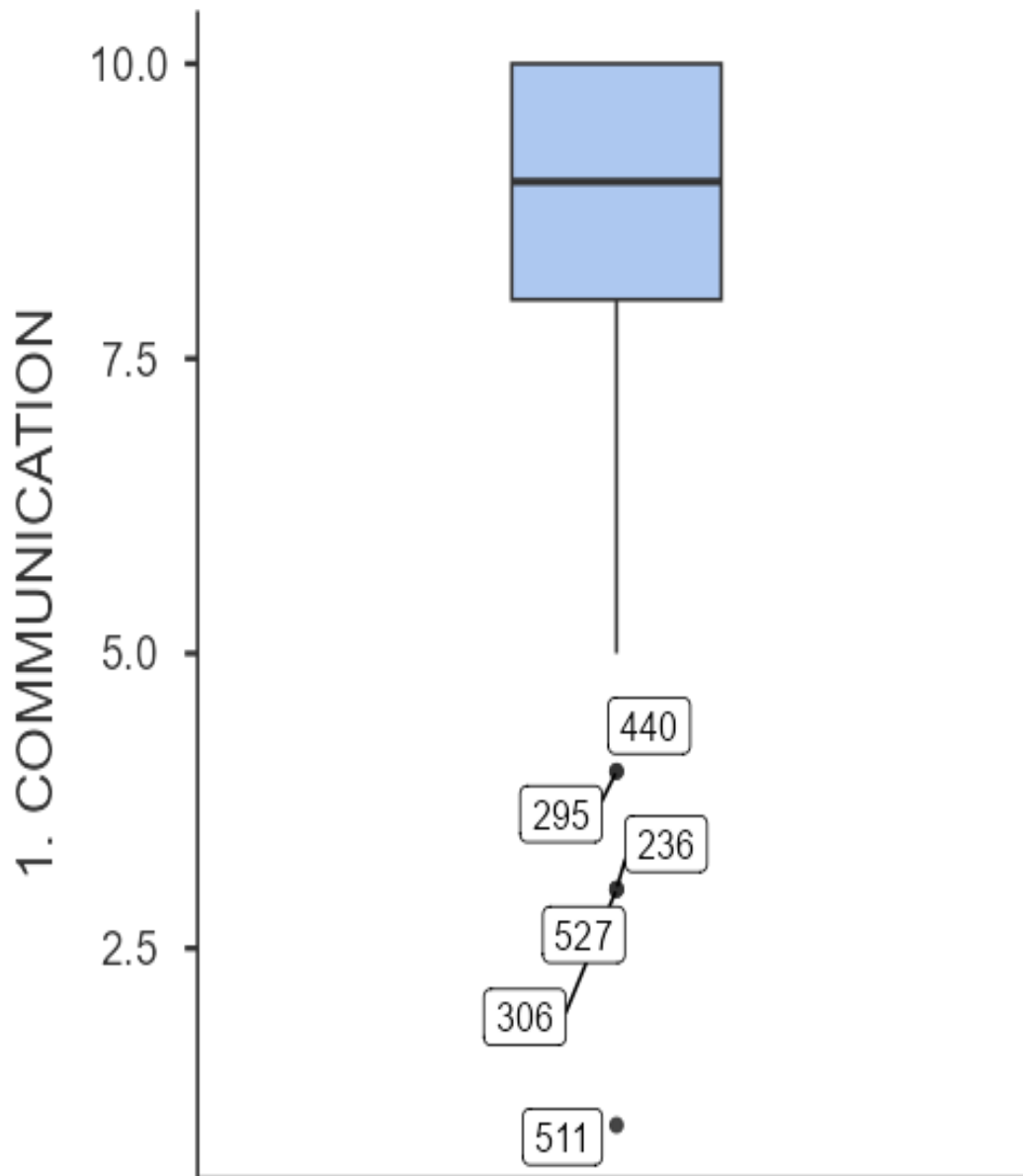
Communication skills are the highest-rated competency with a mean score of 8.69 among 551 participants (N=551) and a relatively low standard deviation (SD=1.39), indicating a general consensus. However, some outliers were observed, including cases 440, 295, 236, 527, 306, and 501, which deviate significantly from the mean. These outliers suggest individual differences in how participants assess their communication abilities, which may stem from varied personal experiences or contexts.

1.2 EMPATHY
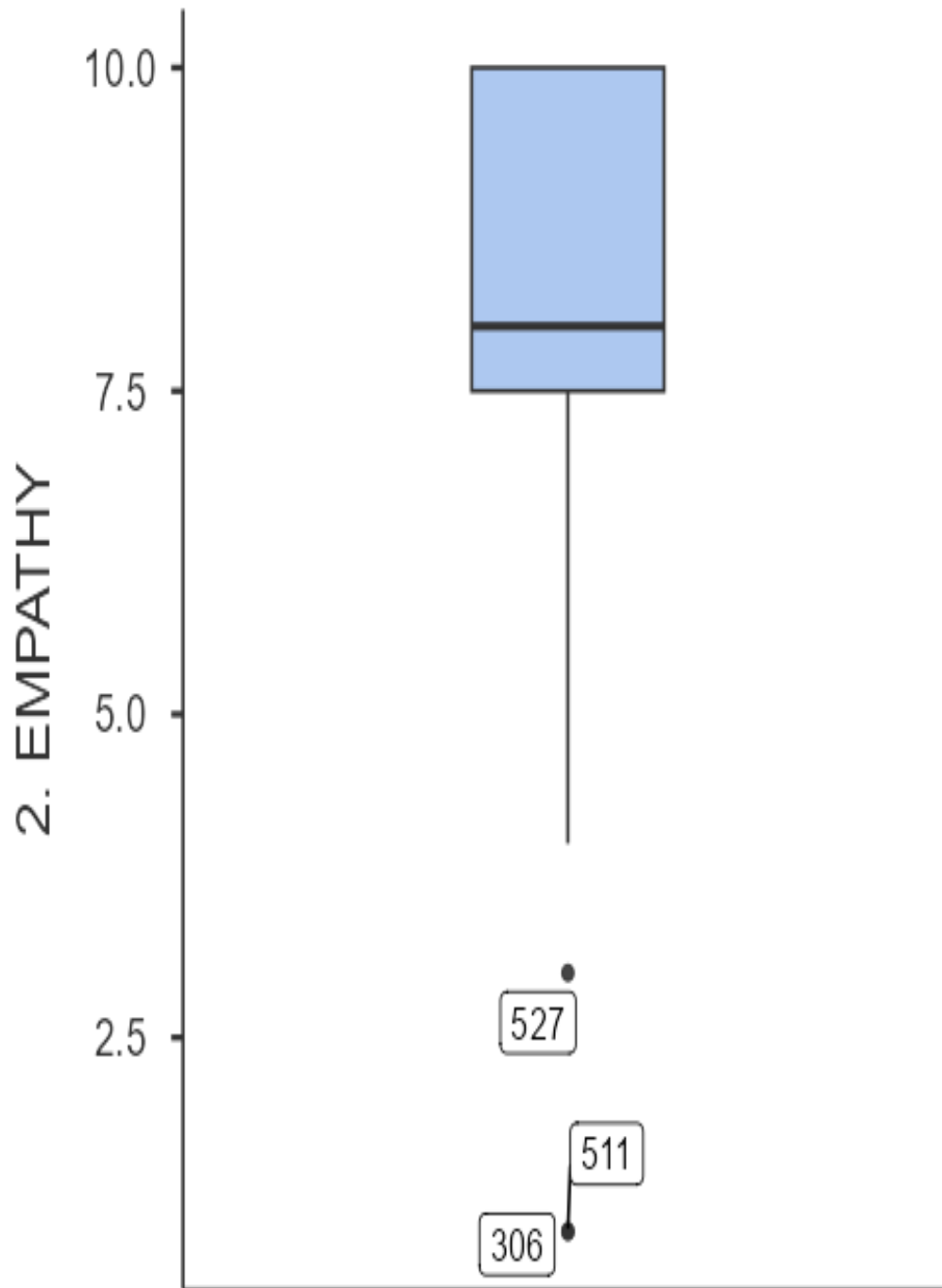
Empathy is evaluated with a mean score of 8.28 across all 551 participants (N=551), and a standard deviation of 1.59, indicating more variability in responses than for communication. This spread suggests that while empathy is generally seen as an important skill, participants may have differing interpretations or experiences regarding how it manifests in practice.

1.3 TEAM WORK
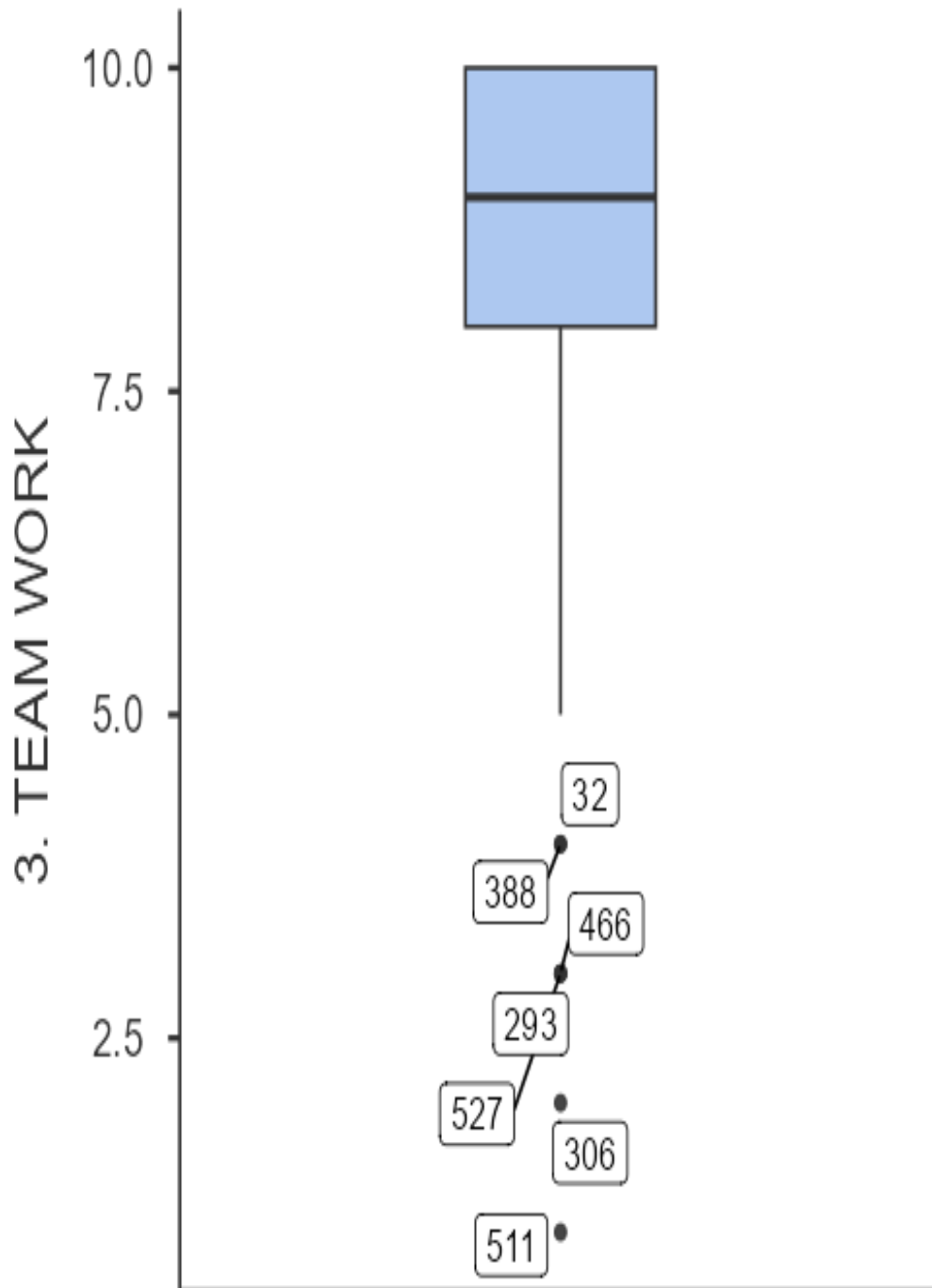
The teamwork figure reflects a mean of 8.46 (N=551) and a standard deviation of 1.46, indicating that teamwork is highly valued by most participants. However, the presence of a moderate standard deviation suggests some variability in the perception of teamwork, possibly due to differences in team dynamics or personal experiences with collaboration.

1.4 LEADERSHIP
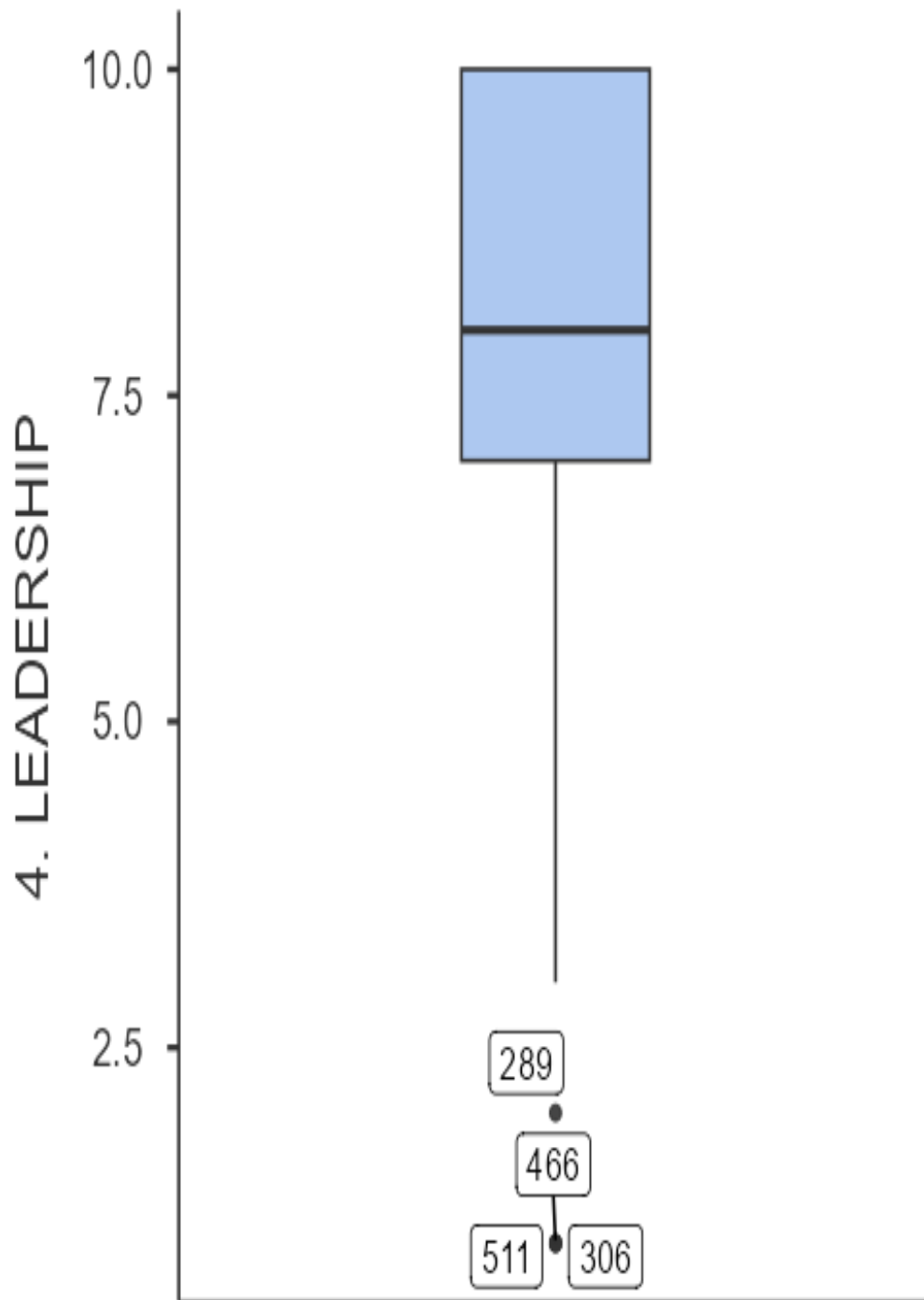
Leadership scores exhibit a mean of 8.24 with a standard deviation of 1.58 among the 551 respondents (N=551). This figure reflects a relatively strong appreciation for leadership skills, though the moderate standard deviation suggests that some participants may struggle with or have varying degrees of experience in leadership roles.

1.5 PROBLEM-SOLVING SKILLS
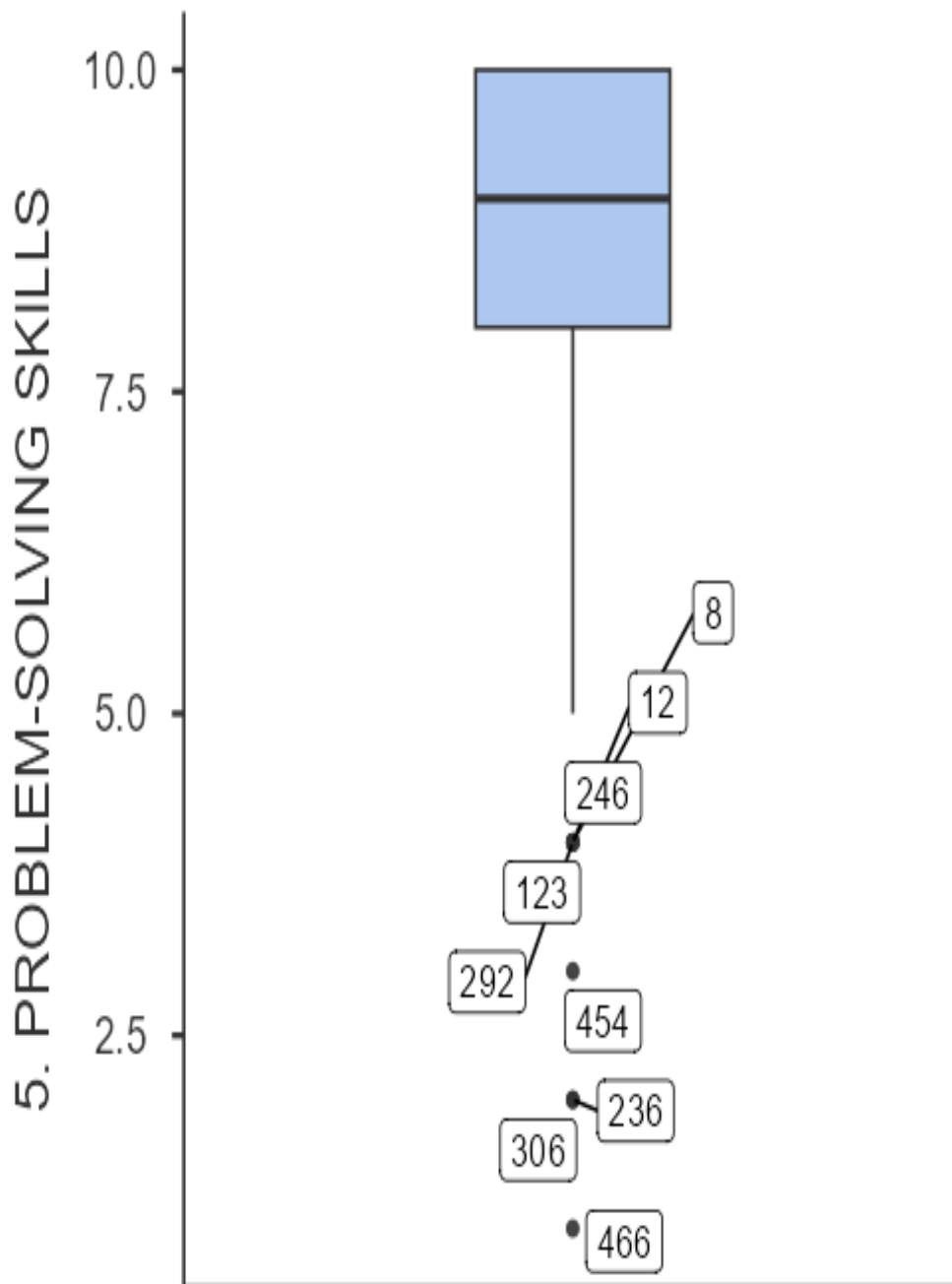
Problem-solving abilities were rated with a mean score of 8.40 (N=551) and a standard deviation of 1.52. While generally well-regarded, the SD indicates that some participants rate their problem-solving skills either much higher or much lower than the average, suggesting differences in exposure to or confidence in these abilities.

1.6 CULTURAL SKILLS
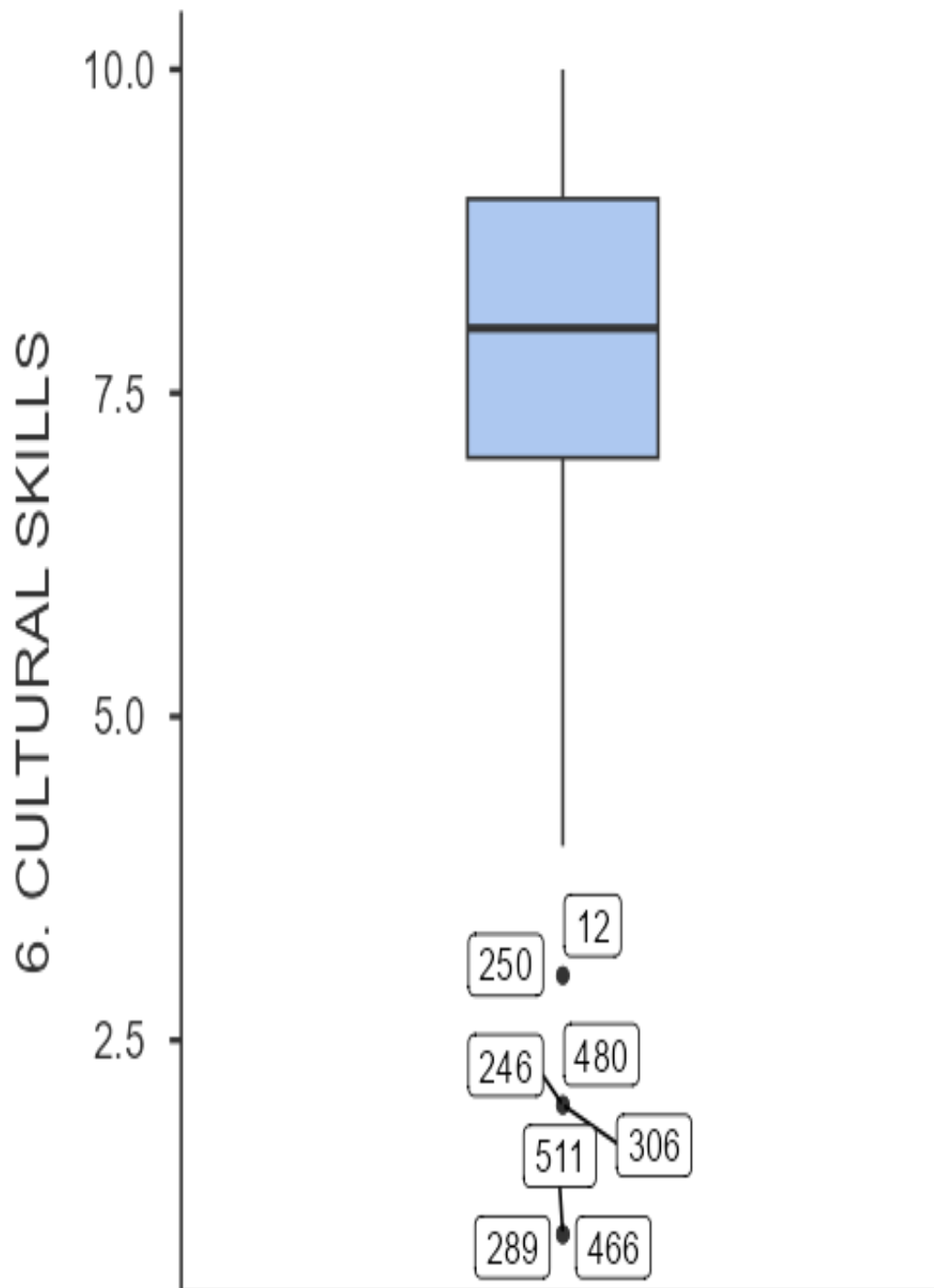
Cultural skills are among the lower-rated competencies, with a mean of 7.93 (N=551) and a standard deviation of 1.74, which indicates greater variability in responses. This could reflect differing levels of engagement or exposure to cultural diversity, making it a more polarized competency across participants.

1.7 MOTIVATION SKILLS
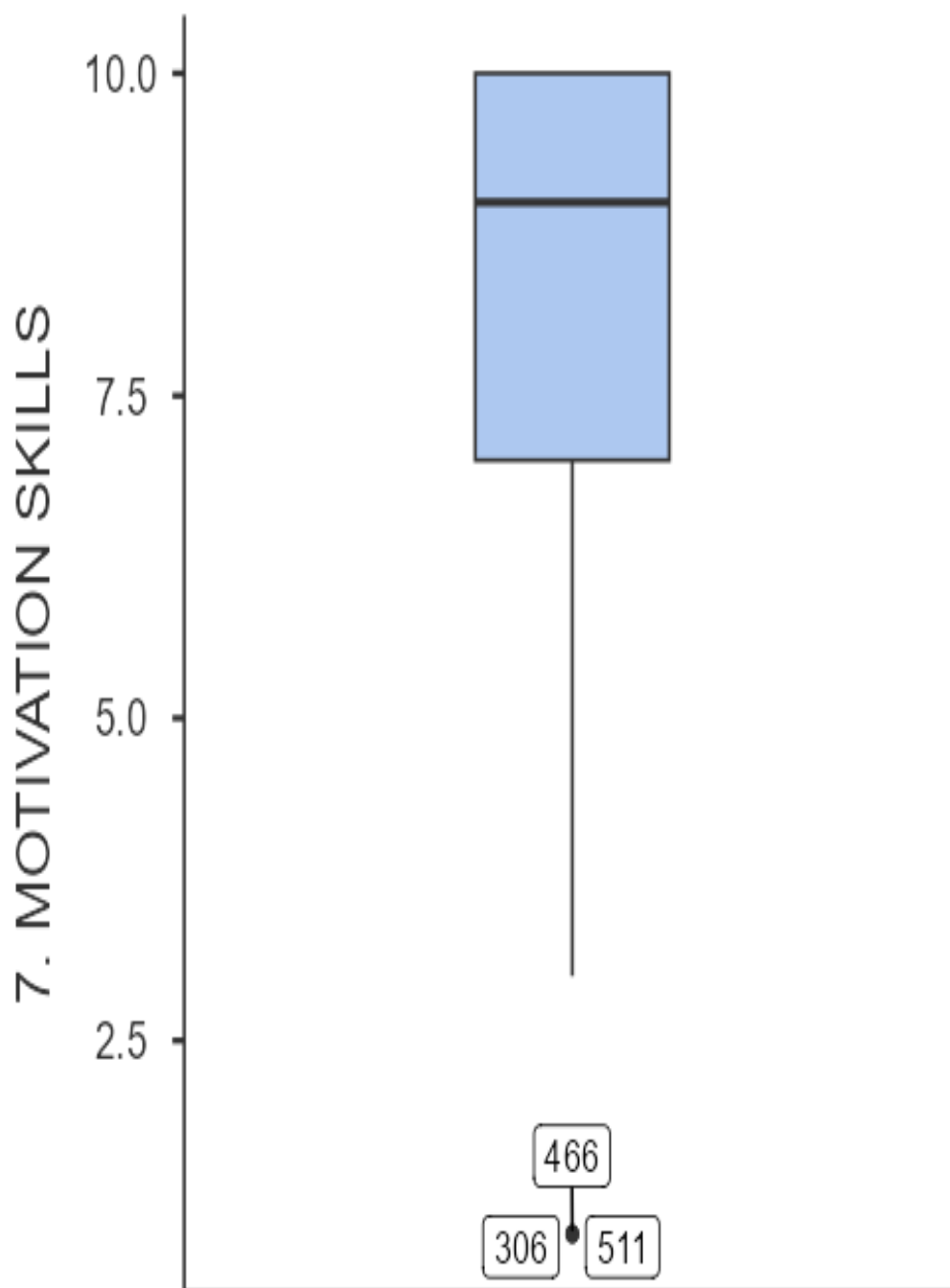
Motivation skills were evaluated with a mean of 8.32 (N=551) and a standard deviation of 1.61. The moderate spread in responses suggests that while many participants feel confident in their motivation, others may experience challenges, potentially due to differing internal or external motivators.

1.8 ADAPTABILITY SKILLS
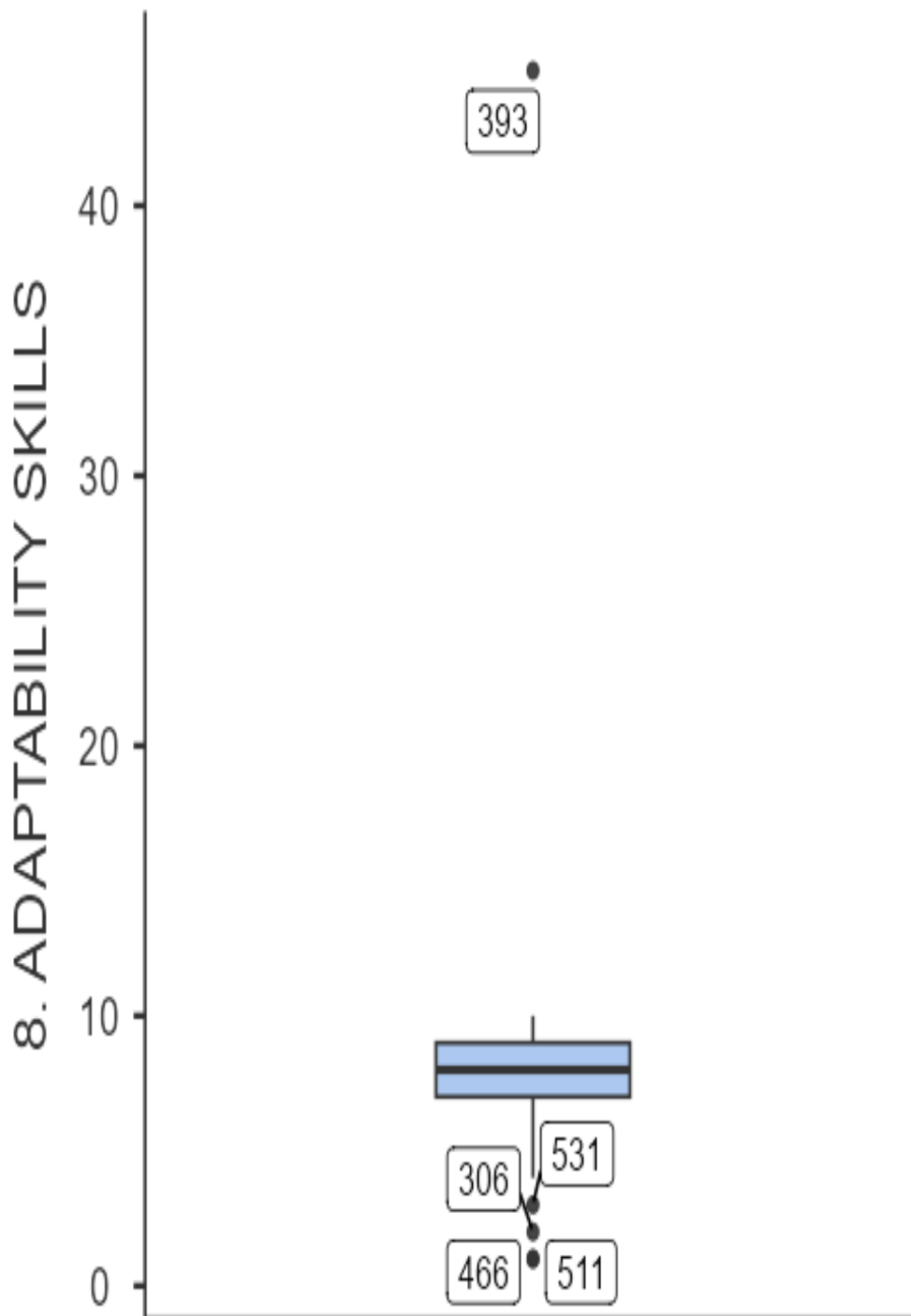
The adaptability skills figure shows a mean of 8.25 (N=551) but a notably higher standard deviation of 2.23. This suggests significant variability in how participants perceive their adaptability, which could be influenced by differences in the frequency of dealing with change or personal resilience.

1.9 NEGOTIATION
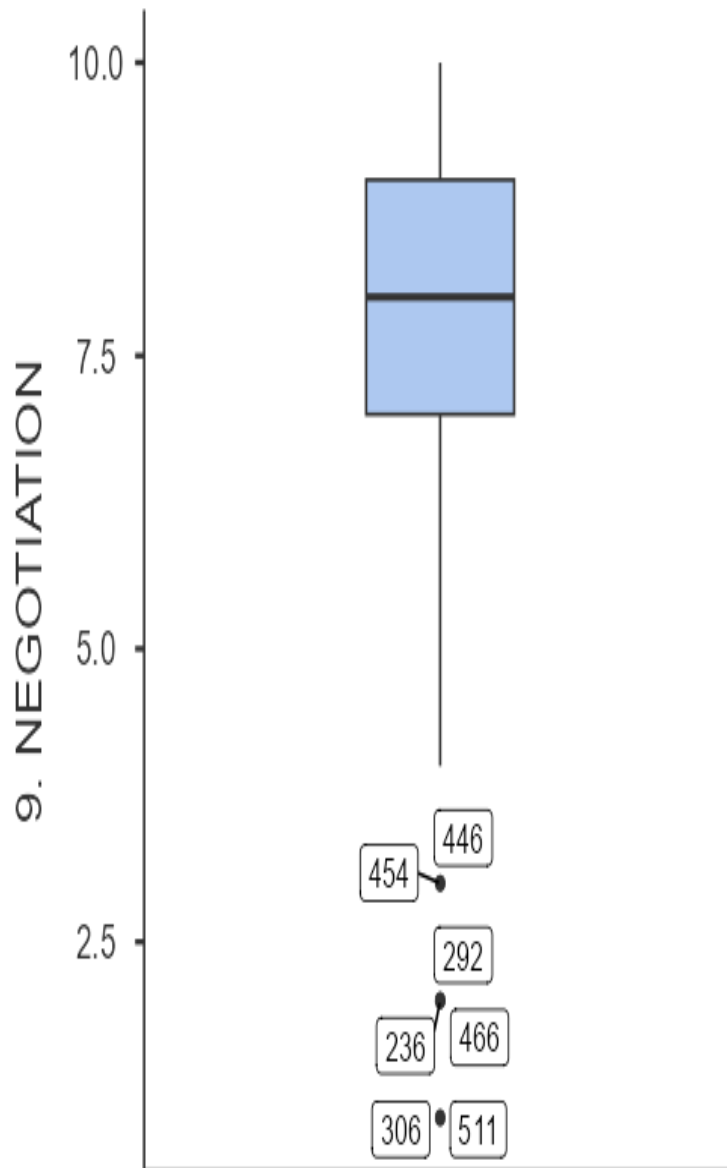
Negotiation received a mean score of 8.11 (N=551) with a standard deviation of 1.57, highlighting that while negotiation skills are considered important, there are notable differences in how participants assess their competence in this area, potentially due to varying levels of experience.

1.10 ORGANISATION SKILLS
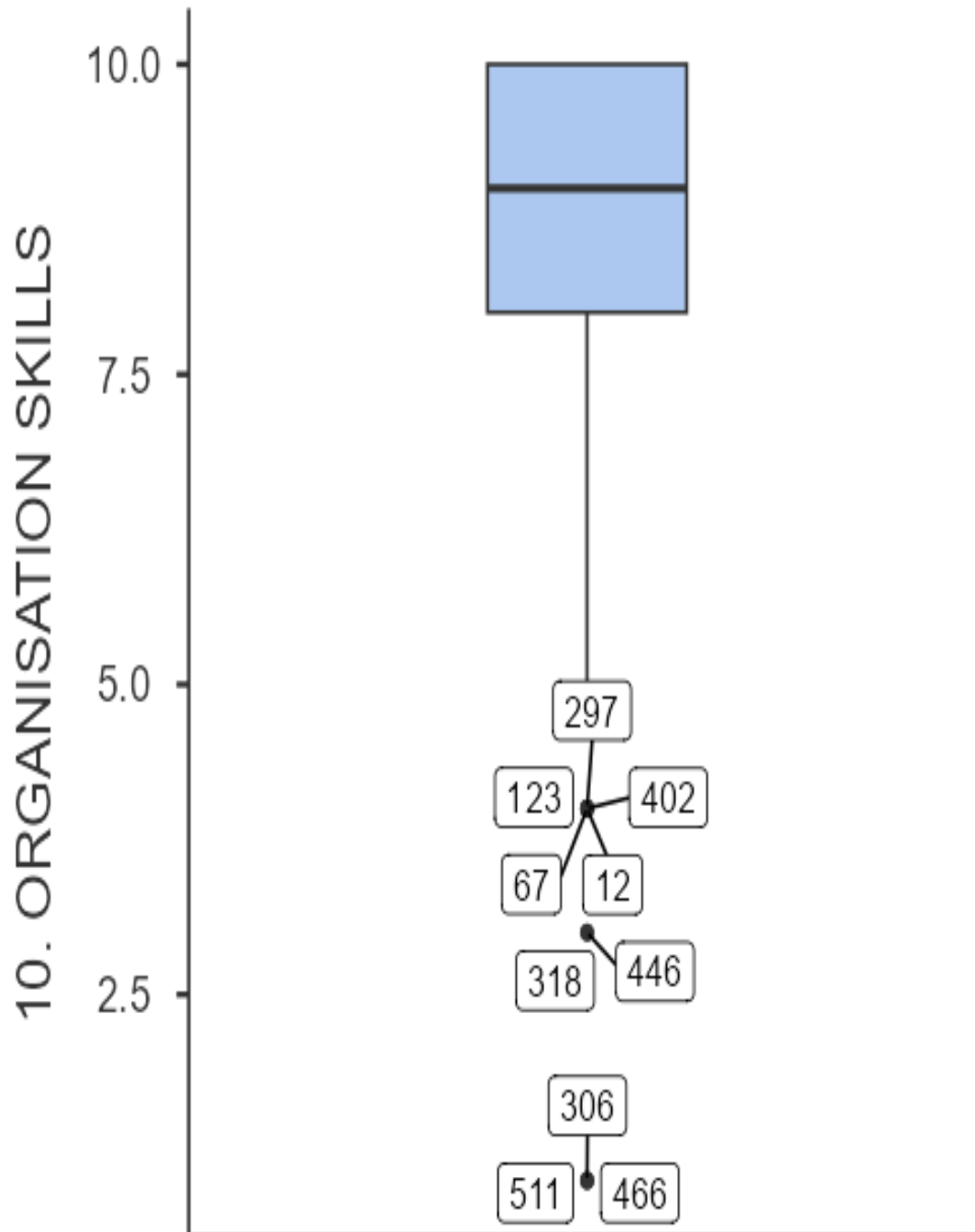
Organisation skills are rated with a mean of 8.45 (N=551) and a standard deviation of 1.56, indicating that most participants feel confident in their organisational abilities, though some outliers suggest that a few individuals may either excel in or struggle with this competency.

1.11 VOLUNTEER WORK
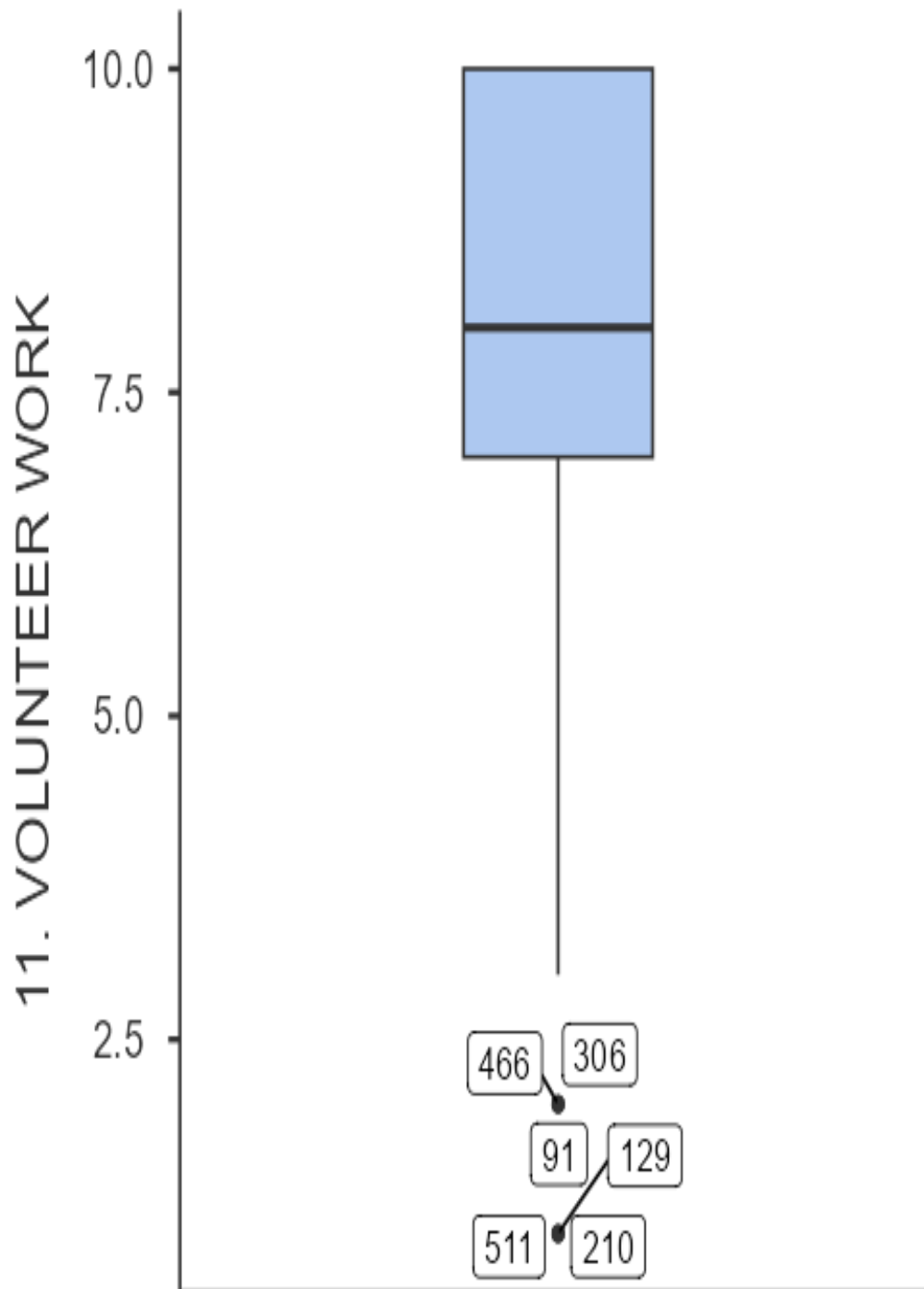
The evaluation of volunteer work shows a mean score of 8.06 (N=551) with a standard deviation of 1.81, reflecting significant variability. This could be due to differences in the participants' engagement in volunteer work, as not all individuals may have had the same opportunities or experiences.

1.12 GENDER EQUALITY
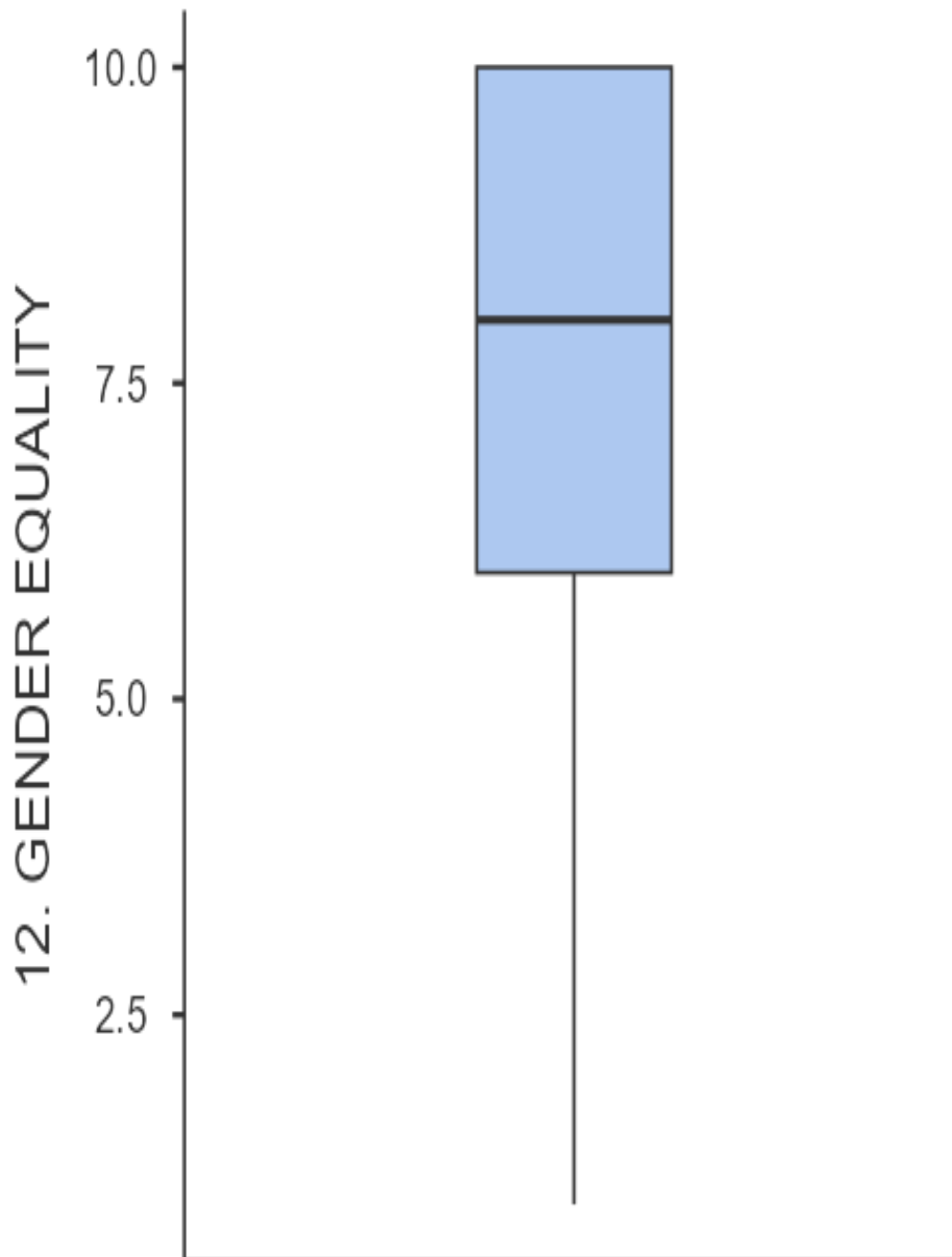
The gender equality item received the lowest mean score at 7.67 (N=551), with the highest standard deviation of 2.32, indicating that participants hold widely varying views on gender equality. The substantial variability suggests that experiences and perceptions of gender equality differ significantly across the sample.

2. COUNTRY

In analyzing the data regarding the variable "Country" across 12 items, we can identify various trends in communication, empathy, teamwork, and other skills. The following paragraphs offer an integrated description of the number of cases, average scores, standard deviations, and potential outliers for each country.

Descriptives

	COUNTRY	N	Mean	SD
1. COMMUNICATION	Belgium	63	8.59	1.21
	France	126	8.59	1.12
	Italy	62	8.55	1.71
	Poland	98	8.78	1.68
	Spain	99	8.94	1.19
	Turkey	103	8.66	1.47
2. EMPATHY	Belgium	63	7.94	1.41
	France	126	7.56	1.70
	Italy	62	8.34	1.85
	Poland	98	8.56	1.61
	Spain	99	8.81	1.23
	Turkey	103	8.53	1.36
3. TEAM WORK	Belgium	63	8.44	1.50
	France	126	8.07	1.34
	Italy	62	8.50	1.78
	Poland	98	8.71	1.67
	Spain	99	8.76	1.07
	Turkey	103	8.38	1.37
4. LEADERSHIP	Belgium	63	8.06	1.58
	France	126	7.73	1.32
	Italy	62	8.29	1.74
	Poland	98	8.30	1.91
	Spain	99	8.57	1.32
	Turkey	103	8.55	1.50
5. PROBLEM-SOLVING SKILLS	Belgium	63	8.24	1.65
	France	126	7.69	1.36
	Italy	62	8.65	1.40

Descriptives

	COUNTRY	N	Mean	SD
	Poland	98	8.59	1.73
	Spain	99	8.83	1.13
	Turkey	103	8.61	1.52
6. CULTURAL SKILLS	Belgium	63	7.87	1.73
	France	126	7.19	1.55
	Italy	62	8.21	1.69
	Poland	98	7.66	2.01
	Spain	99	8.26	1.64
	Turkey	103	8.62	1.43
7. MOTIVATION SKILLS	Belgium	63	8.40	1.65
	France	126	7.83	1.61
	Italy	62	8.71	1.61
	Poland	98	8.49	1.79
	Spain	99	8.63	1.23
	Turkey	103	8.19	1.61
8. ADAPTABILITY SKILLS	Belgium	63	8.21	1.50
	France	126	7.57	1.46
	Italy	62	8.37	1.78
	Poland	98	8.50	1.63
	Spain	99	8.39	1.30
	Turkey	103	8.65	3.99
9. NEGOTIATION	Belgium	63	8.06	1.75
	France	126	8.08	1.31
	Italy	62	8.24	1.60
	Poland	98	8.11	1.94
	Spain	99	8.17	1.20
	Turkey	103	8.01	1.65
10. ORGANISATION SKILLS	Belgium	63	8.33	1.59
	France	126	7.74	1.40
	Italy	62	8.79	1.60
	Poland	98	8.58	1.79
	Spain	99	8.77	1.19

Descriptives

	COUNTRY	N	Mean	SD
	Turkey	103	8.75	1.51
11. VOLUNTEER WORK	Belgium	63	8.75	1.50
	France	126	7.39	1.84
	Italy	62	8.66	1.63
	Poland	98	7.39	1.94
	Spain	99	8.13	1.63
	Turkey	103	8.67	1.56
12. GENDER EQUALITY	Belgium	63	7.70	2.19
	France	126	6.33	2.69
	Italy	62	8.45	1.78
	Poland	98	7.77	2.38
	Spain	99	8.04	1.83
	Turkey	103	8.37	1.90

2.1 COMMUNICATION
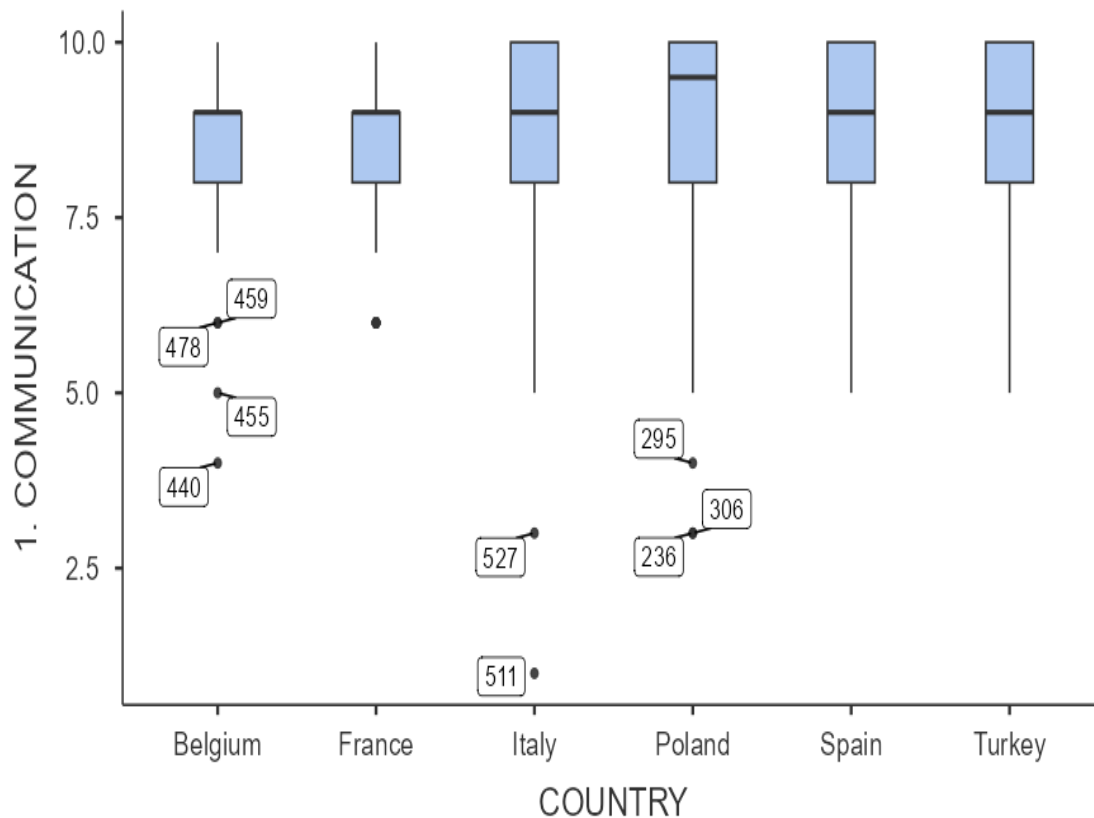
For COMMUNICATION, Belgium and France both have identical means of 8.59, with standard deviations of 1.21 and 1.12, respectively, indicating consistency. Italy scores slightly lower at 8.55 but with a wider standard deviation (1.71), suggesting more variability in responses. Poland, Spain, and Turkey show higher averages, with Spain leading at 8.94 and a tight standard deviation (1.19), implying consistent responses, while Poland (1.68) and Turkey (1.47) have more variability, possibly indicating outliers.

2. 2 EMPATHY
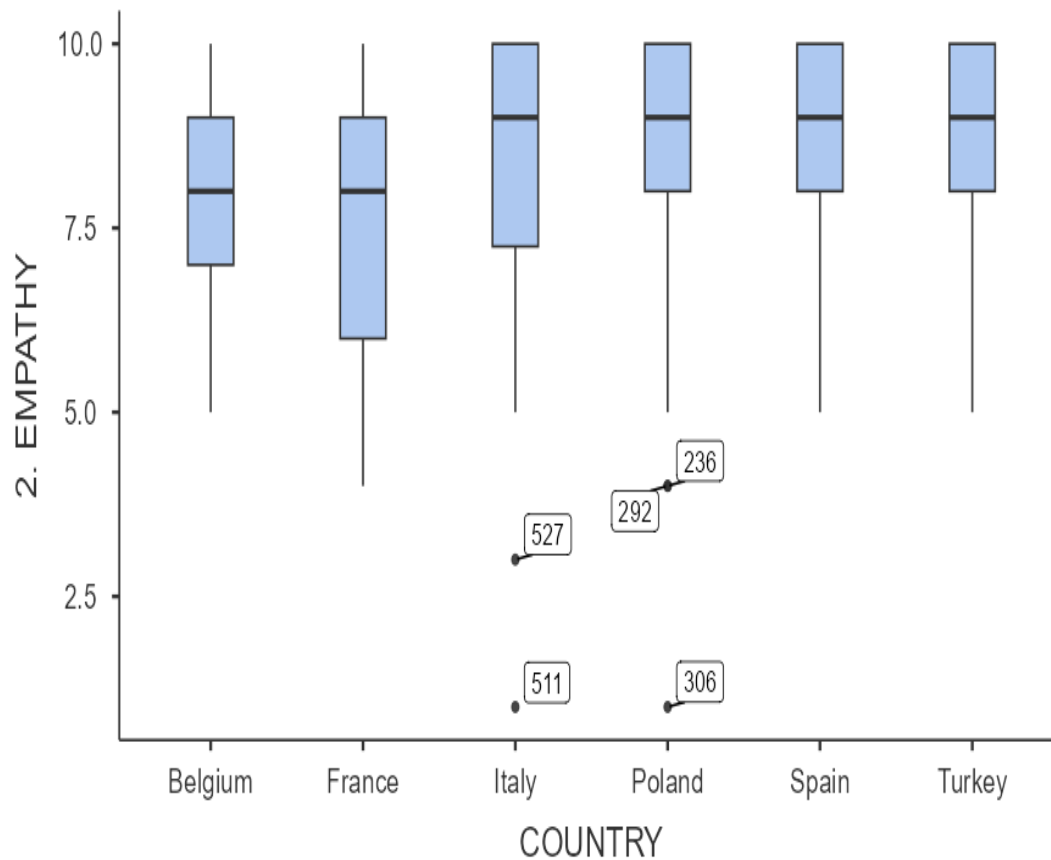
In EMPATHY, Spain reports the highest mean of 8.81 with a relatively low standard deviation of 1.23, indicating strong and consistent empathetic responses. France, on the other hand, scores the lowest at 7.56, with a much higher standard deviation of 1.70, which could suggest the presence of outliers. Italy, Poland, and Turkey also show high empathy scores (means between 8.34 and 8.81), but Italy's higher deviation (1.85) indicates more variation within the responses.

2.3. TEAM WORK
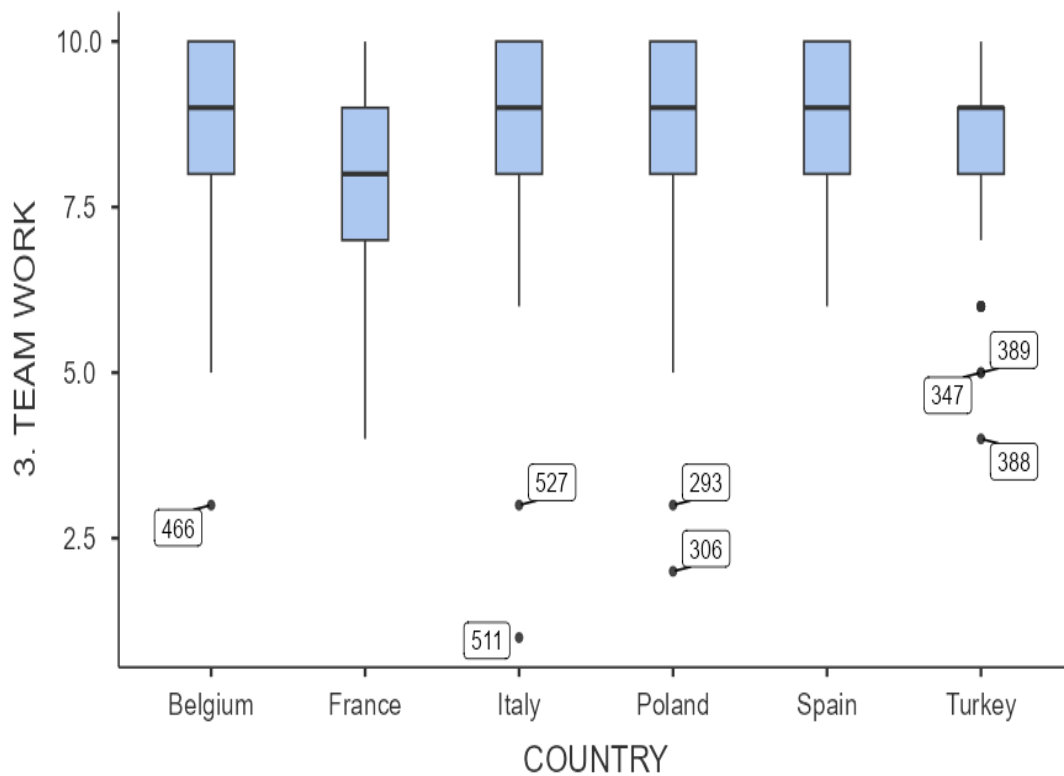
For TEAM WORK, Spain again leads with a mean of 8.76, and a low standard deviation (1.07) points to consistent team behavior. France scores lowest at 8.07, with less variability (1.34). Italy and Poland are closer to Spain in scores, but Italy has the highest deviation (1.78), suggesting variability and potential outliers. Turkey and Belgium have means of 8.38 and 8.44, respectively, showing moderate consistency in teamwork across these countries.

2.4. LEADERSHIP
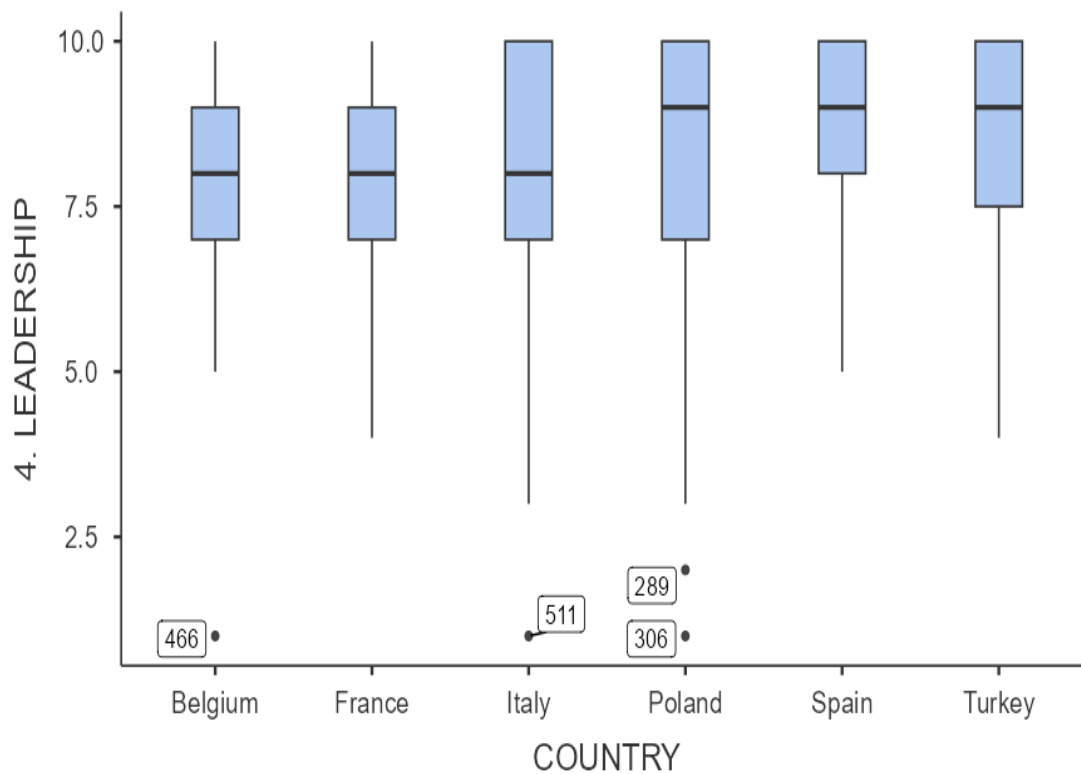
In LEADERSHIP, Spain (8.57) and Turkey (8.55) have the highest means, with low deviations, pointing to consistent leadership skills. France (7.73) and Belgium (8.06) show lower scores and slightly higher deviations. Italy and Poland report close scores (8.29 and 8.30), but Poland's higher deviation (1.91) suggests more variability, indicating potential outliers.

2.5. PROBLEM-SOLVING SKILLS
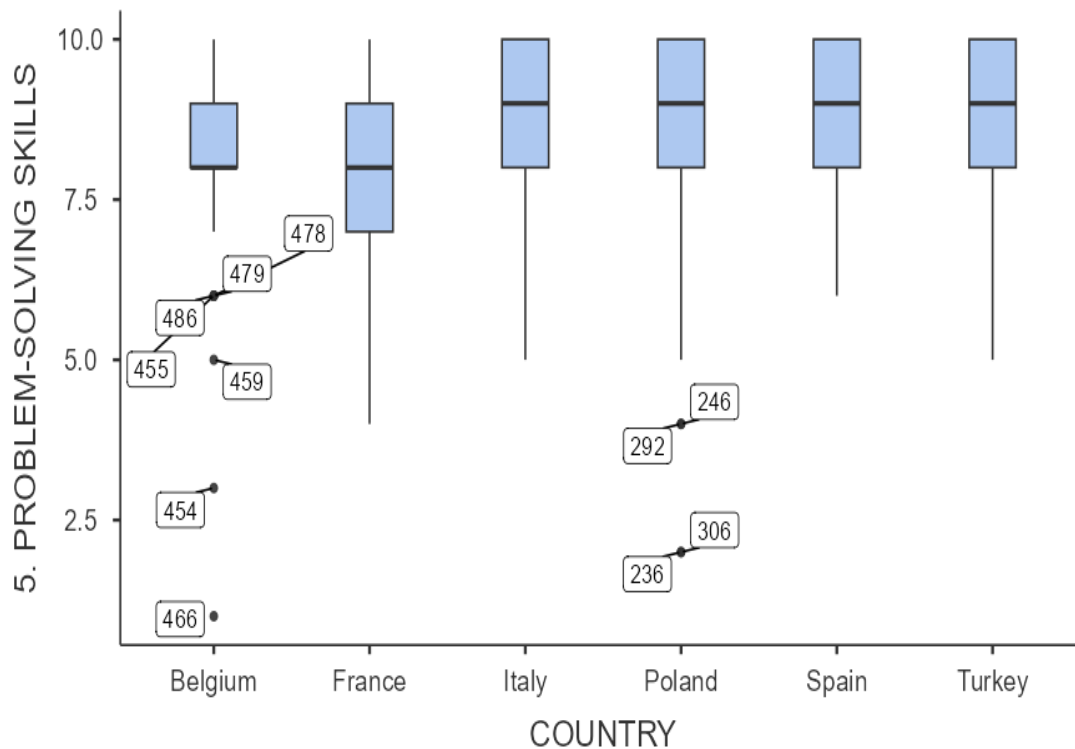
PROBLEM-SOLVING SKILLS are strongest in Spain (mean of 8.83, SD of 1.13), showcasing both high competency and consistency. France scores the lowest (7.69) with a deviation of 1.36, suggesting less variation in responses. Italy, Poland, and Turkey score similarly (means between 8.59 and 8.65), with Italy showing the lowest deviation (1.40), pointing to more consistent responses in this area.

2.6. CULTURAL SKILLS
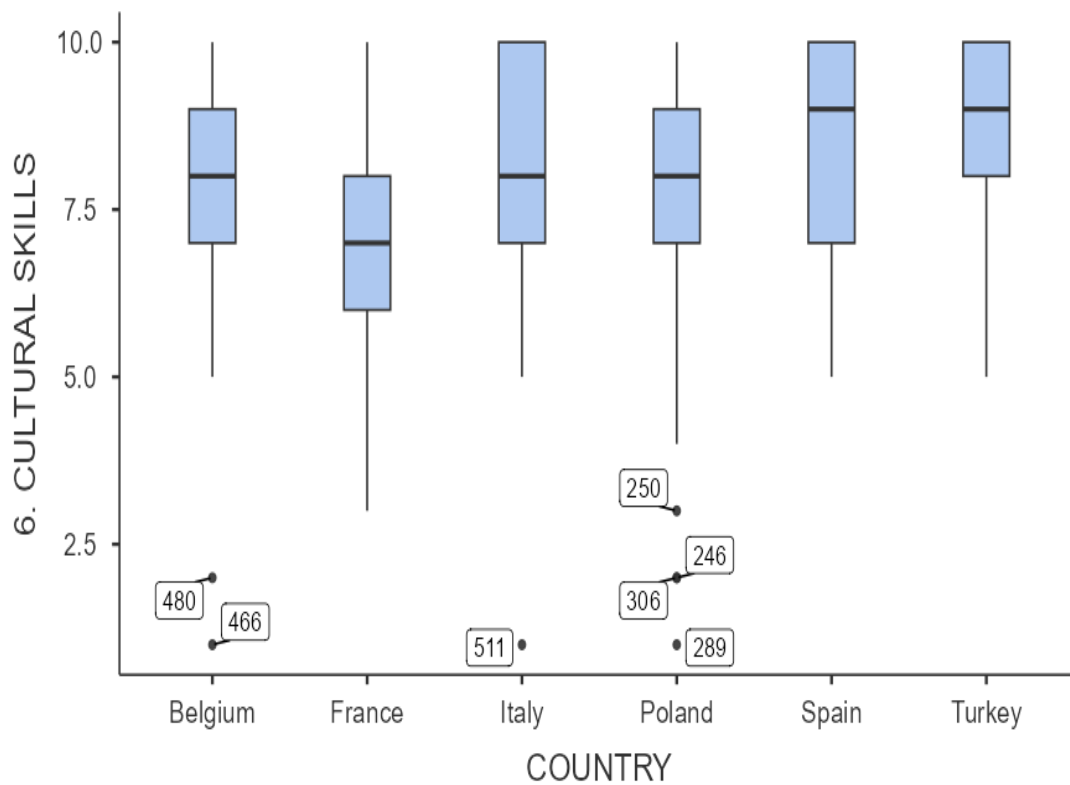
For CULTURAL SKILLS, Turkey leads with a mean of 8.62 and a lower standard deviation (1.43), indicating consistent cultural adaptability. France reports the lowest mean (7.19) and moderate deviation (1.55). Belgium and Italy show closer averages, but Poland has the highest variability with a deviation of 2.01, potentially pointing to outliers within this group.

2.7. MOTIVATION SKILLS
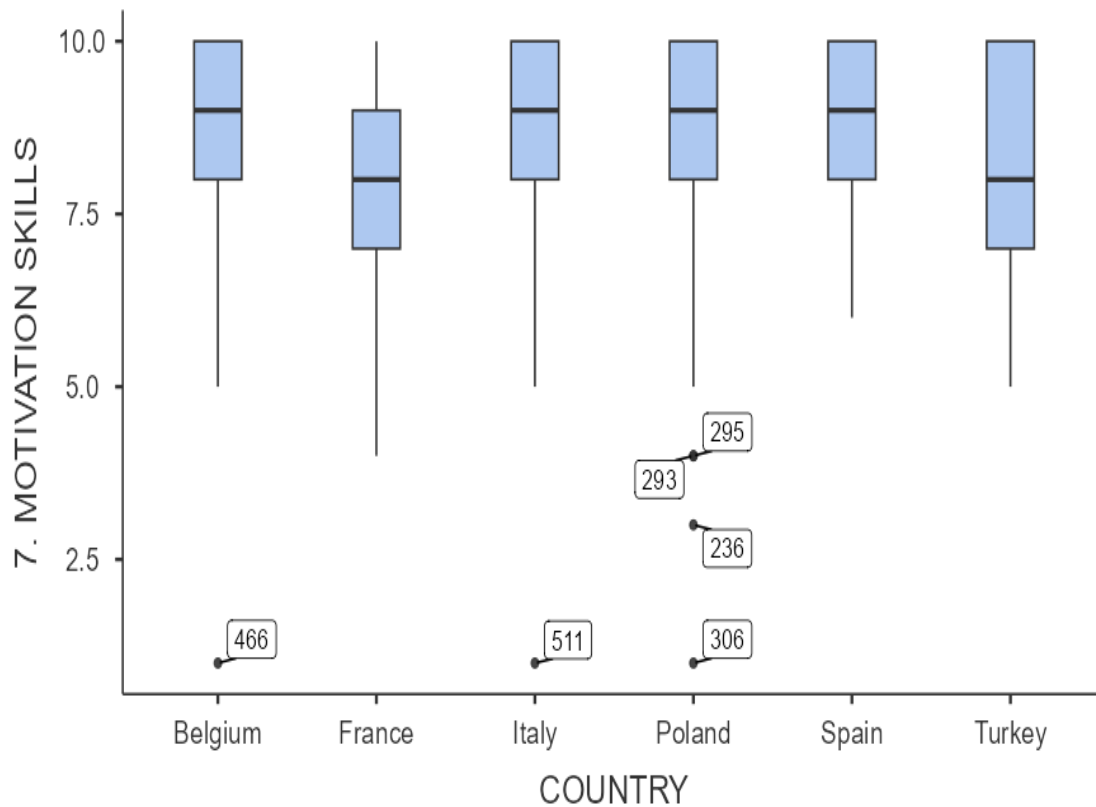
MOTIVATION SKILLS show Italy with the highest mean (8.71) and Belgium following closely (8.40). France scores the lowest at 7.83. Poland and Spain report similar means (8.49 and 8.63), but Poland has a higher deviation (1.79), suggesting more varied motivational levels. Turkey's standard deviation (1.61) also indicates a wider spread in responses.

2.8. ADAPTABILITY SKILLS
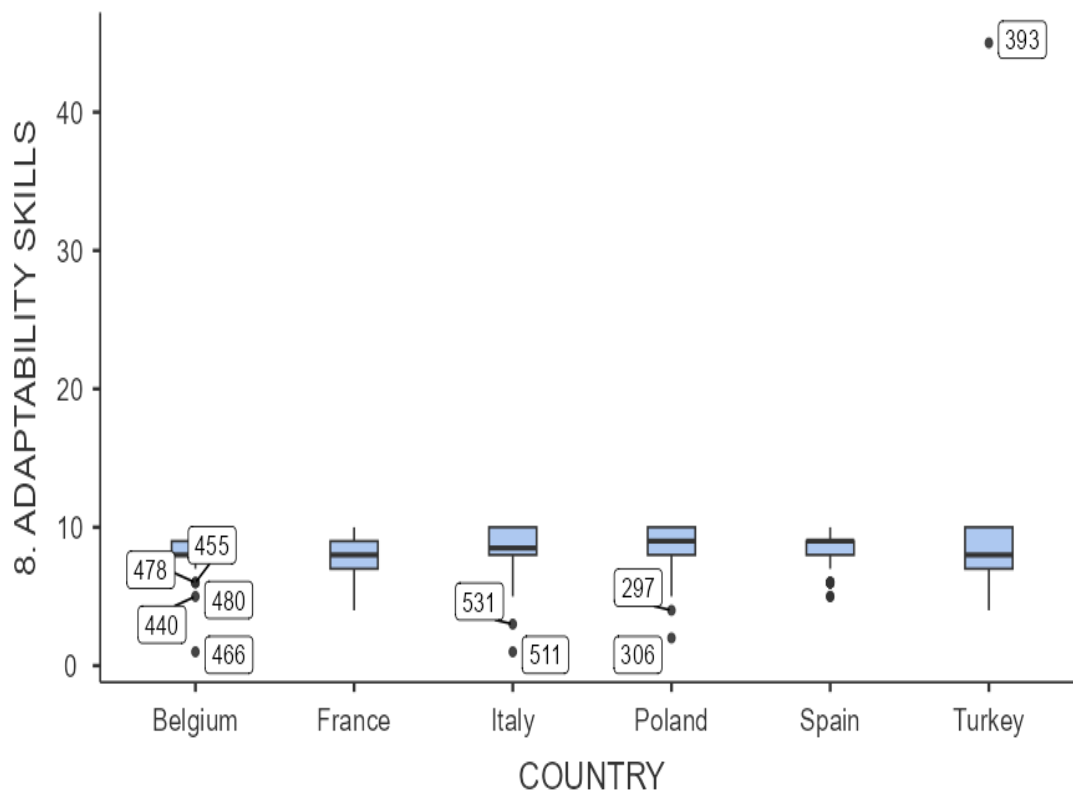
In ADAPTABILITY SKILLS, Turkey presents the highest deviation (3.99), indicating extreme variability, which likely includes outliers, even though its mean (8.65) is relatively high. Spain and Poland have means around 8.39 and 8.50, with moderate deviations, indicating stable adaptability. France has the lowest mean (7.57), suggesting lesser adaptability compared to other countries.

2.9. NEGOTIATION
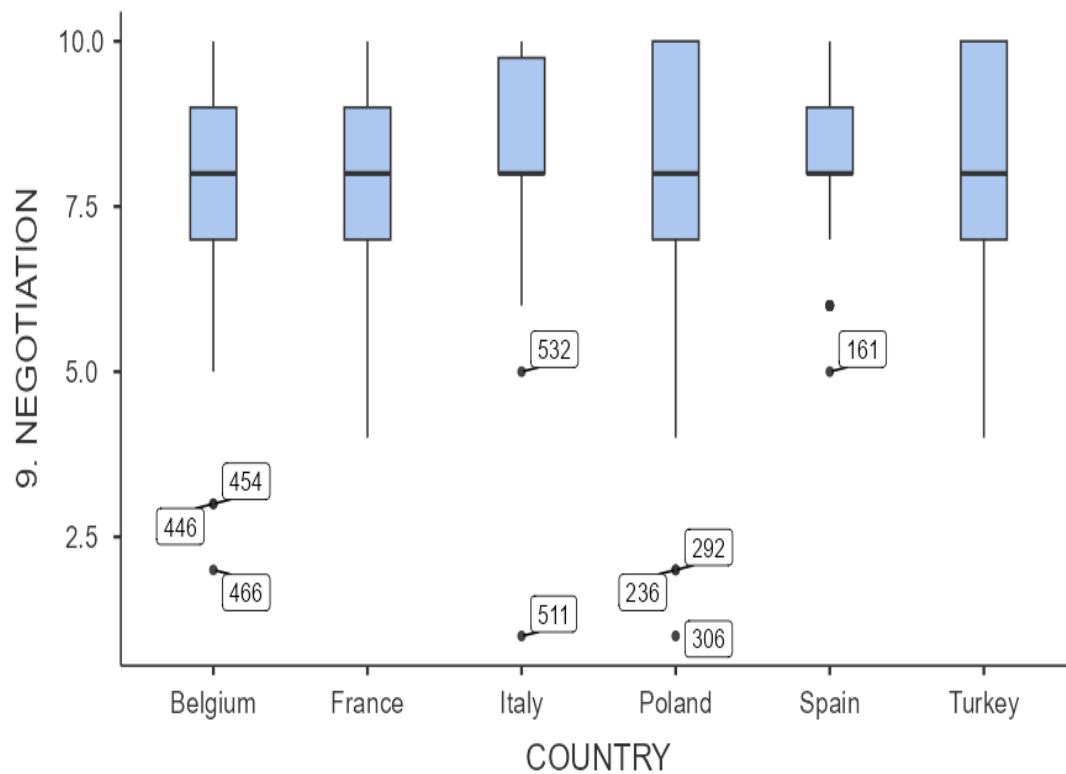
For NEGOTIATION, Spain (8.17) and Italy (8.24) score similarly with moderate deviations (1.20 and 1.60, respectively), indicating more consistent negotiation abilities. Belgium (8.06) and Turkey (8.01) report similar results, while France (8.08) and Poland (8.11) show slightly higher variability, suggesting outliers may exist in these groups.

2.10. ORGANISATION SKILLS
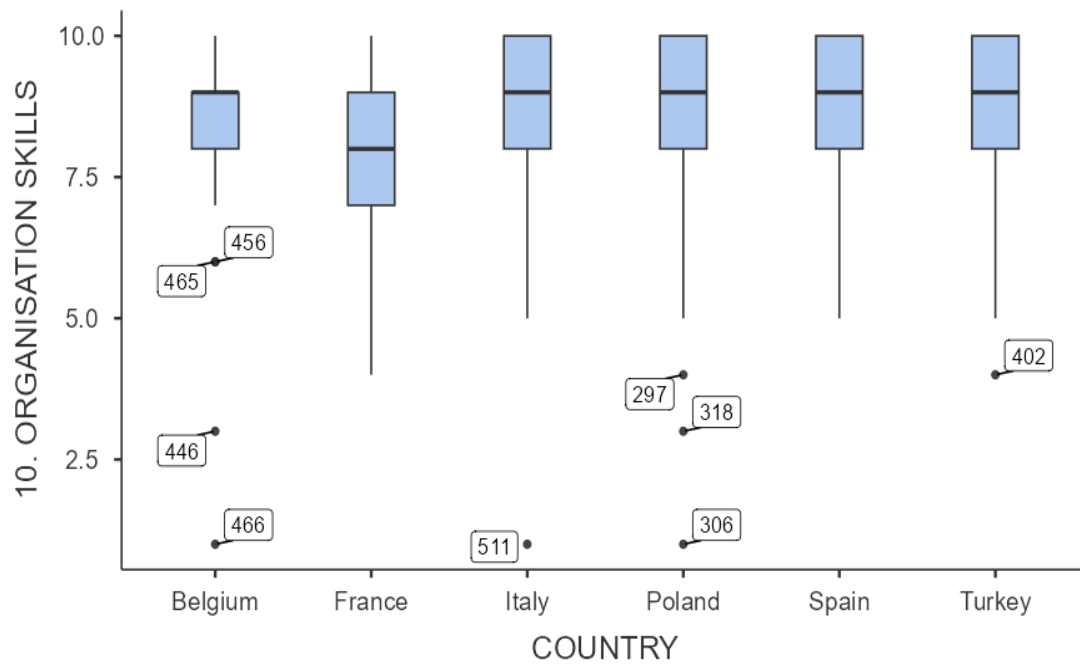
In ORGANISATION SKILLS, Spain and Italy report the highest means (8.77 and 8.79) and relatively low deviations (1.19 and 1.60), showing strong organizational capabilities. France scores lower at 7.74, with a slightly higher deviation (1.40), implying less consistency. Turkey (8.75) and Poland (8.58) also show strong organizational skills with moderate variability.

2.11. VOLUNTEER WORK
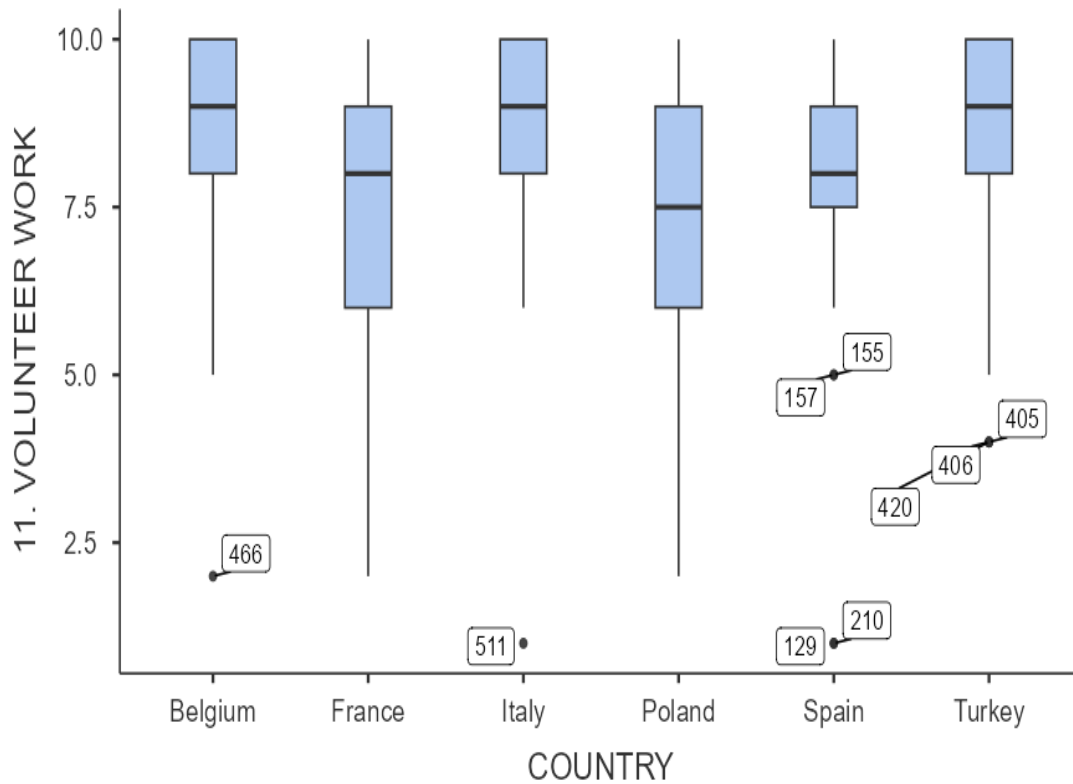
For VOLUNTEER WORK, Belgium (8.75) and Turkey (8.67) score the highest, with low standard deviations, reflecting strong engagement in volunteerism. France and Poland, however, report the lowest means (7.39) with high variability (1.84 and 1.94), indicating potential outliers or less involvement in volunteering.

2.12. GENDER EQUALITY
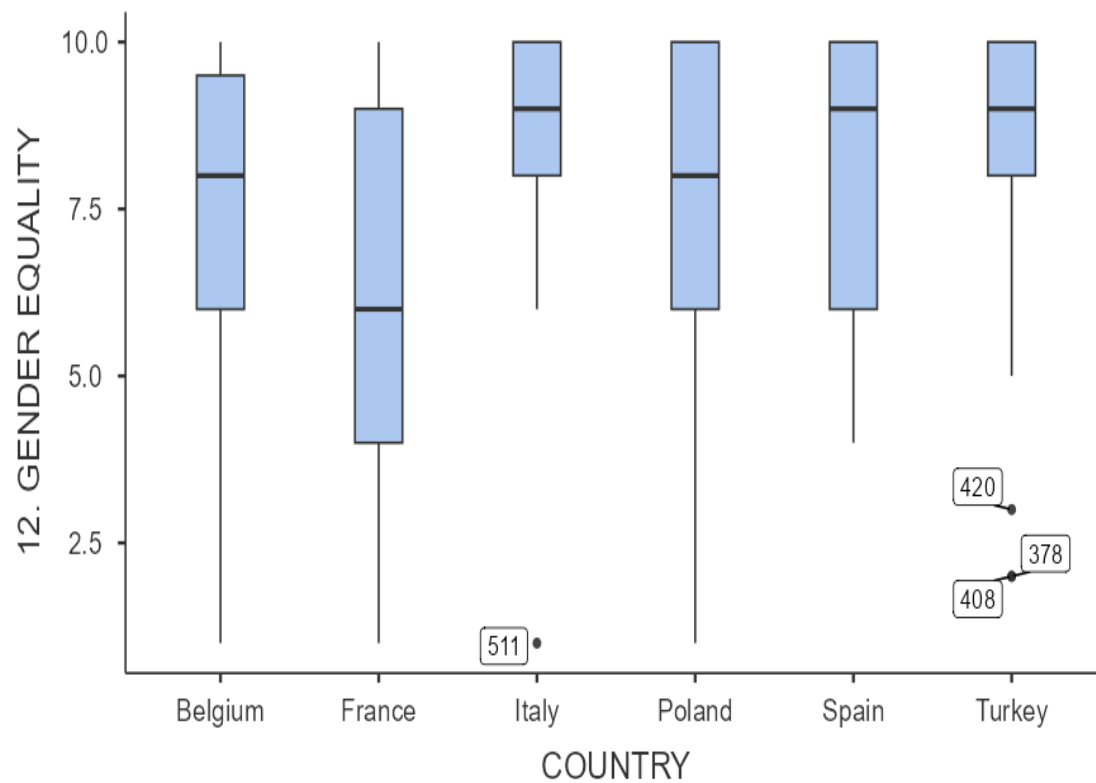
 Lastly, GENDER EQUALITY shows Turkey (8.37) and Italy (8.45) leading with relatively low deviations, indicating strong support for gender equality. France, however, has the lowest mean (6.33) and the highest deviation (2.69), suggesting significant variation in responses and potential outliers.

3. RELATIONSHIP

In analyzing the 12 figures related to the "RELATIONSHIP" variable, various aspects of performance and attitudes across groups (volunteers, users, others, and workers) are considered. For each item, we will review the sample size, the average values, standard deviations, and highlight any notable outliers.

	RELATIONSHIP	N	Mean	SD
1. COMMUNICATION	Volunteer	213	8.60	1.45
	User	130	8.72	1.42
	Other	98	8.67	1.13
	Worker	110	8.85	1.47
2. EMPATHY	Volunteer	213	8.32	1.59
	User	130	8.26	1.66
	Other	98	7.89	1.55
	Worker	110	8.55	1.52
3. TEAM WORK	Volunteer	213	8.48	1.45
	User	130	8.50	1.58
	Other	98	8.11	1.30
	Worker	110	8.67	1.41
4. LEADERSHIP	Volunteer	213	8.28	1.58
	User	130	8.15	1.76
	Other	98	7.72	1.39
	Worker	110	8.71	1.36
5. PROBLEM-SOLVING SKILLS	Volunteer	213	8.48	1.51
	User	130	8.38	1.53
	Other	98	7.96	1.35
	Worker	110	8.65	1.61
6. CULTURAL SKILLS	Volunteer	213	8.25	1.58
	User	130	7.86	1.85
	Other	98	7.15	1.66
	Worker	110	8.06	1.76
7. MOTIVATION SKILLS	Volunteer	213	8.27	1.63
	User	130	8.28	1.65

|	RELATIONSHIP	N	Mean	SD
	Other	98	8.02	1.62
	Worker	110	8.75	1.45
8. ADAPTABILITY SKILLS	Volunteer	213	8.35	3.01
	User	130	8.36	1.48
	Other	98	7.77	1.57
	Worker	110	8.35	1.56
9. NEGOTIATION	Volunteer	213	8.08	1.58
	User	130	8.19	1.46
	Other	98	8.22	1.33
	Worker	110	7.95	1.84
10. ORGANISATION SKILLS	Volunteer	213	8.54	1.58
	User	130	8.50	1.63
	Other	98	7.91	1.44
	Worker	110	8.68	1.43
11. VOLUNTEER WORK	Volunteer	213	8.60	1.61
	User	130	7.58	1.86
	Other	98	7.59	1.85
	Worker	110	8.01	1.79
12. GENDER EQUALITY	Volunteer	213	8.04	1.96
	User	130	7.35	2.36
	Other	98	6.77	2.84
	Worker	110	8.14	2.16

3.1 COMMUNICATION
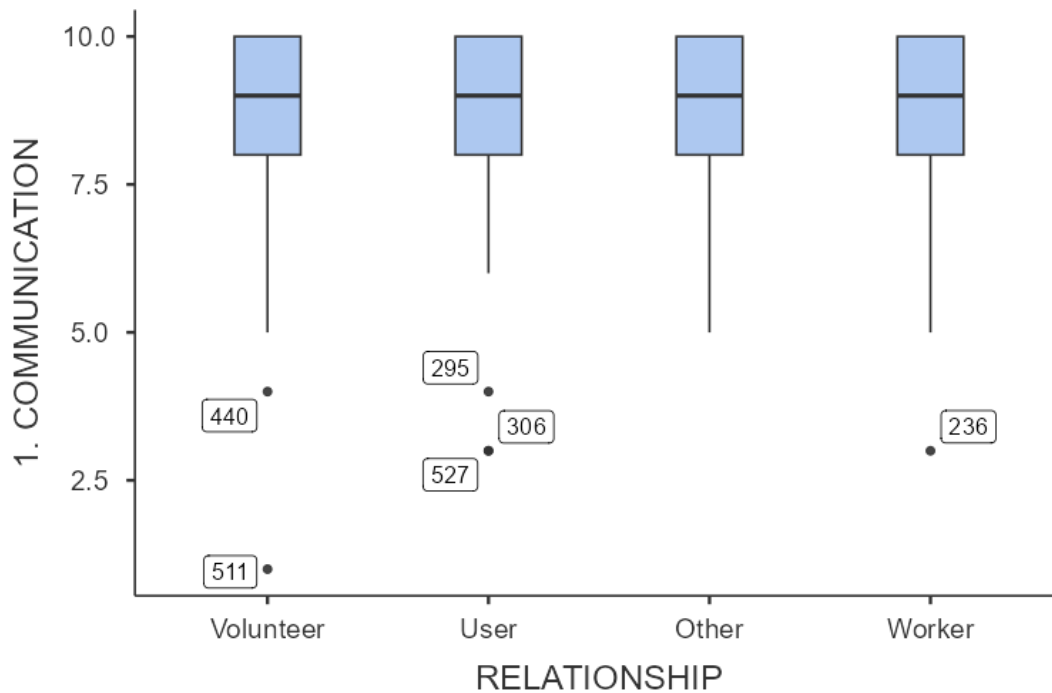
For the COMMUNICATION category, the group sizes are substantial, with volunteers (213), users (130), others (98), and workers (110). The means are tightly clustered, ranging from 8.60 to 8.85, showing a strong agreement in communication skills across all groups. The standard deviations are relatively low (1.13 to 1.47), indicating minimal variability, with no extreme outliers visible.

3.2. EMPATHY
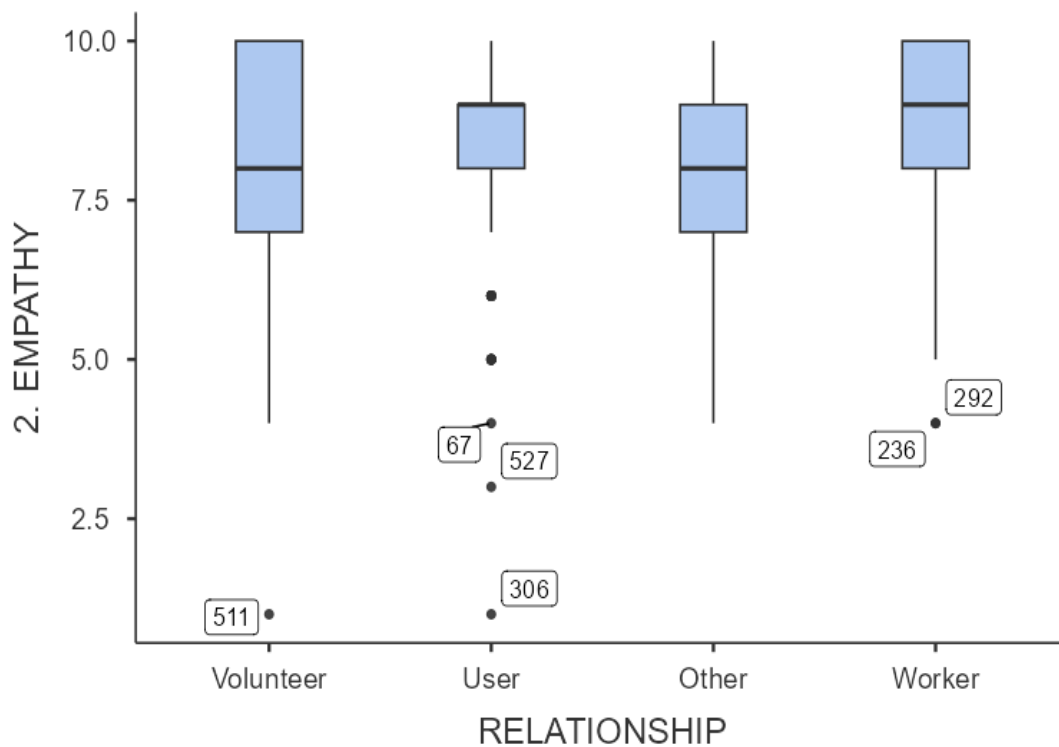
Regarding EMPATHY, we observe a similar trend with slightly more variation. Means range from 7.89 to 8.55, with "others" scoring the lowest. Standard deviations (1.52 to 1.66) indicate greater variability in responses, especially among users and "others," who might be outliers due to their slightly lower scores in empathy.

3.3 TEAM WORK
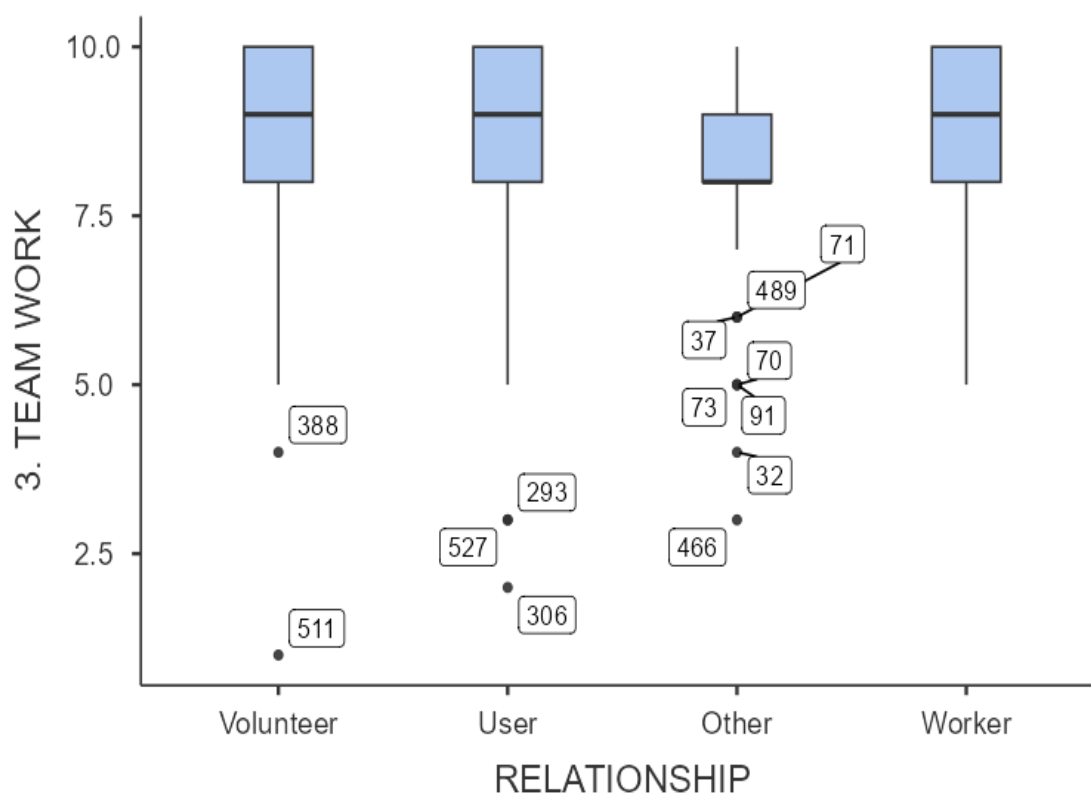
For TEAM WORK, all groups show high scores, with means between 8.11 and 8.67. Volunteers and workers scored higher on teamwork, and the deviations (1.30 to 1.58) suggest consistency in responses. No extreme outliers are identified, but "others" show a slight decline.

3.4. LEADERSHIP
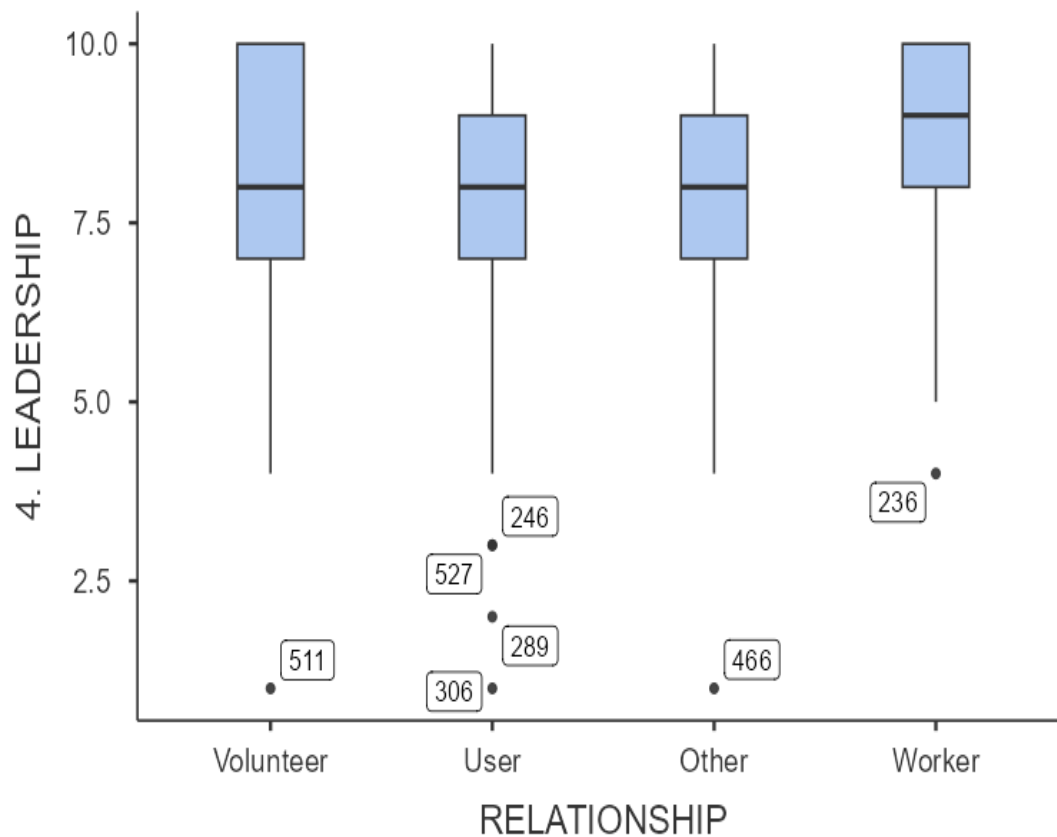
LEADERSHIP presents a wider range of responses, with means spanning from 7.72 to 8.71. "Others" score lower, possibly indicating a leadership gap. The standard deviations (1.36 to 1.76) suggest users' leadership perceptions vary the most, potentially hinting at some outlier behavior in this group.

3.5. PROBLEM-SOLVING SKILLS
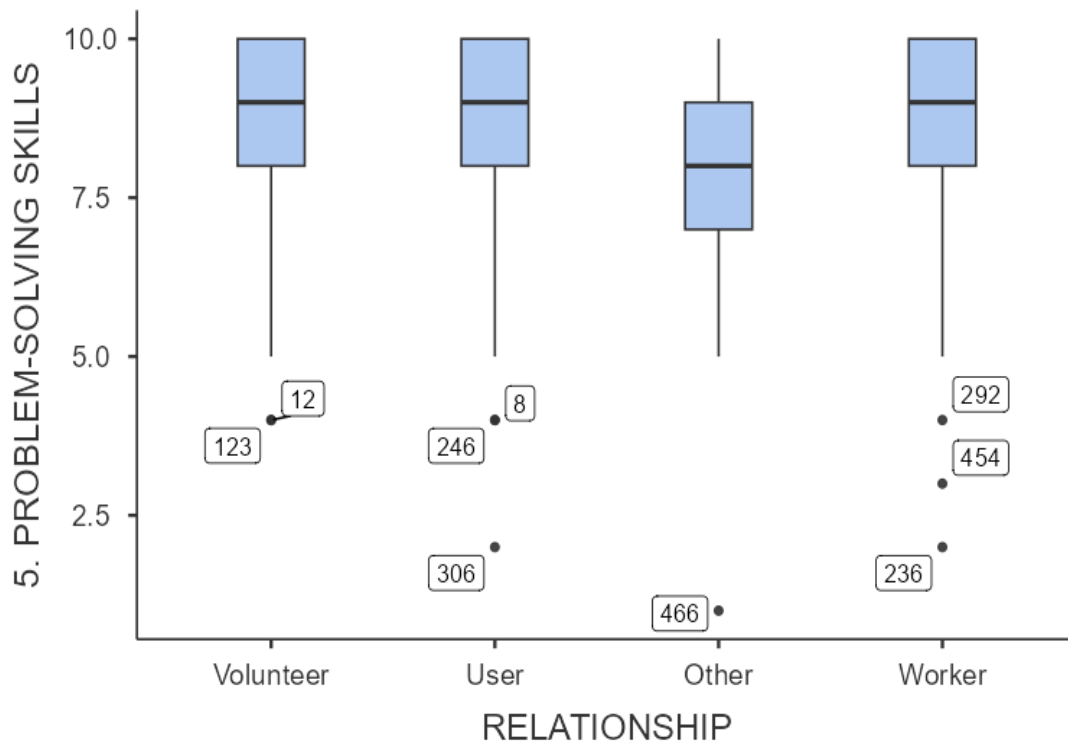
The PROBLEM-SOLVING SKILLS category sees similarly high scores (7.96 to 8.65), with workers leading the group. Slightly more variation is seen in deviations (1.35 to 1.61), particularly among the workers, but outliers remain minimal overall.

3.6. CULTURAL SKILLS
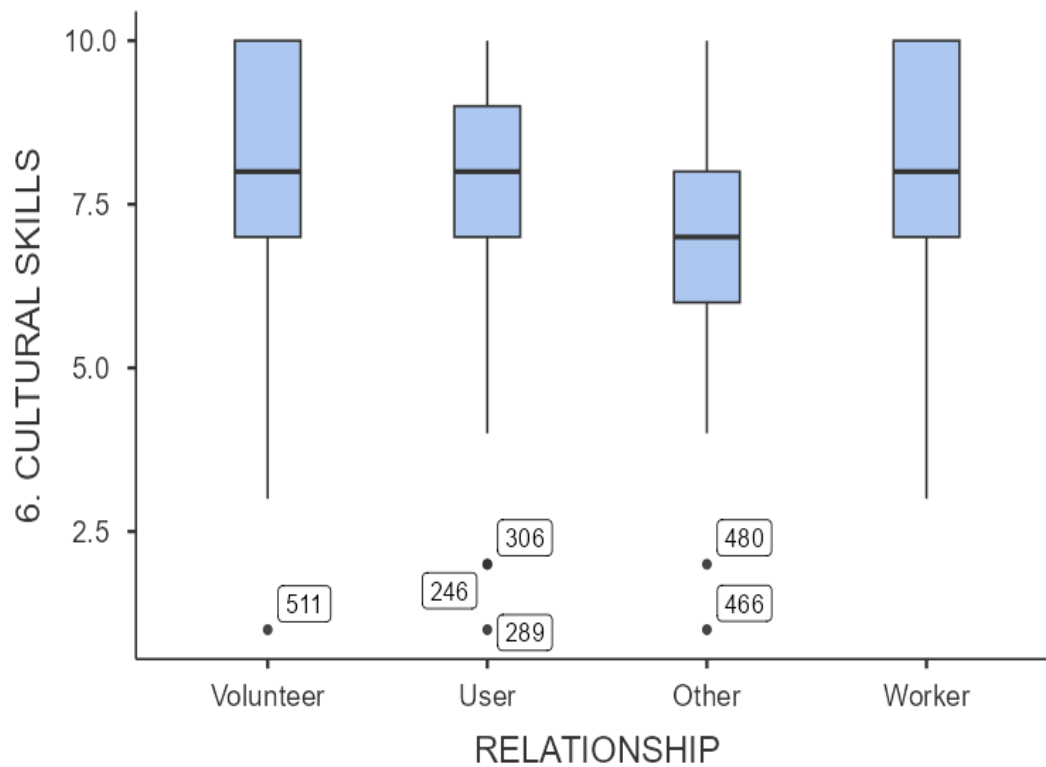
In CULTURAL SKILLS, there's more diversity. The "others" group has a notably lower mean (7.15), while volunteers and workers score higher. Standard deviations are broader (1.58 to 1.85), with "others" showing variability that could be explored for potential outliers.

3.7 MOTIVATION SKILLS
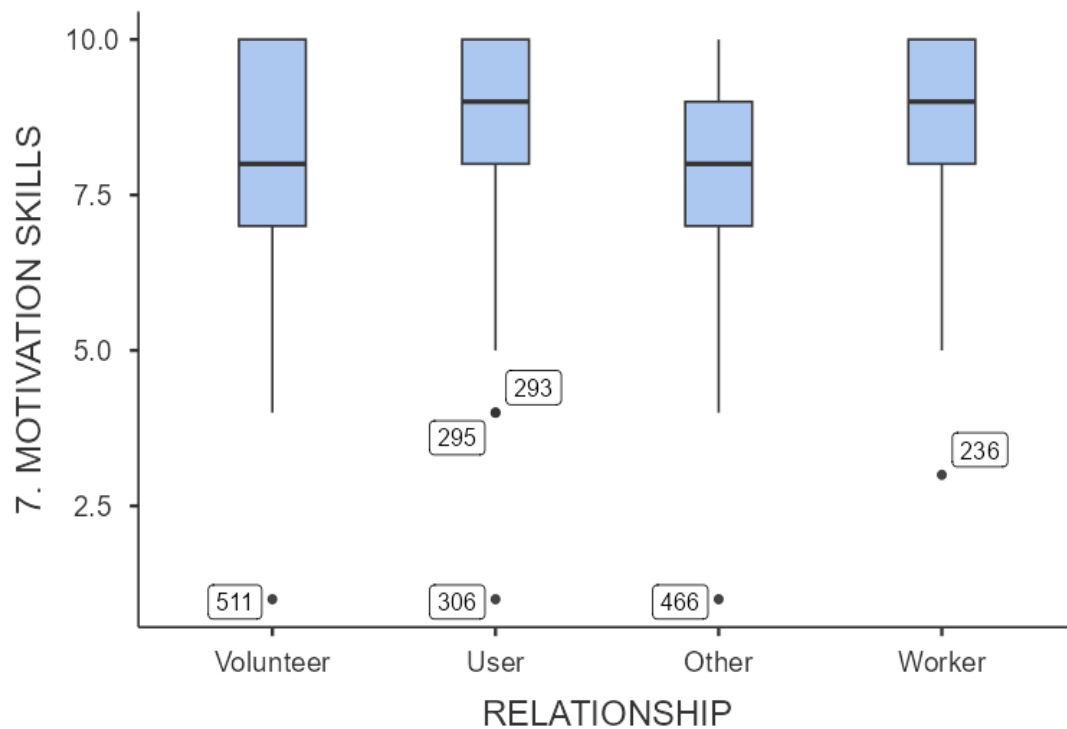
MOTIVATION SKILLS maintain a high average across groups, with means between 8.02 and 8.75. Here, the workers stand out, having the highest mean. Standard deviations are moderate (1.45 to 1.65), indicating good consistency in responses, and no significant outliers.

3.8 ADAPTABILITY SKILLS
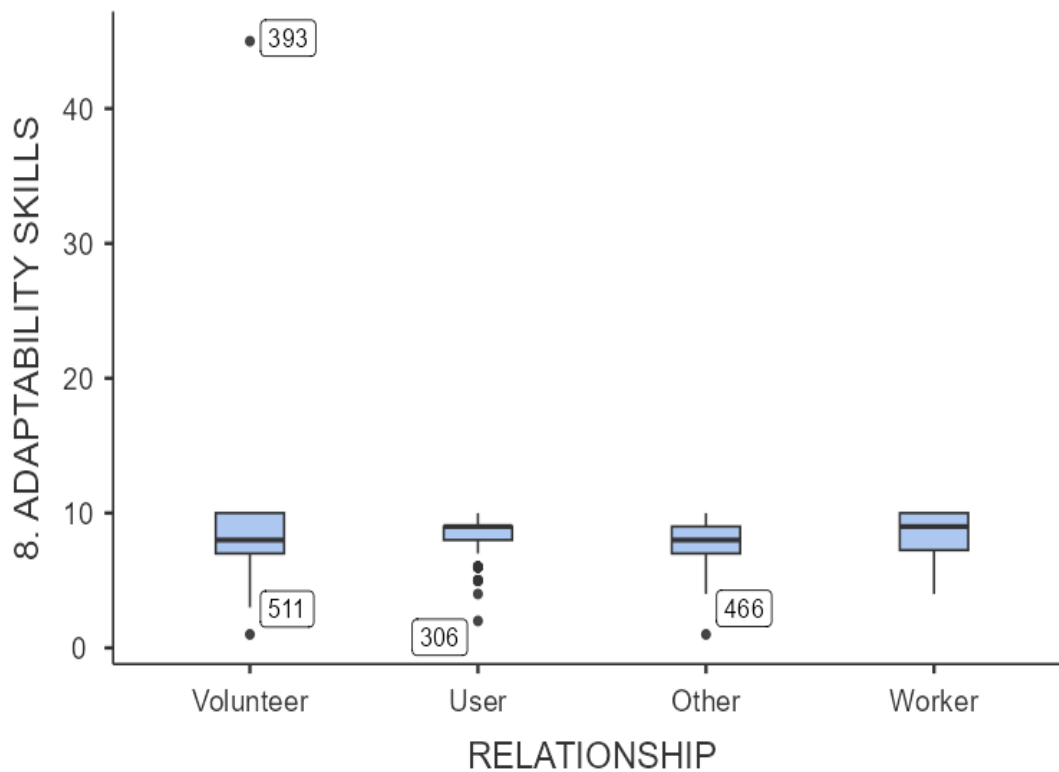
ADAPTABILITY SKILLS show a similar pattern to motivation, with a few more variations. Volunteers display a notable deviation (3.01), which might suggest outliers in adaptability responses. Means hover around 8.35, indicating overall agreement.

3.9. NEGOTIATION
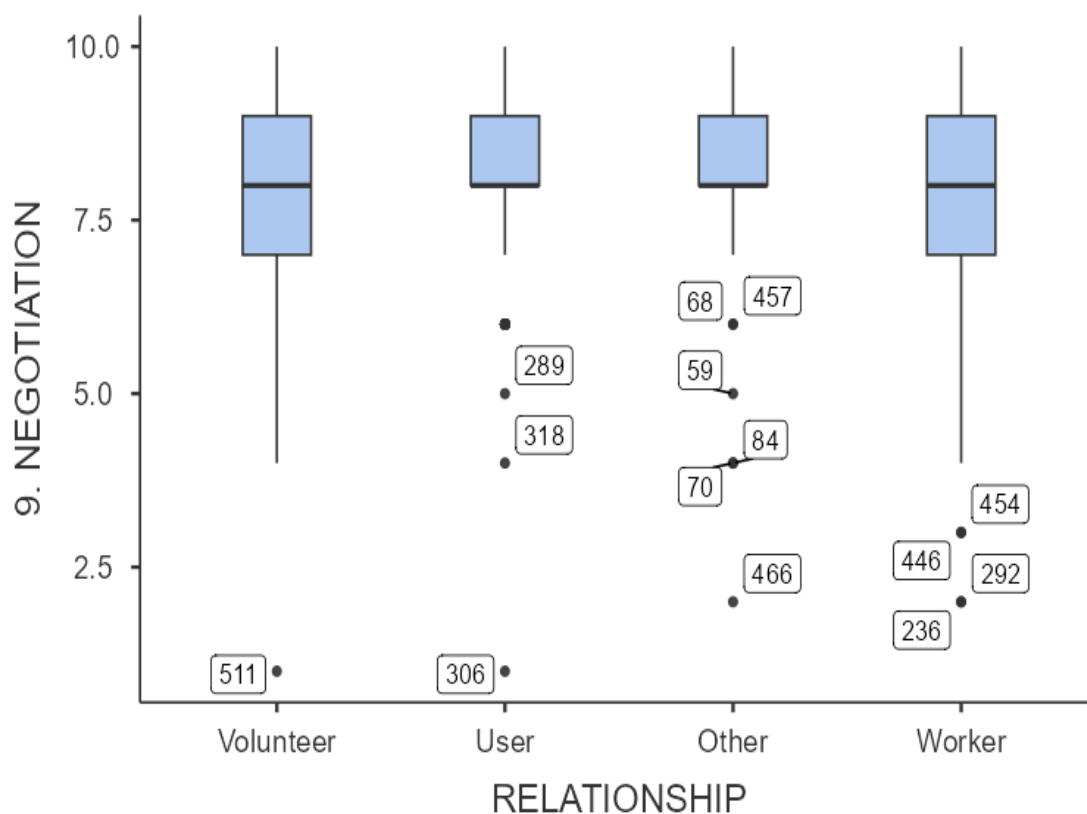
For NEGOTIATION, scores are uniformly high, from 7.95 to 8.22, with "others" scoring marginally better. Standard deviations (1.33 to 1.84) show more variability for workers, though no outliers are apparent.

## 3.10 ORGANISATION SKILLS
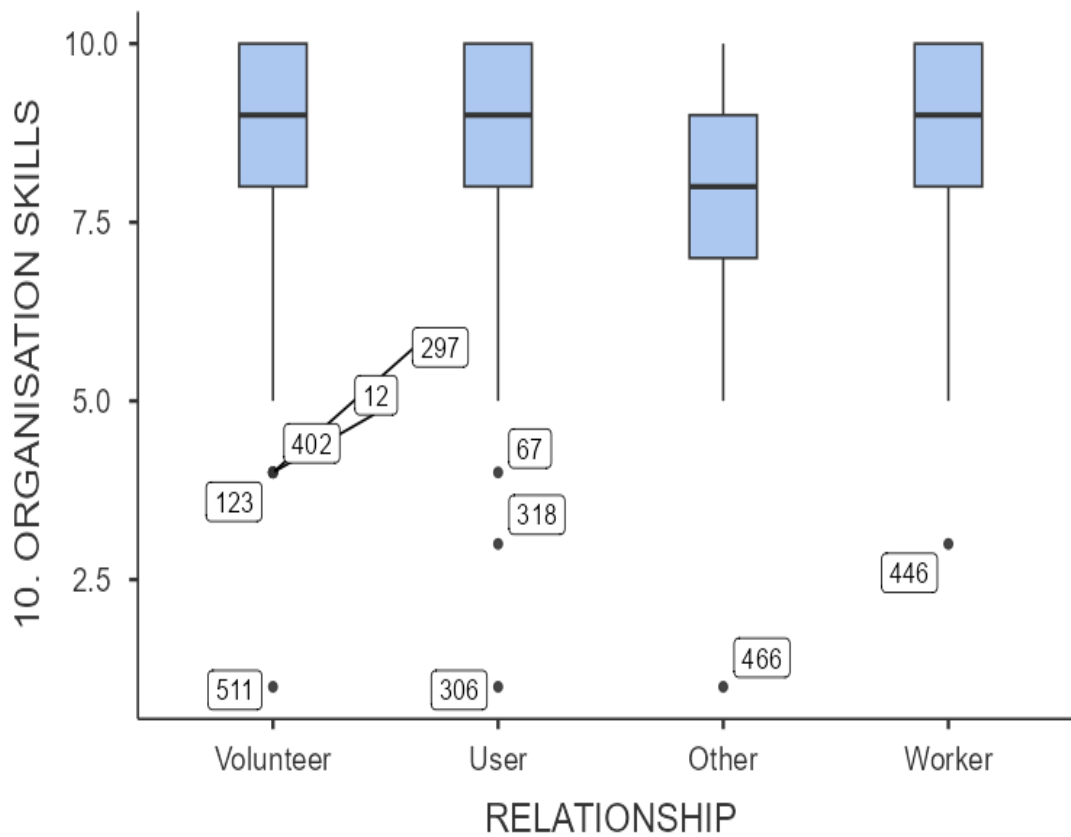
ORGANISATION SKILLS remain high across all groups, with means between 7.91 and 8.68. Volunteers and workers show the highest scores, and deviations are stable (1.43 to 1.63), with minimal variability.

3.11 VOLUNTEER WORK
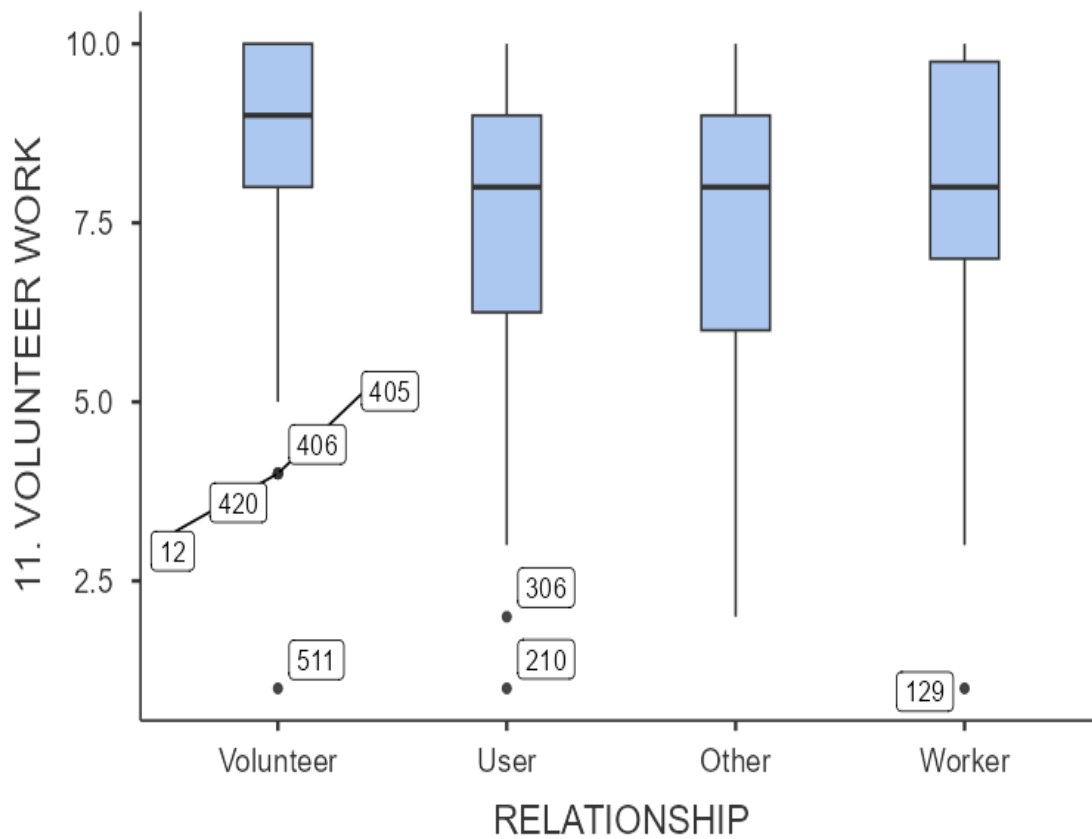
In the VOLUNTEER WORK category, "others" and users score lower (7.58 and 7.59), while volunteers and workers reach around 8.60. The deviation is higher (1.85-1.86) for these lower-scoring groups, hinting at possible outliers in participation levels.

3.12 GENDER EQUALITY
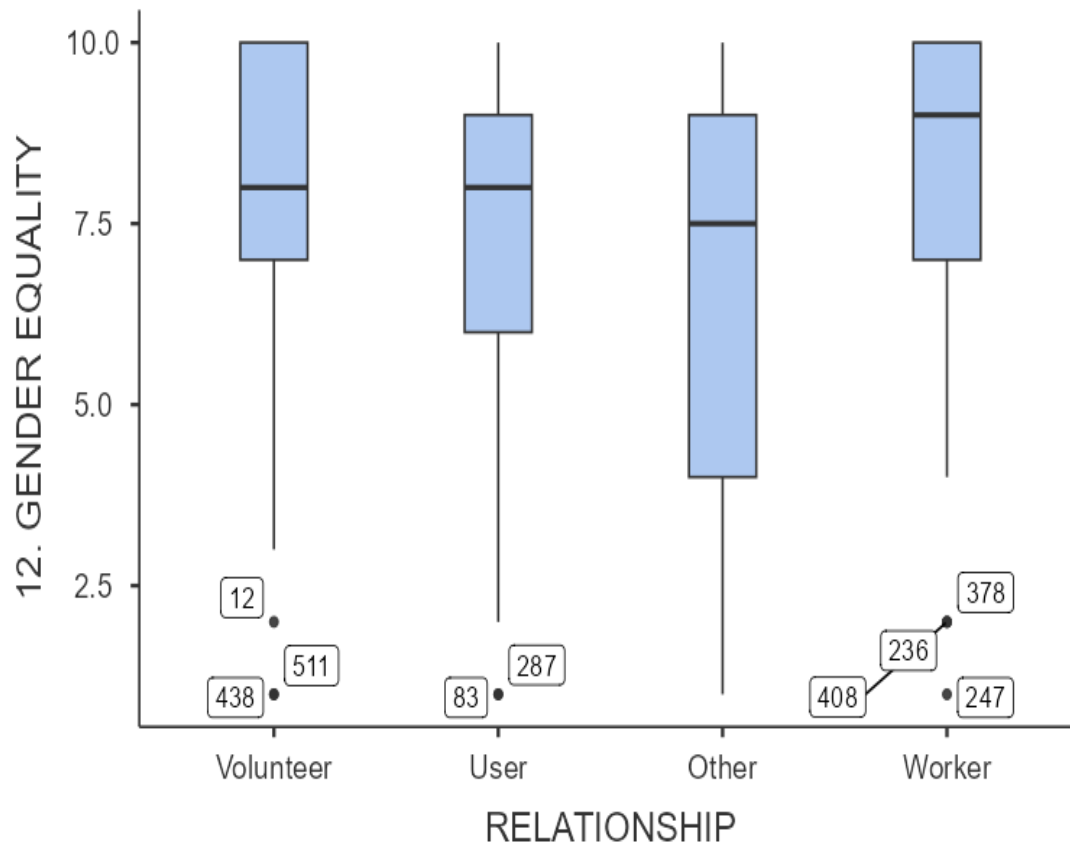
Finally, GENDER EQUALITY reveals more disparity, with "others" scoring the lowest (6.77). The standard deviations (1.96 to 2.84) are the highest, indicating substantial variation in attitudes toward gender equality, especially among "others," who may include notable outliers in their lower scores.

4. GENDER

When analyzing the data for the variable "Gender" across 12 items, the differences in means, standard deviations, and the potential outliers become clear across different gender categories (female, male, and prefer not to say). The following descriptions provide a thorough overview of the gender differences in each figure.

Descriptives

	GENDER	N	Mean	SD
1. COMMUNICATION	Female	164	8.94	1.30
	Male	379	8.60	1.41
	Prefer not to say	8	8.13	1.81
2. EMPATHY	Female	164	8.68	1.29
	Male	379	8.09	1.68
	Prefer not to say	8	8.75	1.67
3. TEAM WORK	Female	164	8.63	1.23
	Male	379	8.41	1.51
	Prefer not to say	8	7.00	2.27
4. LEADERSHIP	Female	164	8.37	1.47
	Male	379	8.20	1.60
	Prefer not to say	8	7.38	2.26
5. PROBLEM-SOLVING SKILLS	Female	164	8.68	1.30
	Male	379	8.27	1.59
	Prefer not to say	8	8.50	1.77
6. CULTURAL SKILLS	Female	164	8.07	1.59
	Male	379	7.87	1.80
	Prefer not to say	8	7.75	1.98
7. MOTIVATION SKILLS	Female	164	8.57	1.41
	Male	379	8.23	1.67
	Prefer not to say	8	7.75	2.31
8. ADAPTABILITY SKILLS	Female	164	8.38	1.33
	Male	379	8.20	2.52
	Prefer not to say	8	7.88	2.23
9. NEGOTIATION	Female	164	8.34	1.41
	Male	379	8.02	1.61

Descriptives

	GENDER	N	Mean	SD
	Prefer not to say	8	7.25	1.98
10. ORGANISATION SKILLS	Female	164	8.74	1.31
	Male	379	8.33	1.63
	Prefer not to say	8	8.13	1.81
11. VOLUNTEER WORK	Female	164	8.54	1.42
	Male	379	7.87	1.91
	Prefer not to say	8	7.25	2.12
12. GENDER EQUALITY	Female	164	8.70	1.71
	Male	379	7.27	2.39
	Prefer not to say	8	5.25	2.87

4.1. COMMUNICATION
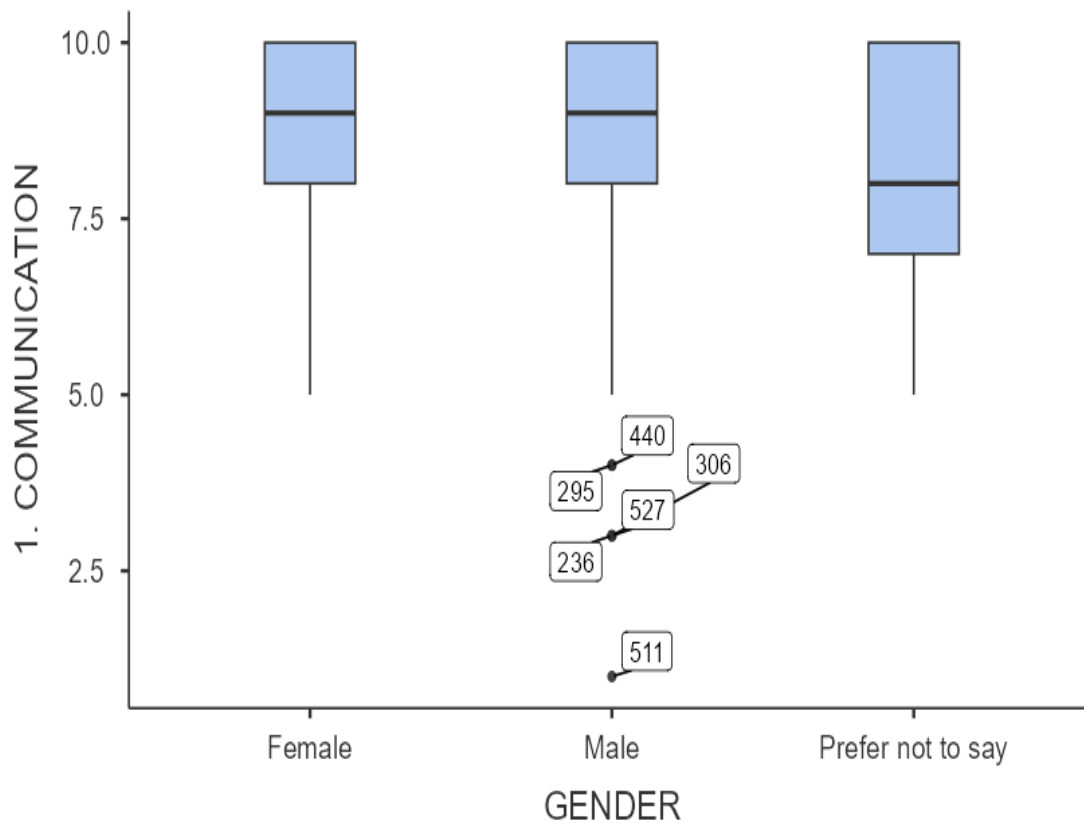
For COMMUNICATION, the female group shows the highest mean (8.94), while males score slightly lower (8.60). The "prefer not to say" group, although small in number (N=8), shows a lower mean of 8.13, with a higher variability indicated by a standard deviation of 1.81. The data suggest that the "prefer not to say" group might present an outlier given their smaller size and higher variation.

4.2 EMPATHY
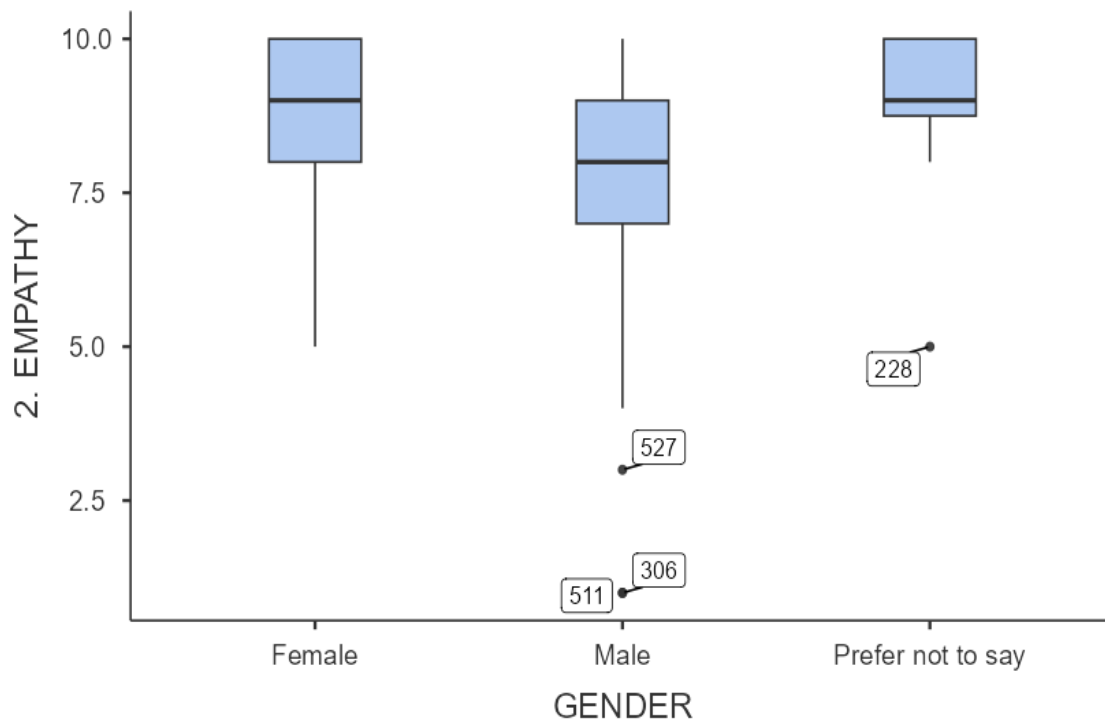
In the EMPATHY category, females also report higher scores (mean of 8.68), followed by males (8.09), with the "prefer not to say" group scoring the highest in empathy (8.75), although the standard deviation is relatively high (1.67). This high deviation suggests more variability within this group, possibly making it an outlier due to both its small size and wide spread of values.

4.3 TEAM WORK
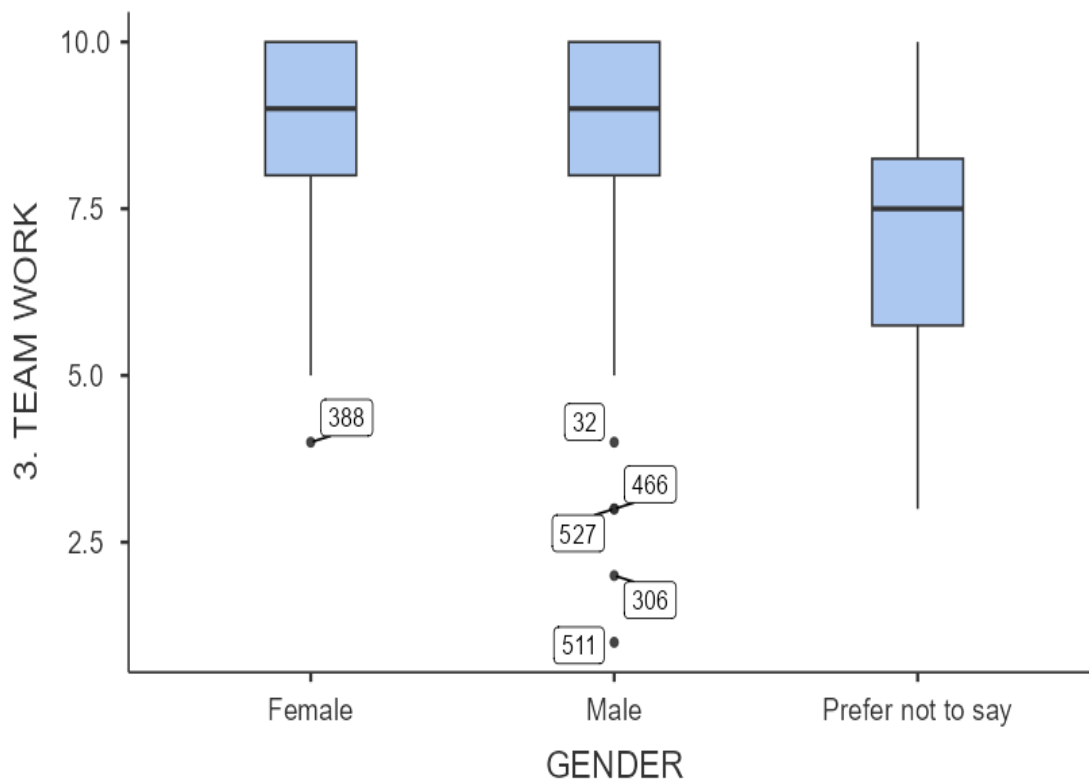
For TEAM WORK, females lead again with a mean of 8.63, while males follow closely behind at 8.41. However, the "prefer not to say" group reports a significantly lower mean (7.00) with the largest standard deviation of 2.27, indicating considerable variation in responses and suggesting they are likely outliers in this figure.

4.4 LEADERSHIP
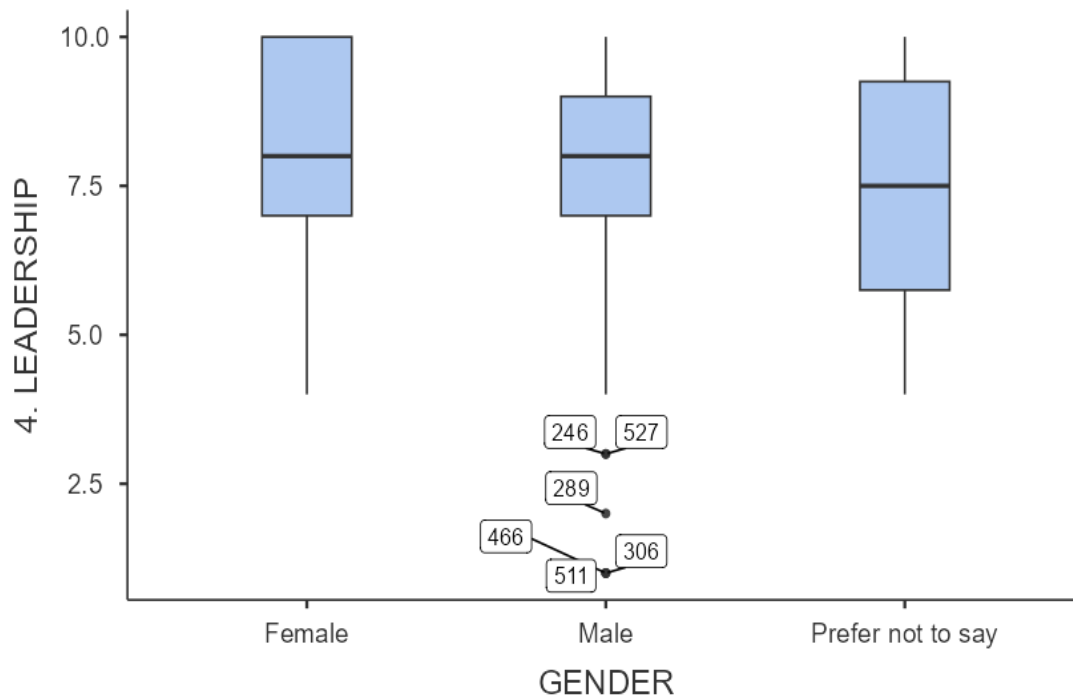
In LEADERSHIP, the trend continues with females having a higher mean (8.37) compared to males (8.20), while the "prefer not to say" group has a lower score (7.38) and a larger standard deviation of 2.26. This variation reflects inconsistency in perceptions of leadership skills within this group, potentially marking them as outliers.

4.5 PROBLEM-SOLVING SKILLS
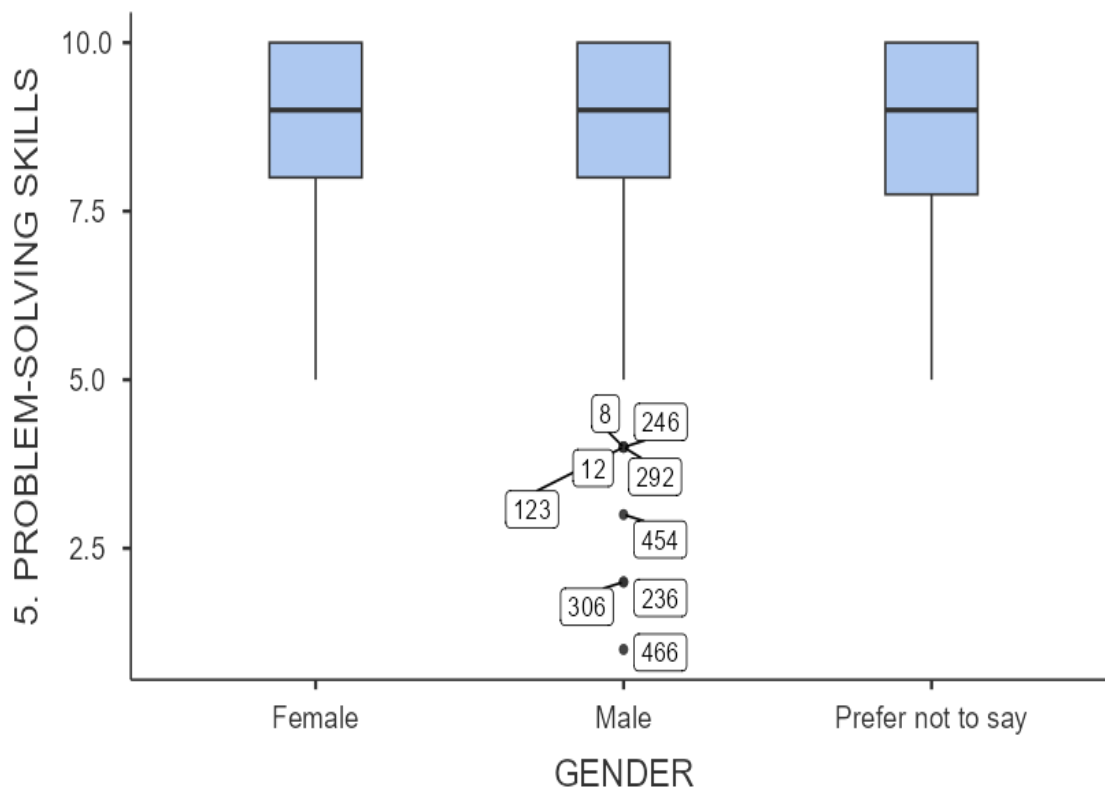
For PROBLEM-SOLVING SKILLS, females show a slightly higher mean (8.68), followed by males (8.27), with the "prefer not to say" group scoring relatively high (8.50). However, their standard deviation (1.77) again points to more variability, indicating that while they score highly, their responses are less consistent.

4.6 CULTURAL SKILLS
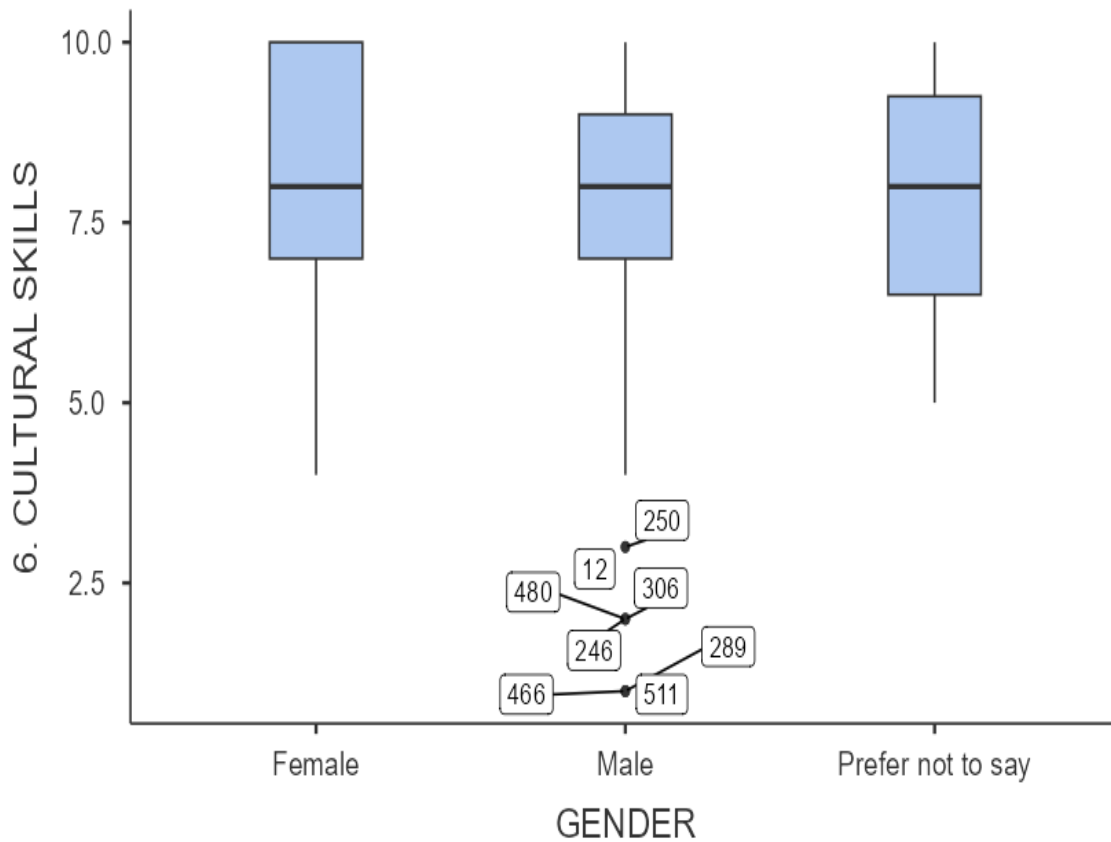
In CULTURAL SKILLS, females and males are closer in their scores (8.07 and 7.87, respectively), but the "prefer not to say" group scores slightly lower at 7.75. The standard deviations are similar across all groups, with "prefer not to say" showing the highest variability at 1.98, hinting at potential outliers.

4.7 MOTIVATION SKILLS
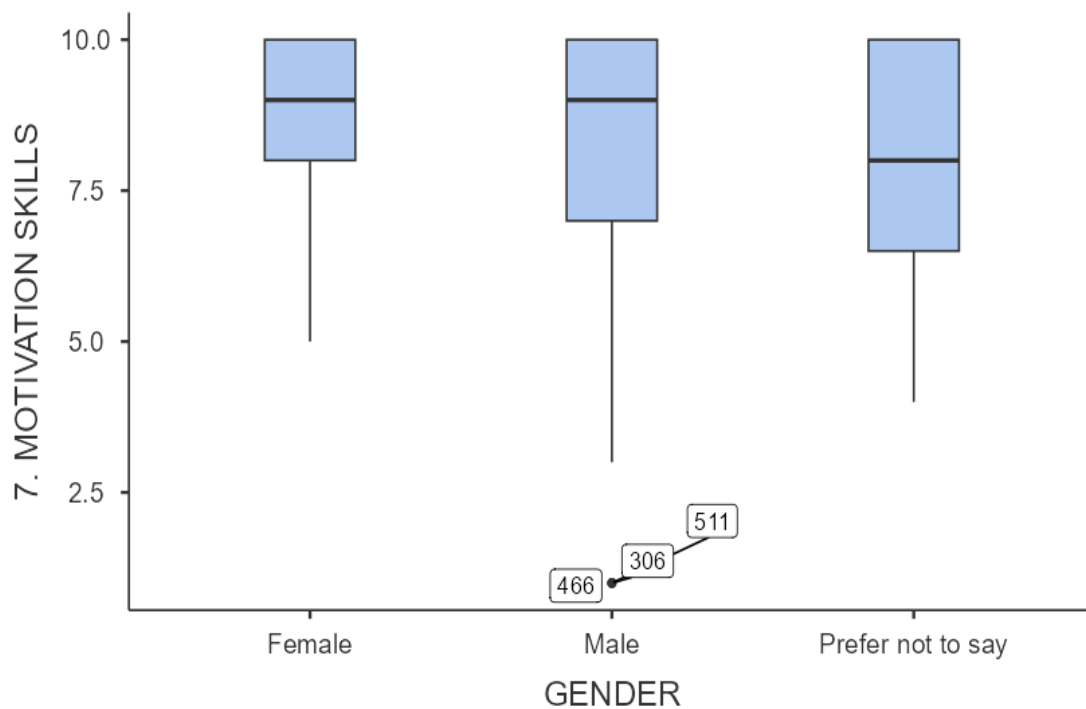
MOTIVATION SKILLS show females leading with a mean of 8.57, while males score 8.23. The "prefer not to say" group has a lower mean (7.75) and a high standard deviation (2.31), again indicating more spread in their responses, which could point to outliers.

4.8 ADAPTABILITY SKILLS
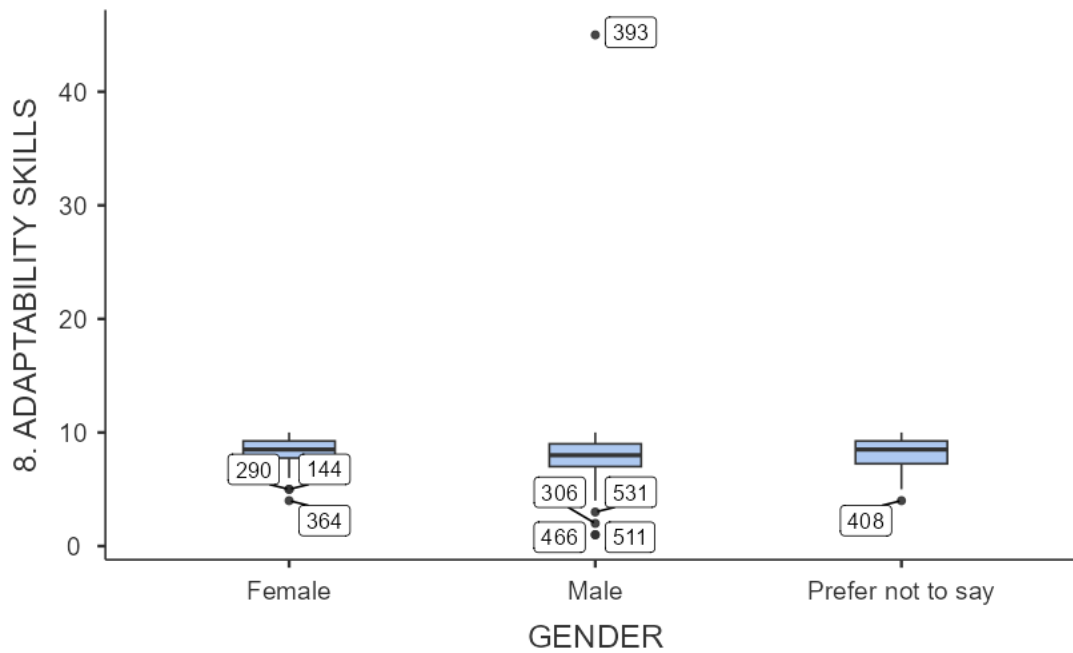
For ADAPTABILITY SKILLS, females have a mean of 8.38, and males score slightly lower at 8.20. The "prefer not to say" group also shows a lower mean of 7.88 with a large standard deviation of 2.23, which highlights their variability and potential as outliers.

4.9 NEGOTIATION
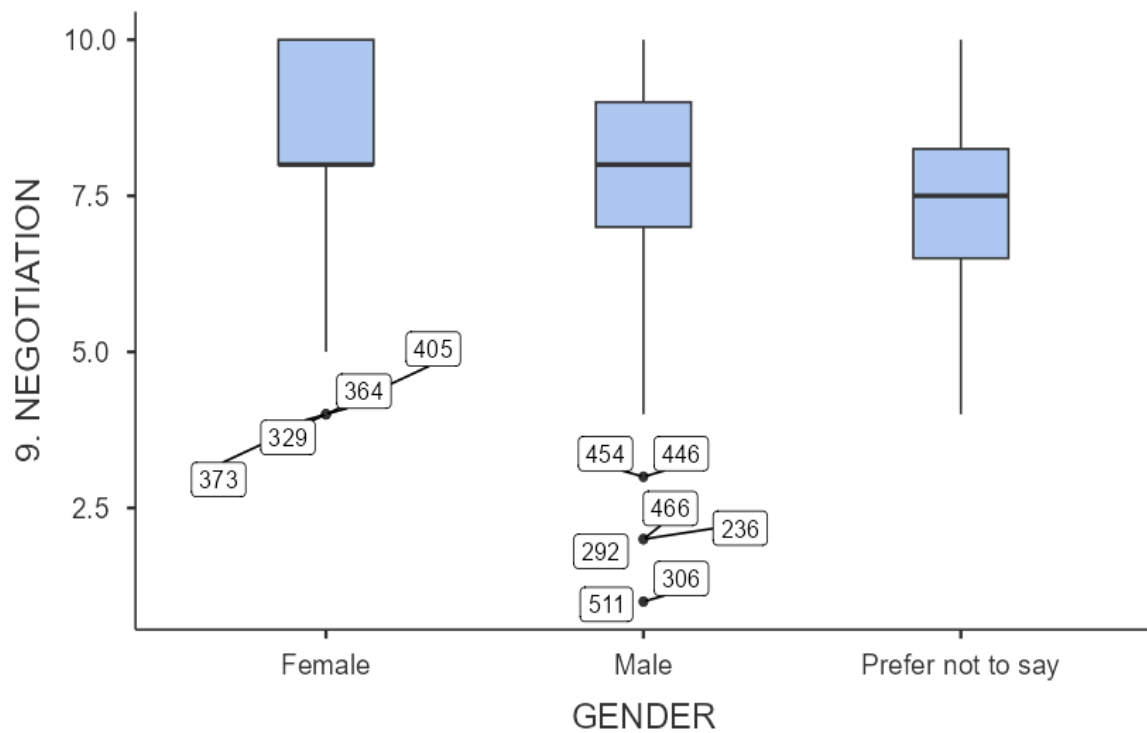
In NEGOTIATION, females again have the highest mean (8.34), while males are close behind (8.02). The "prefer not to say" group has a lower score (7.25) with a standard deviation of 1.98, showing more spread and thus potential outlier status.

4.10. ORGANISATION SKILLS
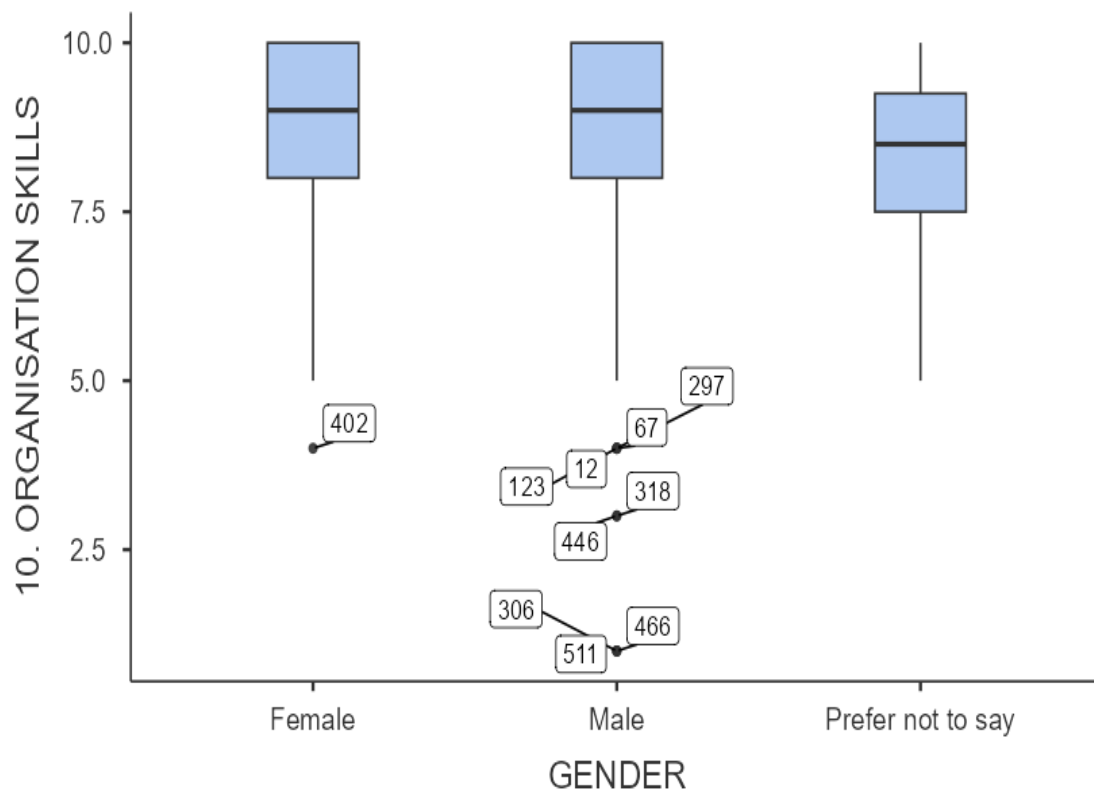
ORGANISATION SKILLS are led by females with a mean of 8.74, while males score 8.33. The "prefer not to say" group scores slightly lower (8.13) with a similar standard deviation across all groups, indicating more consistent responses.

4.11 VOLUNTEER WORK
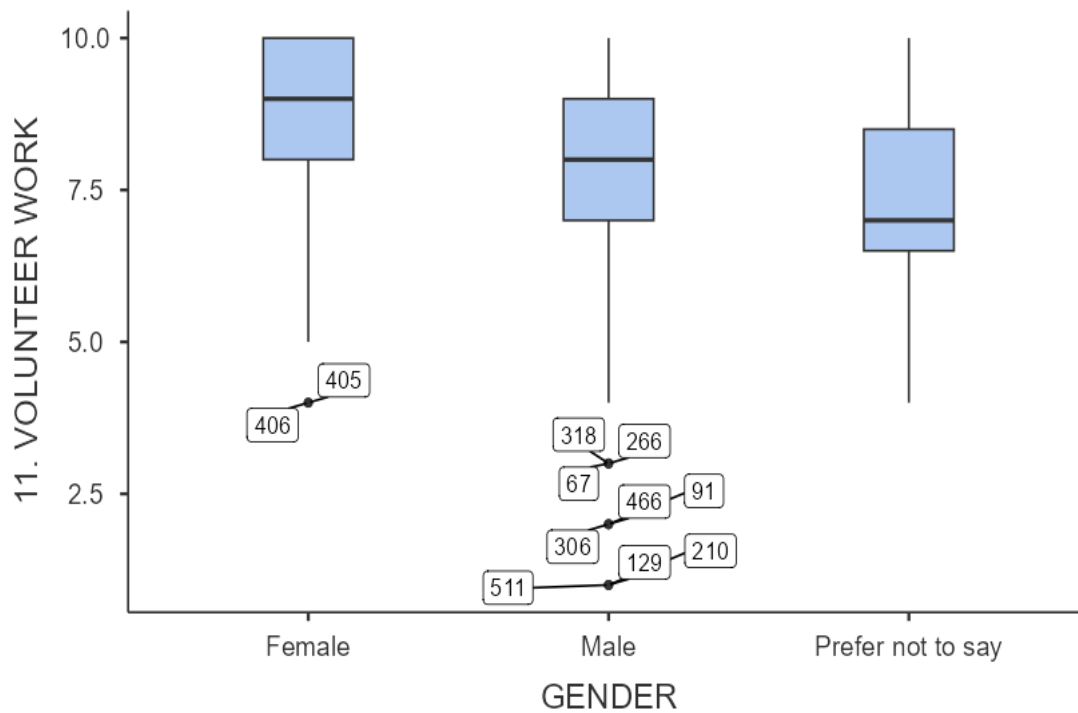
For VOLUNTEER WORK, females score significantly higher (8.54) than males (7.87), with the "prefer not to say" group scoring lower at 7.25 and showing high variability with a standard deviation of 2.12. This indicates a wide range of responses and suggests possible outliers within this group.

4.12. GENDER EQUALITY
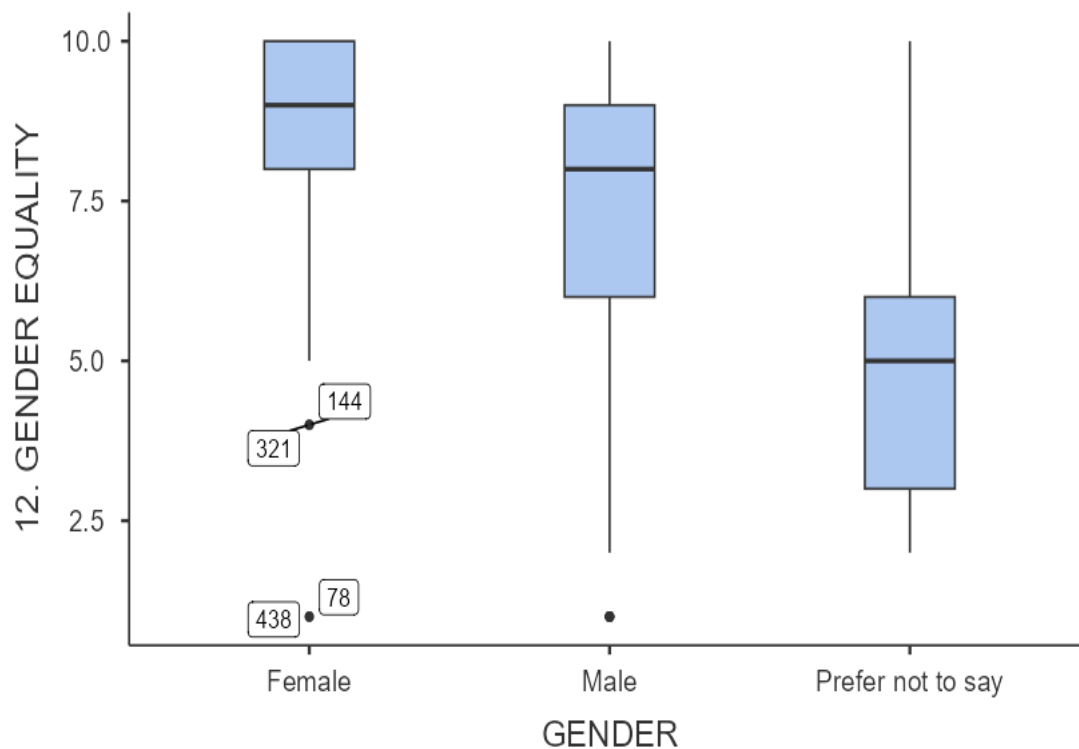
Lastly, in GENDER EQUALITY, females have the highest mean (8.70), while males score considerably lower (7.27). The "prefer not to say" group reports a much lower score (5.25), with the largest standard deviation (2.87). This suggests significant variability in attitudes toward gender equality within this group, marking them as clear outliers.

5. PARTNER

In analyzing the data for the variable "Partner" across 12 items, we see significant differences in communication, empathy, teamwork, leadership, and other skills between the partners (AEJeST, INEFC, IRSIE, MVI, TRAKDOSK, and VLAS). Here is a description that integrates the number of cases, means, standard deviations, and any notable outliers in each figure.

Descriptives

	PARTNER	N	Mean	SD
1. COMMUNICATION	AEJeST	126	8.59	1.12
	INEFC	99	8.94	1.19
	IRSIE	98	8.78	1.68
	MVI	62	8.55	1.71
	TRAKDOSK	103	8.66	1.47
	VLAS	63	8.59	1.21
2. EMPATHY	AEJeST	126	7.56	1.70
	INEFC	99	8.81	1.23
	IRSIE	98	8.56	1.61
	MVI	62	8.34	1.85
	TRAKDOSK	103	8.53	1.36
	VLAS	63	7.94	1.41
3. TEAM WORK	AEJeST	126	8.07	1.34
	INEFC	99	8.76	1.07
	IRSIE	98	8.71	1.67
	MVI	62	8.50	1.78
	TRAKDOSK	103	8.38	1.37
	VLAS	63	8.44	1.50
4. LEADERSHIP	AEJeST	126	7.73	1.32
	INEFC	99	8.57	1.32
	IRSIE	98	8.30	1.91
	MVI	62	8.29	1.74
	TRAKDOSK	103	8.55	1.50
	VLAS	63	8.06	1.58
5. PROBLEM-SOLVING SKILLS	AEJeST	126	7.69	1.36
	INEFC	99	8.83	1.13
	IRSIE	98	8.59	1.73

Descriptives

	PARTNER	N	Mean	SD
	MVI	62	8.65	1.40
	TRAKDOSK	103	8.61	1.52
	VLAS	63	8.24	1.65
6. CULTURAL SKILLS	AEJeST	126	7.19	1.55
	INEFC	99	8.26	1.64
	IRSIE	98	7.66	2.01
	MVI	62	8.21	1.69
	TRAKDOSK	103	8.62	1.43
	VLAS	63	7.87	1.73
7. MOTIVATION SKILLS	AEJeST	126	7.83	1.61
	INEFC	99	8.63	1.23
	IRSIE	98	8.49	1.79
	MVI	62	8.71	1.61
	TRAKDOSK	103	8.19	1.61
	VLAS	63	8.40	1.65
8. ADAPTABILITY SKILLS	AEJeST	126	7.57	1.46
	INEFC	99	8.39	1.30
	IRSIE	98	8.50	1.63
	MVI	62	8.37	1.78
	TRAKDOSK	103	8.65	3.99
	VLAS	63	8.21	1.50
9. NEGOTIATION	AEJeST	126	8.08	1.31
	INEFC	99	8.17	1.20
	IRSIE	98	8.11	1.94
	MVI	62	8.24	1.60
	TRAKDOSK	103	8.01	1.65
	VLAS	63	8.06	1.75
10. ORGANISATION SKILLS	AEJeST	126	7.74	1.40
	INEFC	99	8.77	1.19
	IRSIE	98	8.58	1.79
	MVI	62	8.79	1.60
	TRAKDOSK	103	8.75	1.51

Descriptives

	PARTNER	N	Mean	SD
	VLAS	63	8.33	1.59
11. VOLUNTEER WORK	AEJeST	126	7.39	1.84
	INEFC	99	8.13	1.63
	IRSIE	98	7.39	1.94
	MVI	62	8.66	1.63
	TRAKDOSK	103	8.67	1.56
	VLAS	63	8.75	1.50
12. GENDER EQUALITY	AEJeST	126	6.33	2.69
	INEFC	99	8.04	1.83
	IRSIE	98	7.77	2.38
	MVI	62	8.45	1.78
	TRAKDOSK	103	8.37	1.90
	VLAS	63	7.70	2.19

5.1   COMMUNICATION
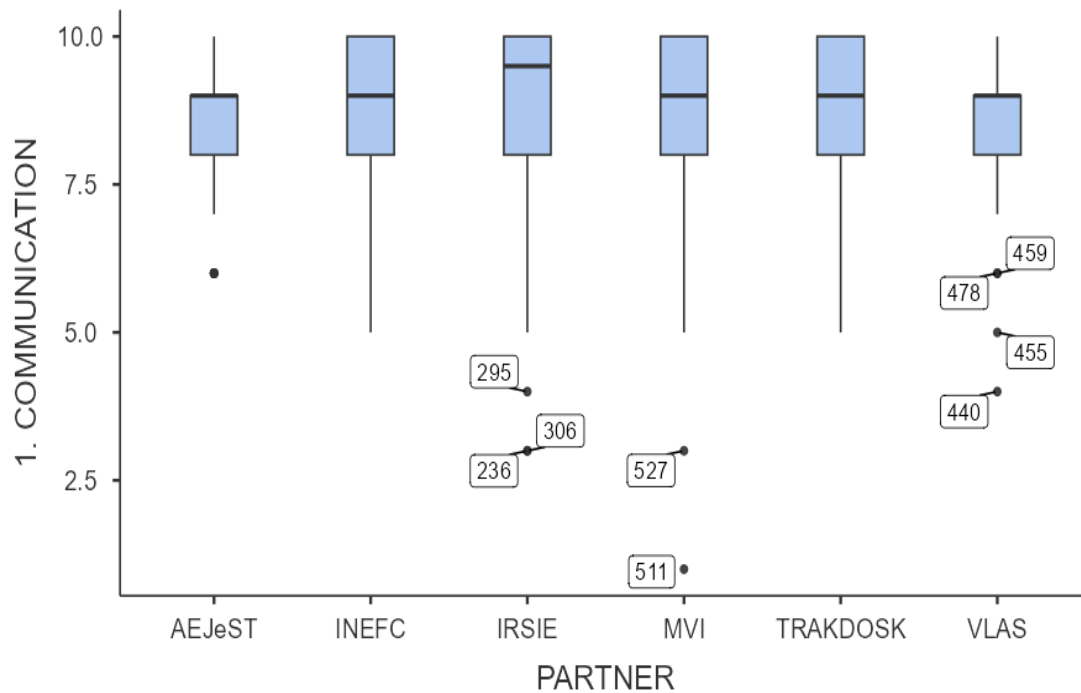
For COMMUNICATION, INEFC leads with the highest mean score (8.94) and a low standard deviation of 1.19, indicating consistency. VLAS and AEJeST follow closely, both scoring 8.59, with similar deviations (around 1.12-1.21). MVI shows a slightly lower mean (8.55) but with a higher deviation (1.71), pointing to more variability in responses. TRAKDOSK and IRSIE also exhibit some variability, with means of 8.66 and 8.78, respectively, with IRSIE having the highest deviation (1.68), suggesting potential outliers.

5.2 EMPATHY
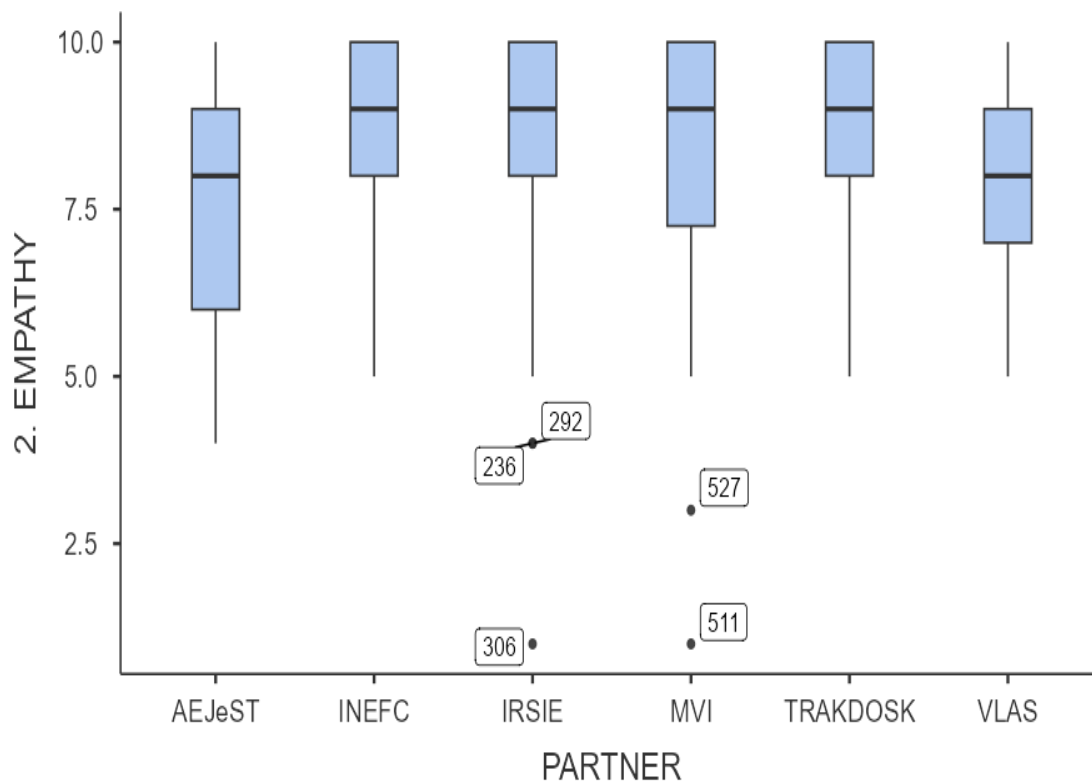
In EMPATHY, INEFC again ranks highest with a mean of 8.81 and a relatively tight deviation (1.23), indicating strong agreement on empathy skills. AEJeST, on the other hand, reports the lowest mean (7.56) with a larger standard deviation of 1.70, indicating more spread in responses. IRSIE, MVI, and TRAKDOSK cluster close together with means between 8.34 and 8.56. VLAS scores 7.94, slightly lower but still within a reasonable range, while the high deviations in MVI (1.85) suggest greater variability, potentially marking some outliers.

5.3 TEAM WORK
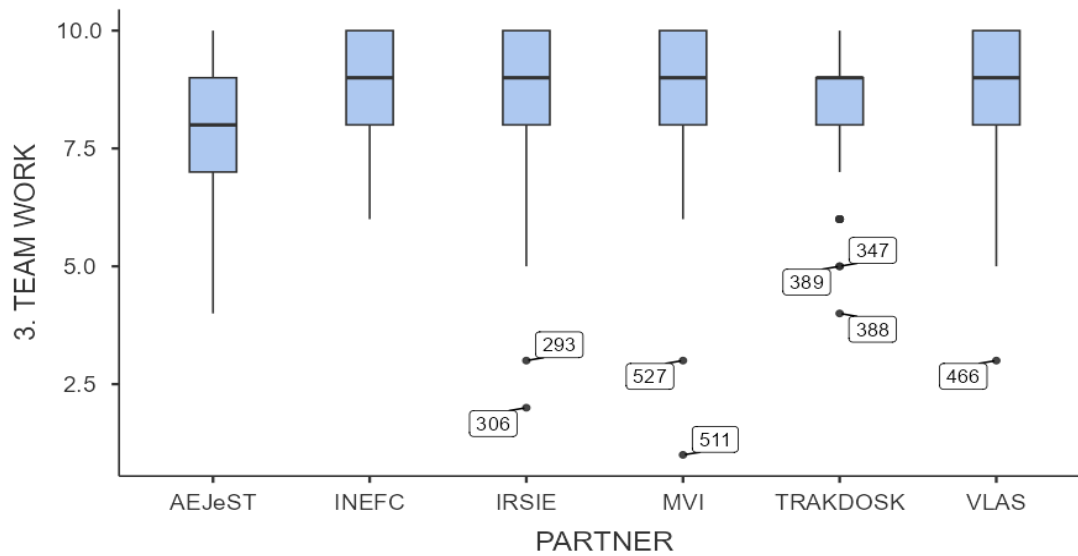
For TEAM WORK, INEFC again leads with a mean of 8.76 and a low standard deviation (1.07), suggesting very consistent team collaboration. TRAKDOSK and IRSIE follow with means of 8.38 and 8.71, respectively, though IRSIE's deviation (1.67) implies more variability. AEJeST scores the lowest (8.07), while VLAS (8.44) and MVI (8.50) report higher scores but with more spread in MVI's responses (1.78), indicating potential outliers.

5.4 LEADERSHIP
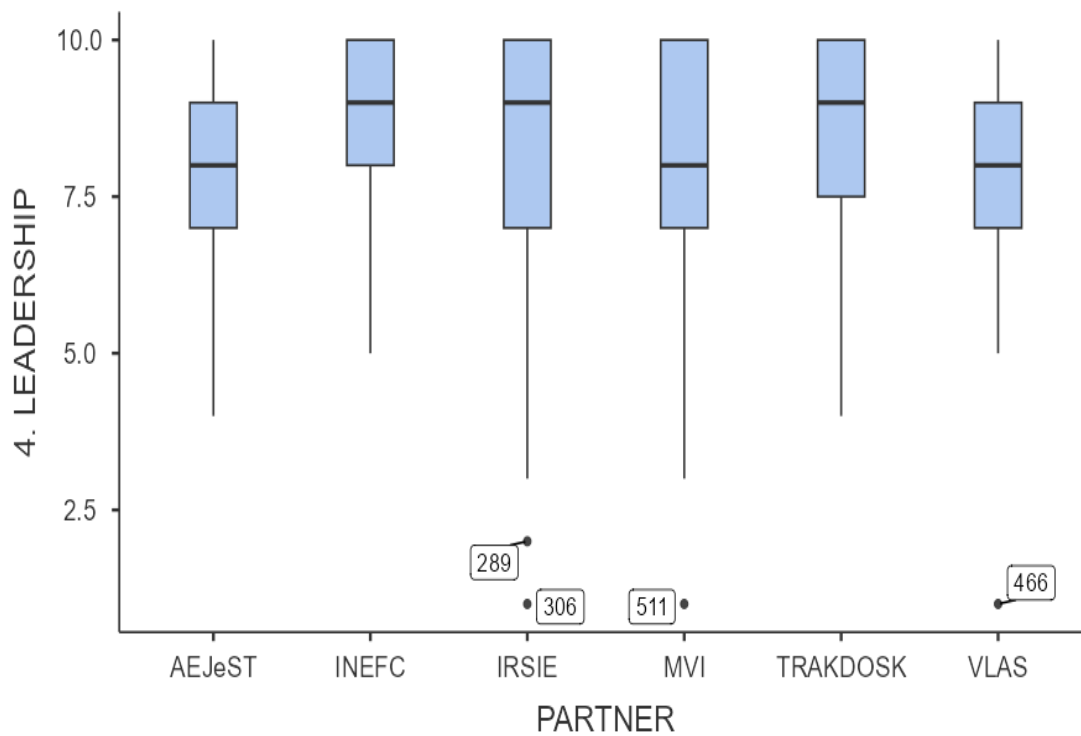
In LEADERSHIP, INEFC and TRAKDOSK are the strongest performers, both with means above 8.50 and low deviations, indicating strong and consistent leadership perceptions. AEJeST reports the lowest leadership mean (7.73) with a moderate standard deviation (1.32), indicating less agreement on leadership within this group. IRSIE, MVI, and VLAS report means between 8.06 and 8.30, with IRSIE showing the highest variability (1.91), which might point to some outliers in this group.

5.5 PROBLEM-SOLVING SKILLS
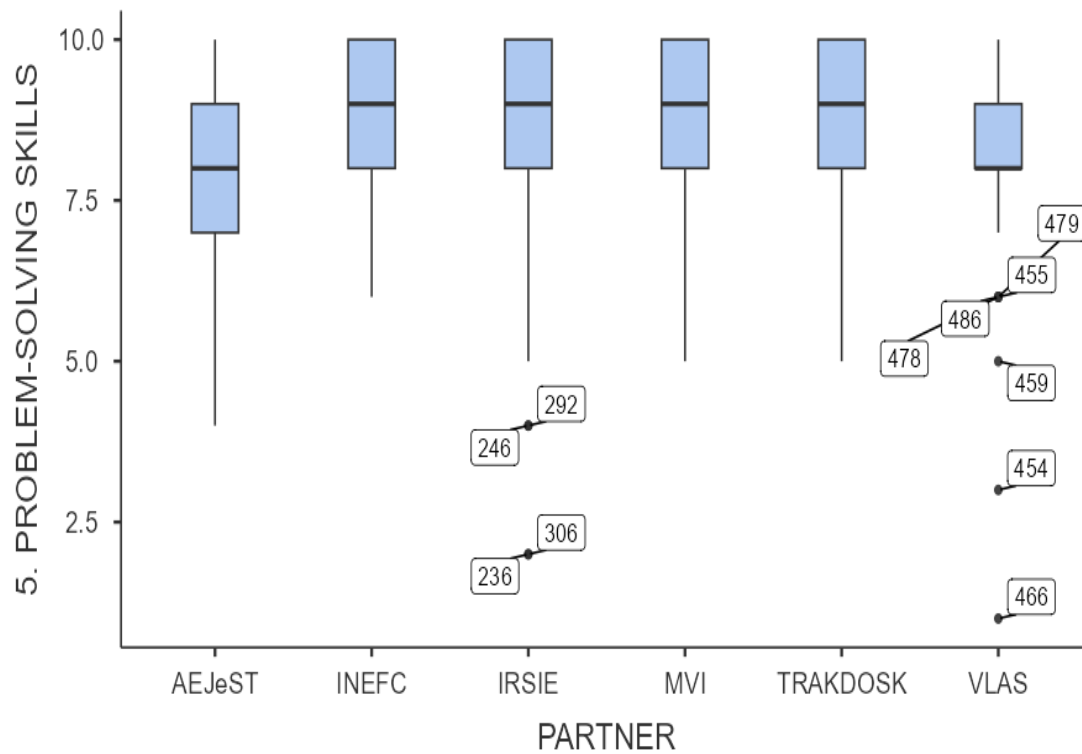
For PROBLEM-SOLVING SKILLS, INEFC leads with the highest mean (8.83) and a tight standard deviation (1.13), reflecting strong and consistent problem-solving abilities. AEJeST reports the lowest mean (7.69) with a deviation of 1.36, suggesting less agreement. IRSIE and MVI have similar means (around 8.59 to 8.65), but IRSIE has a wider spread (1.73), indicating greater variability and potential outliers.

5.6 CULTURAL SKILLS
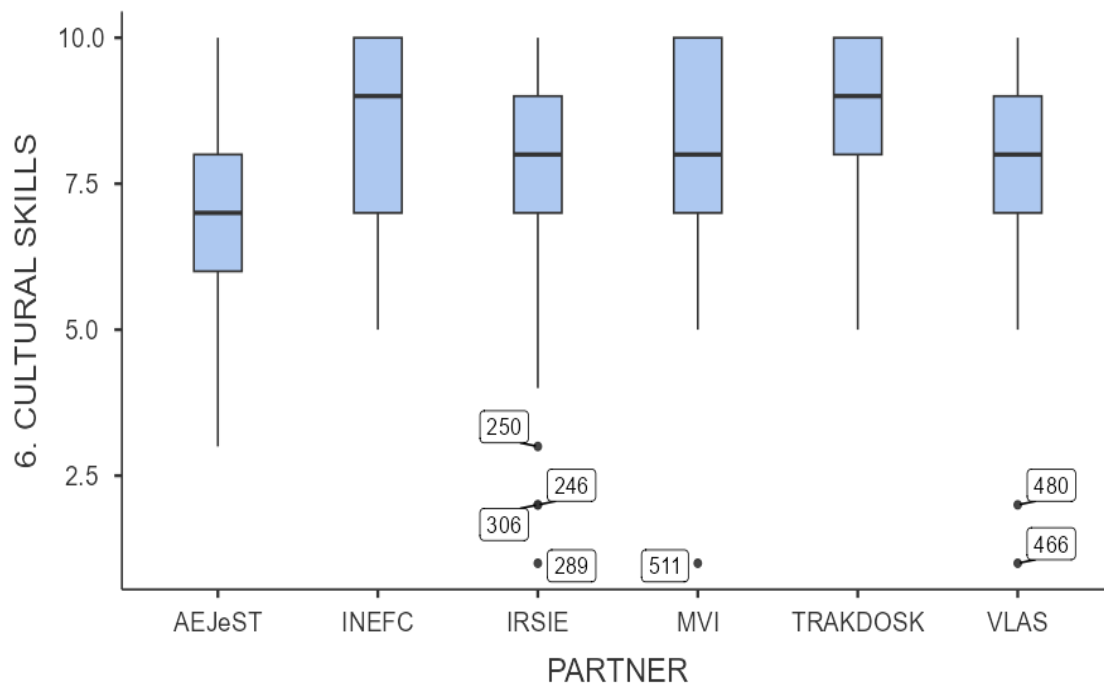
In CULTURAL SKILLS, TRAKDOSK leads with the highest mean (8.62) and a relatively tight deviation (1.43), reflecting strong and consistent cultural adaptability. AEJeST has the lowest mean (7.19) with moderate deviation (1.55), indicating more variability in cultural skills. IRSIE and VLAS report means between 7.66 and 7.87, while INEFC and MVI score closer to TRAKDOSK, with INEFC showing more consistency.

5.7 MOTIVATION SKILLS
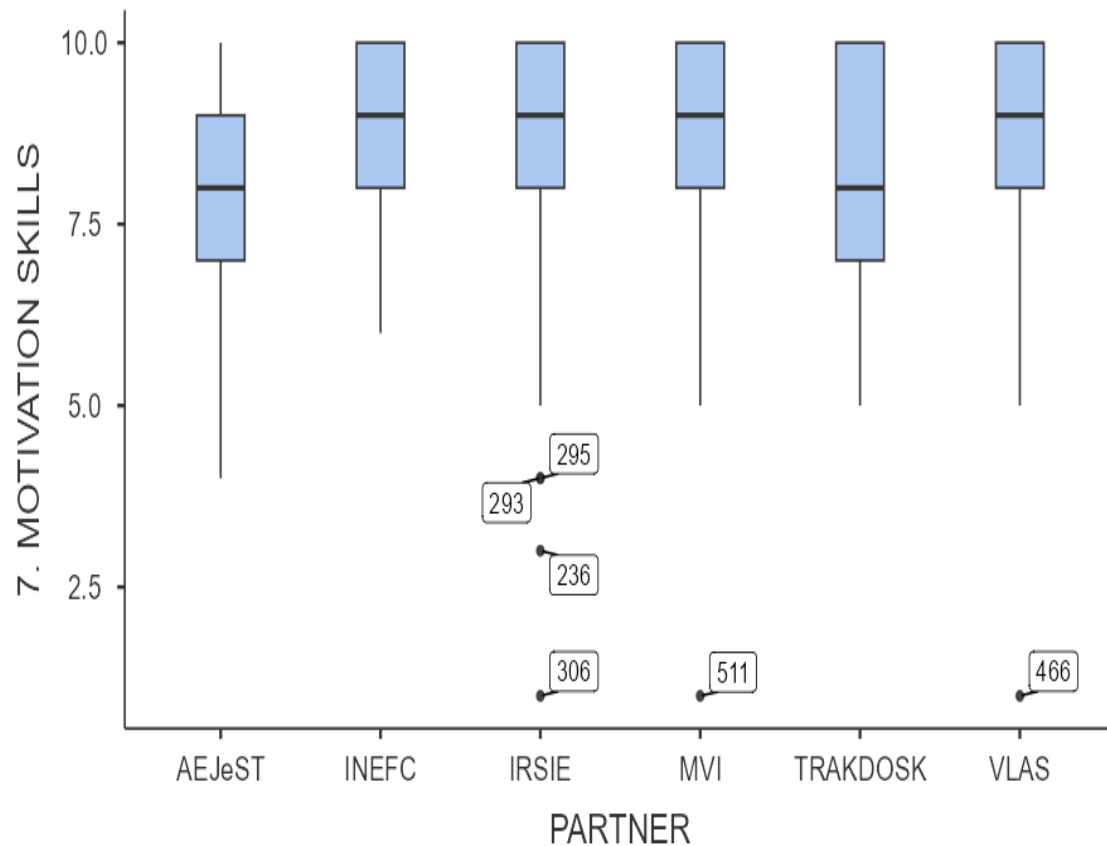
MOTIVATION SKILLS are highest in MVI (mean of 8.71), while INEFC and IRSIE also score well (8.63 and 8.49, respectively). AEJeST reports the lowest mean (7.83), with a higher standard deviation (1.61), reflecting variability in responses. TRAKDOSK and VLAS also show moderate variability, with VLAS displaying a slightly higher deviation (1.65), indicating some spread in motivation levels.

5.8 ADAPTABILITY SKILLS
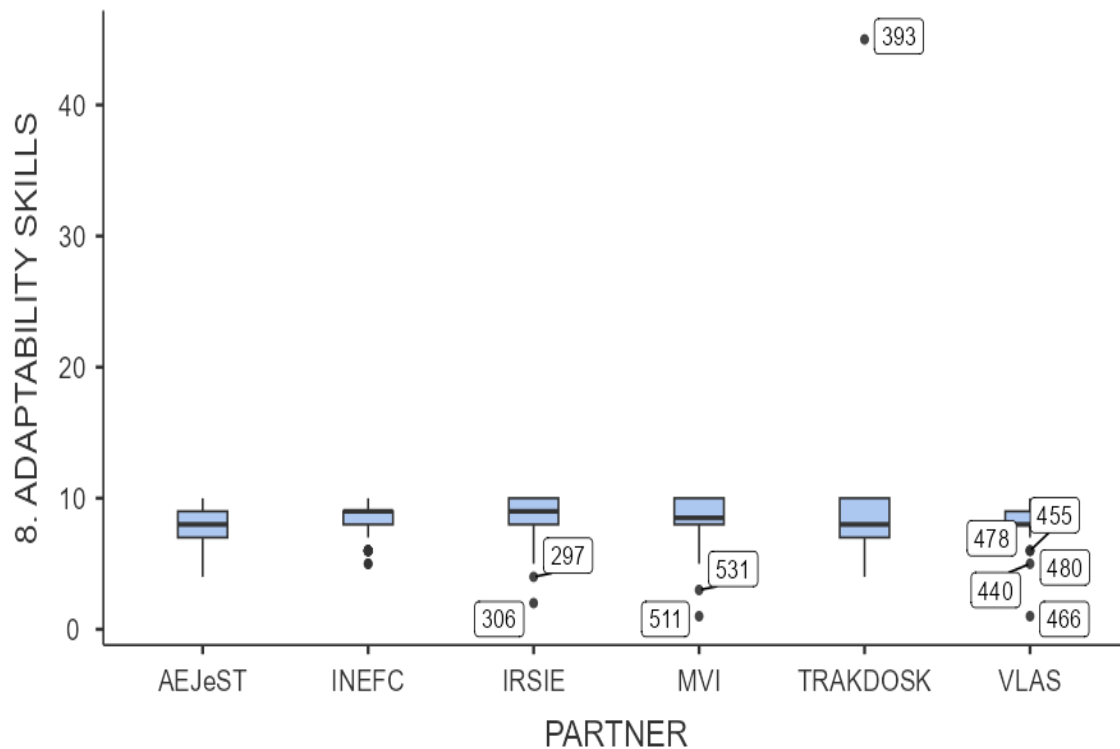
For ADAPTABILITY SKILLS, TRAKDOSK exhibits the highest mean (8.65) but also the highest deviation (3.99), suggesting significant variability and the presence of outliers. INEFC (8.39) and IRSIE (8.50) follow closely with lower deviations, reflecting more consistent adaptability skills. AEJeST reports the lowest mean (7.57), with moderate variability.

5.9 NEGOTIATION
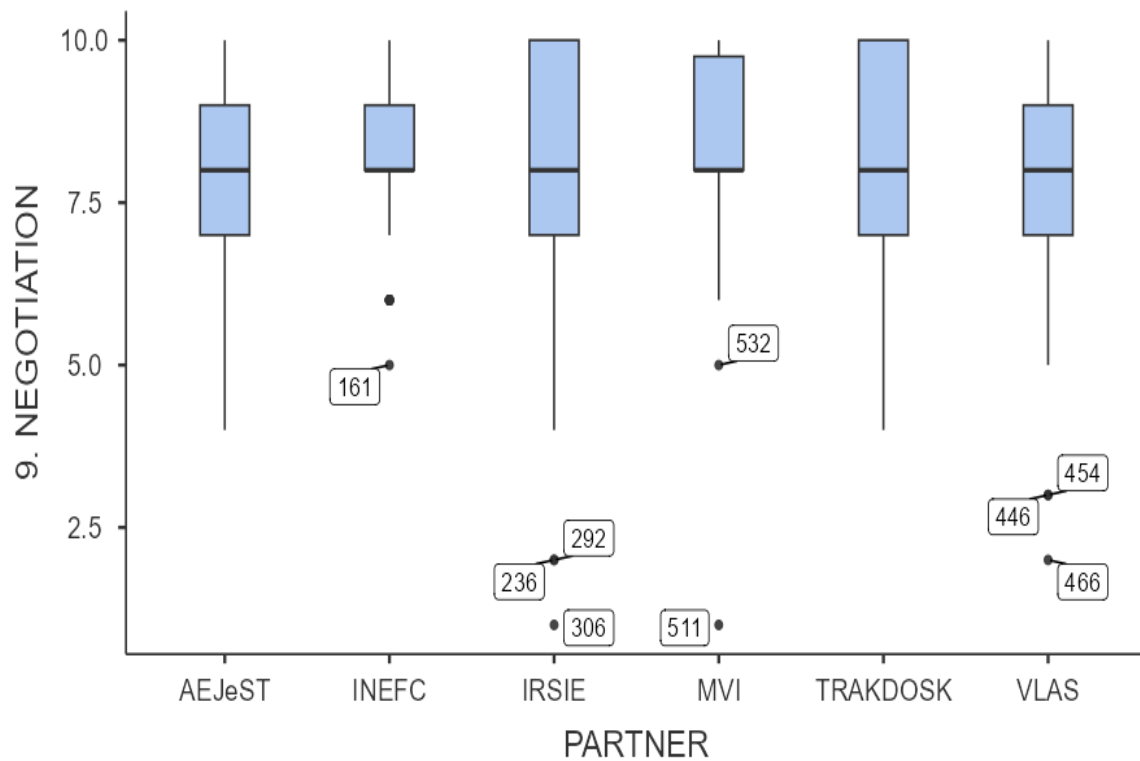
In NEGOTIATION, INEFC, AEJeST, and MVI report similar means (around 8.08 to 8.24), with moderate deviations. IRSIE shows the highest variability (1.94), indicating possible outliers in negotiation skills. TRAKDOSK and VLAS report similar means (around 8.01 and 8.06) with consistent standard deviations.

5.10 ORGANISATION SKILLS
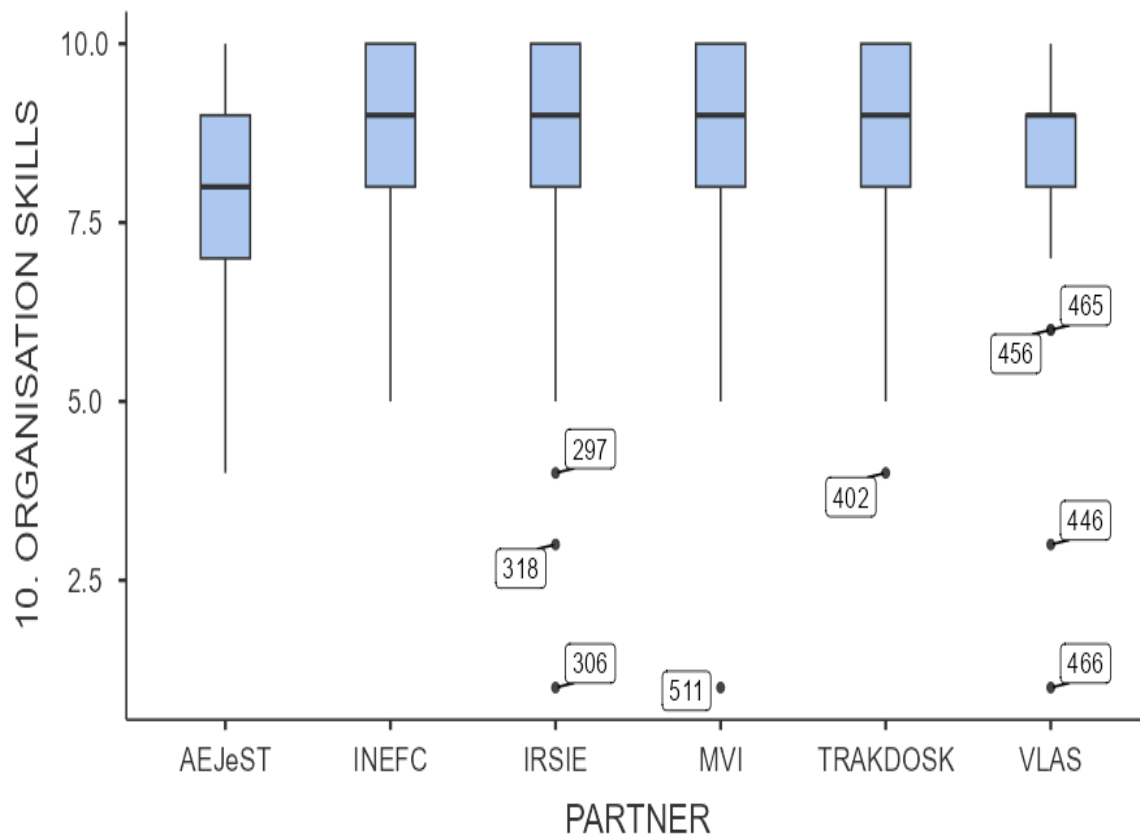
ORGANISATION SKILLS are highest in MVI (mean of 8.79) and INEFC (8.77), both with low deviations, suggesting strong organizational abilities. AEJeST reports the lowest mean (7.74) with moderate variability. IRSIE and TRAKDOSK score similarly (around 8.58 and 8.75), but IRSIE shows a wider spread (1.79), indicating potential outliers.

5.11 VOLUNTEER WORK
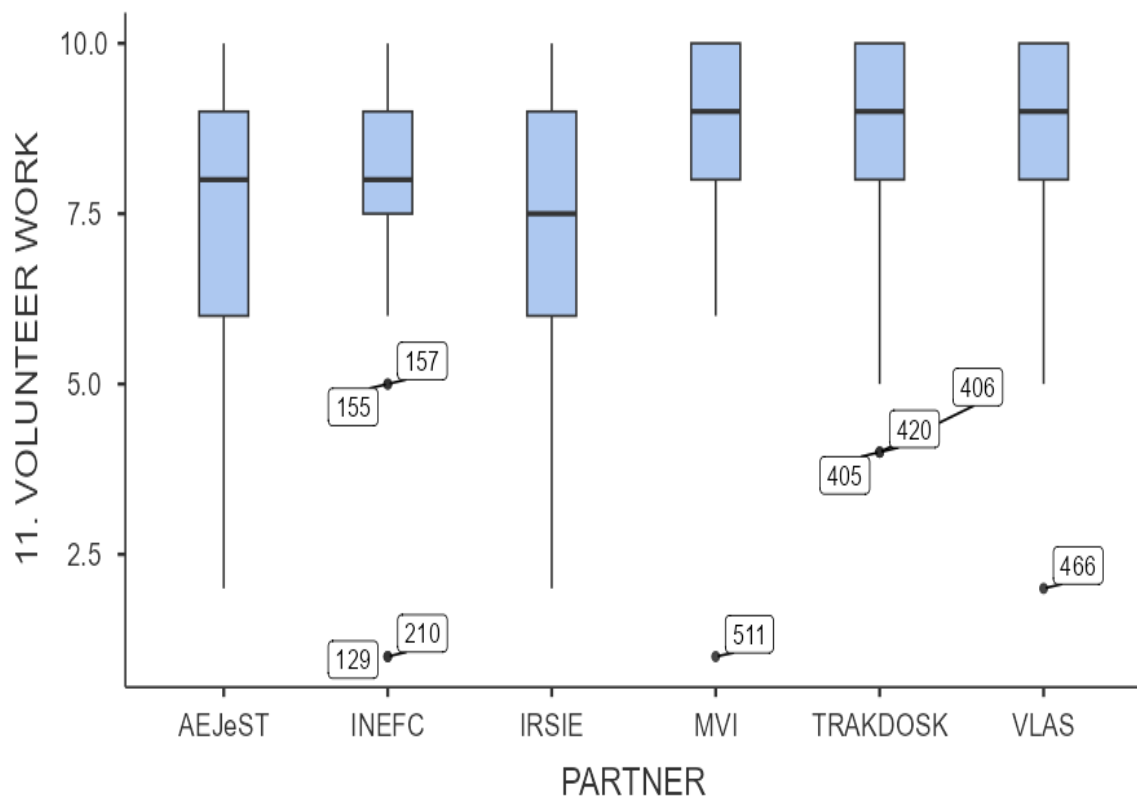
For VOLUNTEER WORK, VLAS leads with the highest mean (8.75) and a lower deviation (1.50), indicating strong and consistent involvement in volunteer activities. AEJeST and IRSIE report the lowest means (7.39), both showing higher variability and potential outliers. TRAKDOSK and MVI score close together (around 8.67), with consistent responses

5.12. GENDER EQUALITY

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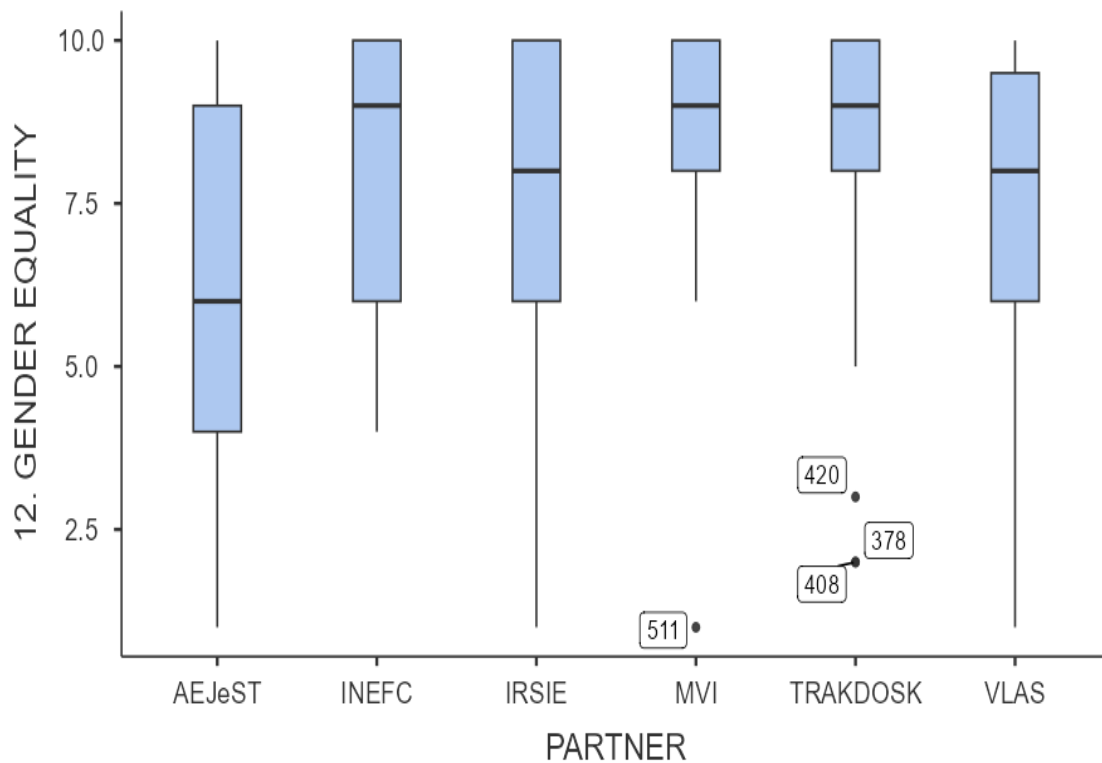
Finally, for GENDER EQUALITY, INEFC (8.04) and MVI (8.45) lead, with moderate deviations. AEJeST scores the lowest (6.33), with a high deviation (2.69), reflecting significant variation in perceptions of gender equality, which likely includes outliers. TRAKDOSK and VLAS report similar means (around 8.37 and 7.70), with VLAS showing a higher deviation (2.19).
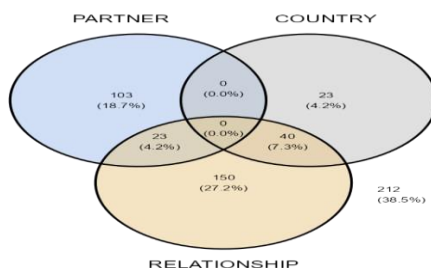
6. VENN DIAGRAM

6.1 The Venn Diagram generated a variable crossover based on the criterion variables Partner (AEJeST), Country (Belgium), and Relationship (Volunteer).
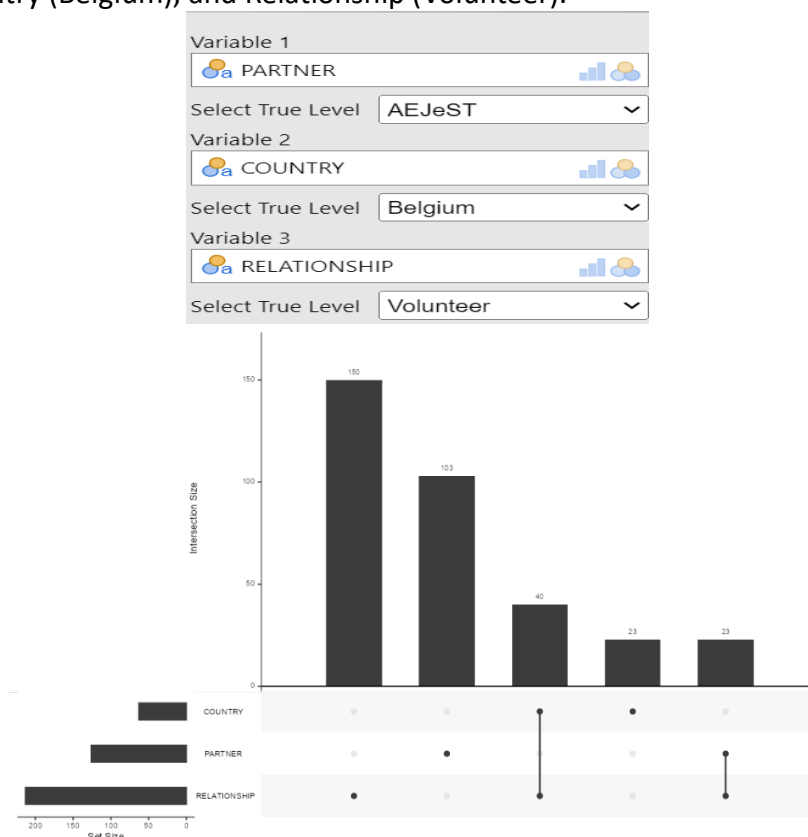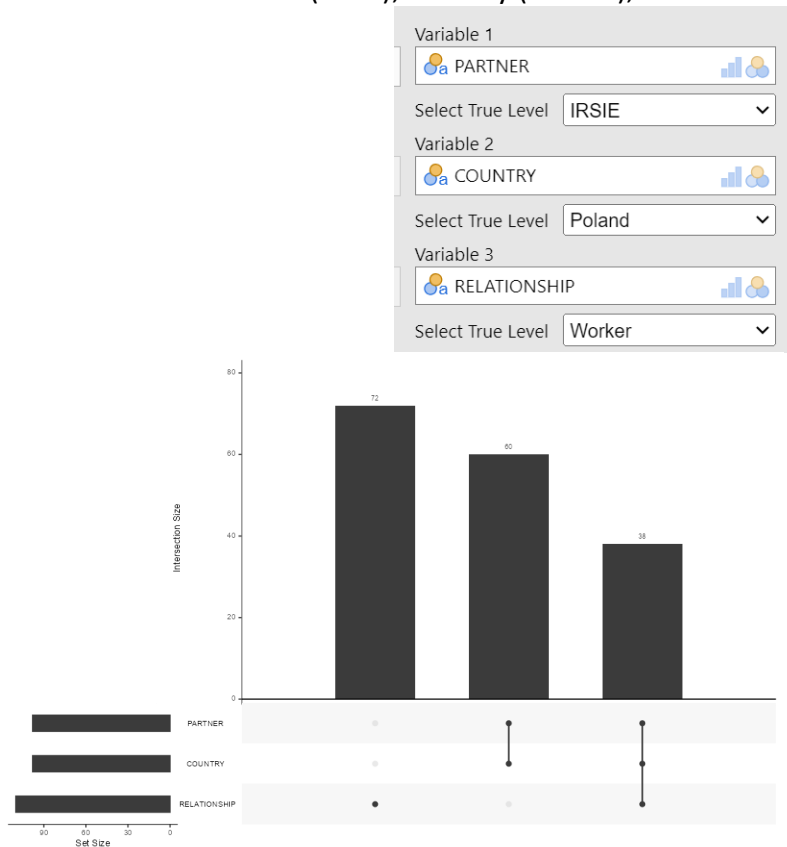

With this type of figure, it is more interesting to highlight the interactions between the variables than the value obtained for the categories under the given conditions. Therefore, when we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:

- Relationship gathered 150 non-matching cases.
- Partner had 103 cases.
- Country had 23 cases.
- Country-Relationship matched in 40 cases.
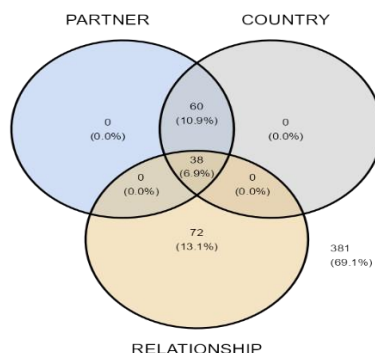- Partner-Relationship matched in 23 cases.

6.2 The Venn Diagram generated a variable crossover based on the criterion variables Partner (IRSIE), Country (Poland), and Relationship (Worker).
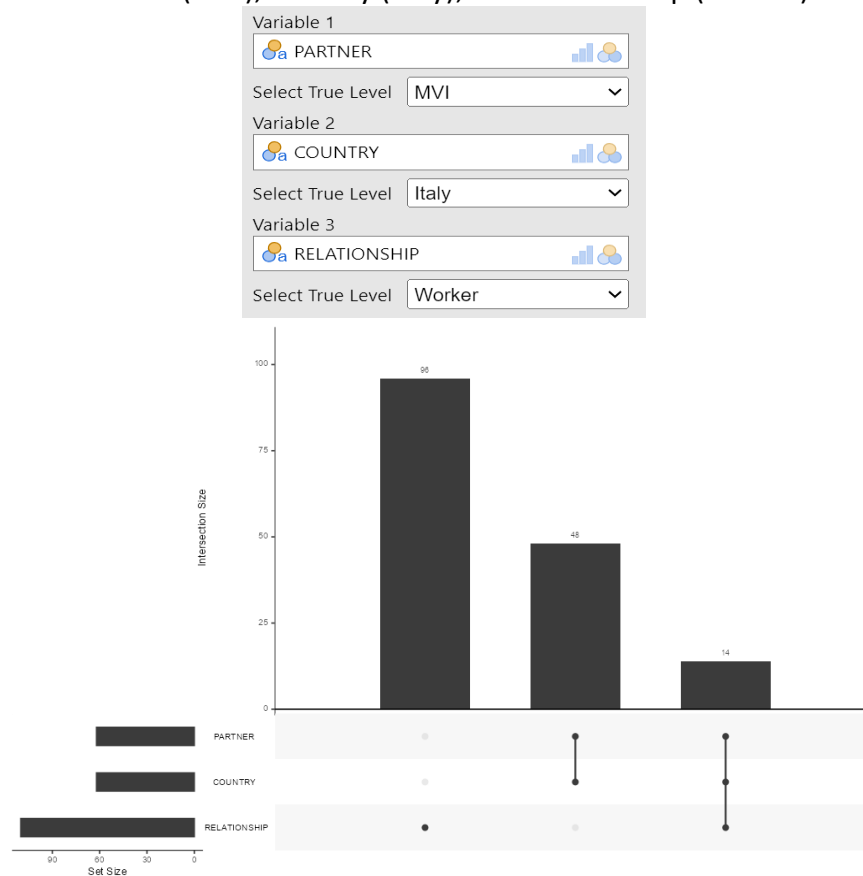

With this type of figure, it is more interesting to highlight the interactions between the variables than the value obtained for the categories under the given conditions. Therefore, when we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:

• Relationship gathered 72 non-matching cases.
• Country-Partner matched in 60 cases.
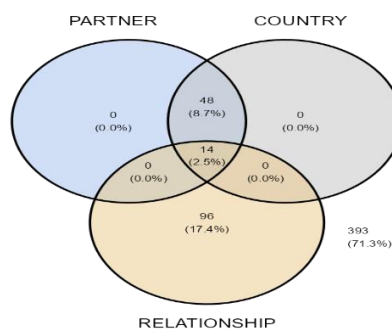• Partner-Country-Relationship matched in 38 cases.

6.3 The Venn Diagram generated a variable crossover based on the criterion variables Partner (MVI), Country (Italy), and Relationship (Worker)
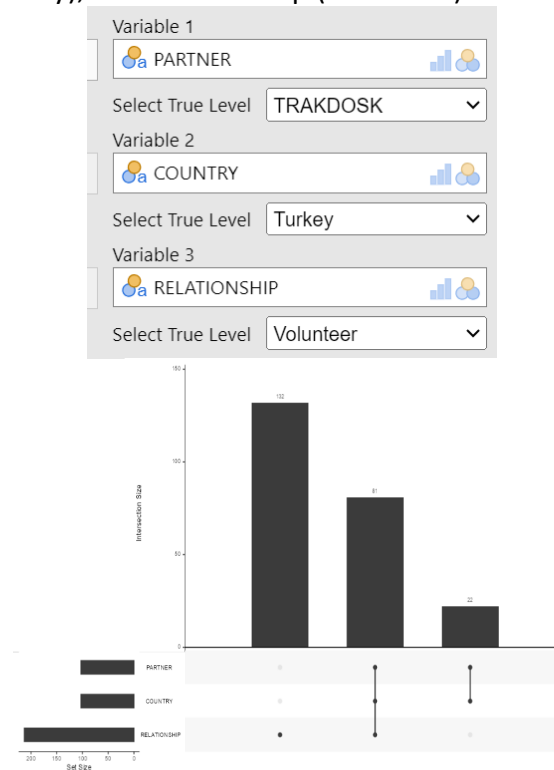

When we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:

- Relationship gathered 96 non-matching cases.
- Country-Partner matched in 48 cases.
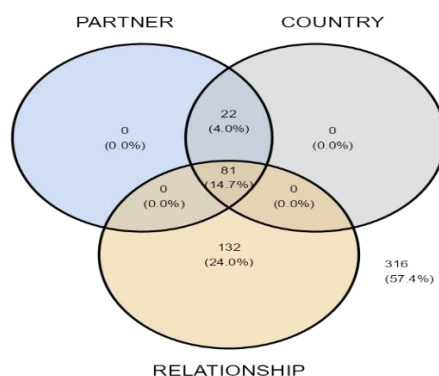- Partner-Country-Relationship matched in 14 cases.

6.4 The Venn Diagram generated a variable crossover based on the criterion variables Partner (TRAKDOSK), Country (Turkey), and Relationship (Volunteer).
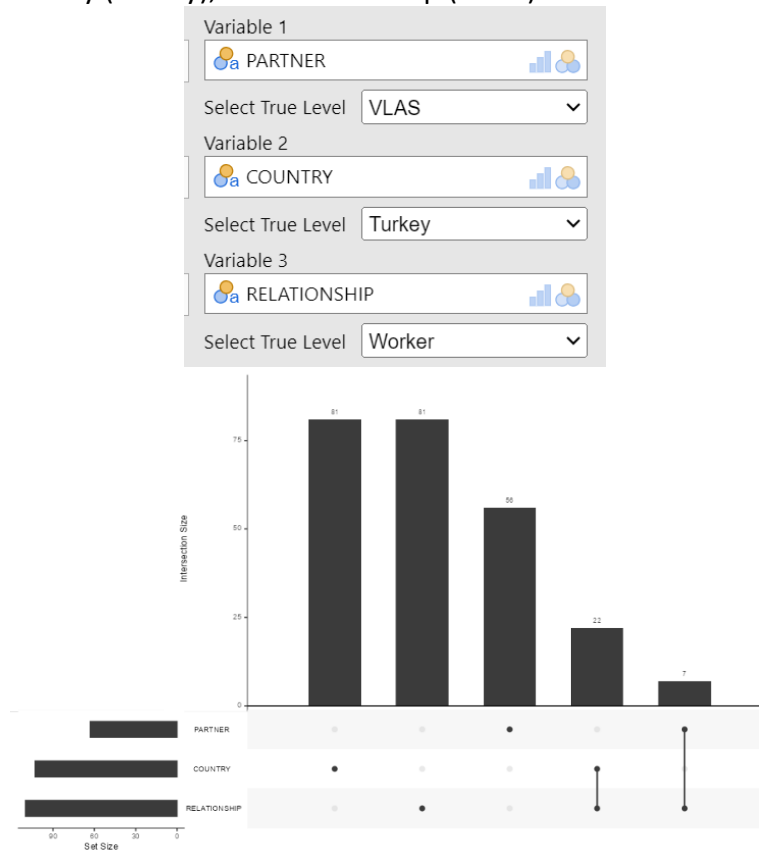

It is more interesting to highlight the interactions between the variables than the value obtained for the categories under the given conditions. Therefore, when we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:
Relationship gathered 132 non-matching cases with either Country or Partner categories.
Country-Partner matched in 22 cases.
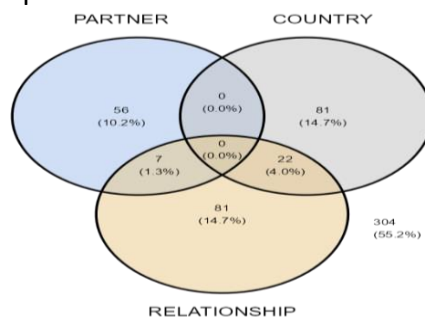Partner-Country-Relationship matched in 81 (14.7%) cases

6.5 The Venn Diagram generated a variable crossover based on the criterion variables Partner (VLAS), Country (Turkey), and Relationship (Work).
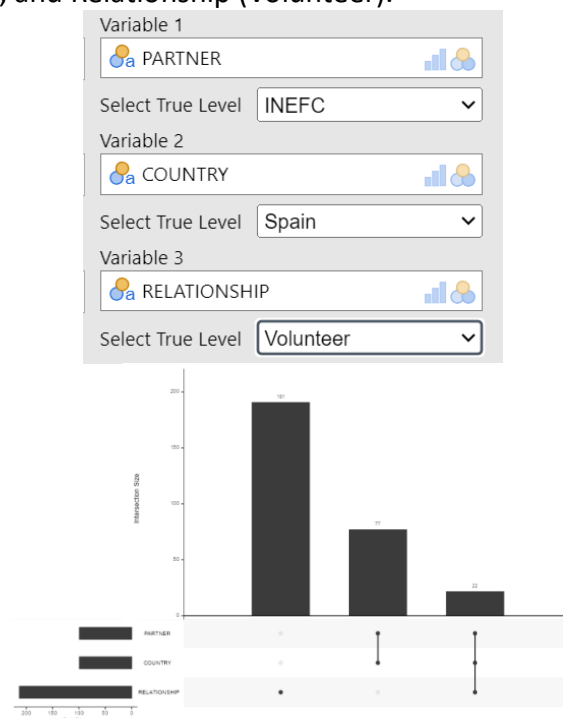

With Venn Diagram it is more interesting to highlight the interactions between the variables than the value obtained for the categories under the given conditions. Therefore, when we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:

• Both Relationship and Country had 81 cases each in their respective variables and categories.

• However, the interaction between Relationship and Country matched in 22 cases.

• Partner and Relationship matched in 7 cases.

6.6 The Venn Diagram generated a variable crossover based on the criterion variables Partner (INEFC), Country (Spain), and Relationship (Volunteer).


In the Venn diagram, it is highly interesting to focus the analysis on the interactions between the variables, both pairwise and when all three variables coincide. Therefore, when we refer to individual variables, we are referring to surplus variable categories, i.e., those that did not interact with any other variable. Let's look at the behavior of the variables separately and in interaction:

The criterion variable Relationship reached high values with 191 cases (34.7%). In other words, these cases did not match any of the criterion categories used.

However, an interaction between the Country-Partner pair was found in 77 cases (14%).

It is truly interesting to reveal that the three criterion variables coincided in approximately 4% of the cases with 22 matches.
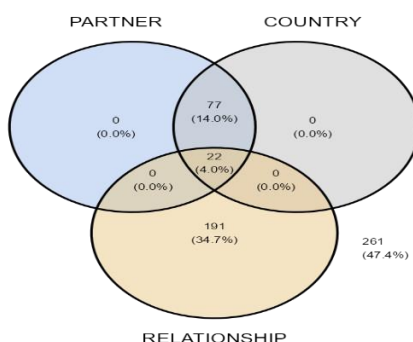
7. CONCLUSIONS

The scores for the individual items reveal that communication, teamwork, and problem-solving are the most highly rated social skills, while cultural skills and gender equality show more variability.

The analysis by country highlights that Spain consistently ranks higher in most social skills, especially in teamwork and leadership. Partners such as INEFC and MVI show stronger performance across several social skills, such as problem-solving and communication, compared to AEJeST and IRSIE, which exhibit more variability. This suggests that the environment provided by these organizations may play a role in fostering or challenging the development of these skills.

Gender differences are evident, with females generally scoring higher in empathy, leadership, and gender equality than males. Additionally, the "prefer not to say" group shows more variability in responses, suggesting different interpretations or experiences with these social skills. Participants in the "Worker" group tend to score higher in skills like teamwork and problem-solving compared to "Volunteers" and "Users." This may reflect the differing demands or expectations placed on individuals in these roles, particularly regarding leadership and adaptability.

The Venn diagrams reveal interesting intersections between the variables. For example, in the case of Partner (INEFC), Country (Spain), and Relationship (Volunteer), the overlap is limited, with only 4% of cases matching all three variables. This suggests that while certain social skills are valued across groups, the way they intersect within different categorical variables can create distinct clusters of perception and experience. This analysis highlights the complexity of social skills.

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