


## Promoting experience sharing on Fundamental Principles within the RCRC Movement

### FUNDAMENTAL PRINCIPLES, HUMANITARIAN VALUES AND PERSONAL SKILLS CHART

#### PROPOSED METHODOLOGY

 **Remember:** the purpose of the workshop should be to encourage participants to reflect on and discuss their own experience, which is why the proposed exercise is kept deliberately short and simple.

This puzzle exercise is an effective tool to provide a general introduction to the 7 Fundamental Principles to ensure that everybody starts on an equal footing, and may be used as stand-alone or in conjunction with the related PowerPoint presentations provided in the “Presentation material” section of this toolkit. Its purpose is to provide participants with an opportunity to:

- assess their personal knowledge and understanding of the Fundamental Principles
- unpack the Fundamental Principles to look at each component of their definitions
- relate each Fundamental Principle to humanitarian values and personal skills that can be developed to live and apply the principles at their individual level

This exercise is **ideal for group work sessions**, when time is sufficient to organize break out groups:

- Participants are divided in groups of 5 to 8 people and each group is given a full set of pieces of the below puzzle.
- Participants are asked to piece together again a chart articulating the 7 Fundamental Principles and the components of their definitions with the related humanitarian values and personal skills to live and apply them. Explain to participants that this chart is made of 4 columns (Fundamental Principles; Components; Humanitarian values; Personal skills) and 8 rows (1 for the column titles and 1 for each principle), and that 3 components and 3 values are to be matched with each Principle – except 1 Principle that has only 2 components instead of 3 (which is why there is, on purpose, a blank piece in their set). Give them 5 to 10 minutes for the exercise.
- When each group is done, provide participants with the possible chart answer and invite them to compare it with theirs. Then, highlight that while there is a right answer for the order of the Fundamental principles as well as for the different components of their definitions, things are not that carved in stones when it comes to the humanitarian values relating to each principle - although there is often a “favored” location informed by the definitions and the 1979 reference commentary of Jean Pictet.
- Ask how many groups got the first two columns right (i.e., Fundamental Principles’ order and components) and close the exercise providing key highlights on the meaning and purpose of each Fundamental Principle. To that end, you can invite participants to ask questions regarding their group’s omissions or mistakes to keep the discussions very brief and focused, and/or use the related PPT presentations and facilitator’s notes on each slide for a more generic overview.

You will find below the puzzle version of the chart which is to be cut in advance following the dotted lines, and printed as many times as the number of break-out groups so that each group is provided with a full set of puzzle pieces. It is followed by a possible chart answer (elaborated by the IFRC Principles and Values department on the basis of *1979 Commentary of the Fundamental Principles by Jean Pictet*) that should not be shared with the groups until they are done with their own reconstitution of the puzzle.



The Fundamental Principles of the International Red Cross and Red Crescent Movement	Components	Humanitarian values	Personal skills
<b>Humanity</b>	<ul style="list-style-type: none"> <li>Alleviate and prevent suffering</li> </ul>	<ul style="list-style-type: none"> <li>Active goodwill and care</li> </ul>	Empathy
	<ul style="list-style-type: none"> <li>Protect life and health</li> </ul>	<ul style="list-style-type: none"> <li>Human dignity and well-being</li> </ul>	
	<ul style="list-style-type: none"> <li>Assure respect for and protection of the individual</li> </ul>	<ul style="list-style-type: none"> <li>Mutual understanding and peace</li> </ul>	
<b>Impartiality</b>	<ul style="list-style-type: none"> <li>Non-discrimination</li> </ul>	<ul style="list-style-type: none"> <li>Equality</li> </ul>	Active listening
	<ul style="list-style-type: none"> <li>Actions are solely guided by needs, proportional to the degree of suffering and prioritized on the basis of urgency</li> </ul>	<ul style="list-style-type: none"> <li>Respect for diversity</li> </ul>	Critical thinking
	<ul style="list-style-type: none"> <li>No individual action or decision on the basis of prejudice or personal preference</li> </ul>	<ul style="list-style-type: none"> <li>Objectivity and openness</li> </ul>	
<b>Neutrality</b>	<ul style="list-style-type: none"> <li>No taking sides in armed conflicts</li> </ul>	<ul style="list-style-type: none"> <li>Confidence (trust)</li> </ul>	Dropping bias
	<ul style="list-style-type: none"> <li>No engagement in controversies of a political, racial, religious or ideological nature</li> </ul>	<ul style="list-style-type: none"> <li>Self-control and discipline</li> </ul>	Non-judgement
		<ul style="list-style-type: none"> <li>Freedom of action and objectivity</li> </ul>	
<b>Independence</b>	<ul style="list-style-type: none"> <li>Not letting political, economic, social, religious, financial or public pressure interfere or dictate the Red Cross Red Crescent line of action or position</li> </ul>	<ul style="list-style-type: none"> <li>Sovereignty</li> </ul>	Non-violent communication
	<ul style="list-style-type: none"> <li>Auxiliary to public authorities</li> </ul>	<ul style="list-style-type: none"> <li>Cooperation</li> </ul>	
	<ul style="list-style-type: none"> <li>Maintain autonomy to be able to act in accordance with the Fundamental Principles</li> </ul>	<ul style="list-style-type: none"> <li>Freedom of action and confidence</li> </ul>	
<b>Voluntary service</b>	<ul style="list-style-type: none"> <li>Freely accepted commitment</li> </ul>	<ul style="list-style-type: none"> <li>Spirit of altruism and generosity</li> </ul>	Collaborative negotiation
	<ul style="list-style-type: none"> <li>No desire for gain</li> </ul>	<ul style="list-style-type: none"> <li>Spirit of service</li> </ul>	Mediation
	<ul style="list-style-type: none"> <li>Selflessness</li> </ul>	<ul style="list-style-type: none"> <li>Spirit of responsibility and discipline</li> </ul>	
<b>Unity</b>	<ul style="list-style-type: none"> <li>One National Society per country</li> </ul>	<ul style="list-style-type: none"> <li>Harmony and cohesion</li> </ul>	Personal resilience
	<ul style="list-style-type: none"> <li>Open to all</li> </ul>	<ul style="list-style-type: none"> <li>Diversity and pluralism</li> </ul>	
	<ul style="list-style-type: none"> <li>Active in entire country</li> </ul>	<ul style="list-style-type: none"> <li>Confidence</li> </ul>	
<b>Universality</b>	<ul style="list-style-type: none"> <li>Universal vocation</li> </ul>	<ul style="list-style-type: none"> <li>Openness to all in the world</li> </ul>	Inner peace
	<ul style="list-style-type: none"> <li>Equality of National Societies</li> </ul>	<ul style="list-style-type: none"> <li>Cooperation</li> </ul>	
	<ul style="list-style-type: none"> <li>Solidarity</li> </ul>	<ul style="list-style-type: none"> <li>Mutual assistance</li> </ul>	

PART BELOW SHOULD BE DISTRIBUTED TO BREAK-OUT GROUPS ONLY AT THE END OF THE EXERCISE TO COMPARE WITH THEIR CHART

From Fundamental Principles...

<b>7 Fundamental Principles</b>	<b>Fundamental Principles components</b>	<b>Related humanitarian values</b>	<b>7 Personal skills</b>
<b>Humanity</b>	<ul style="list-style-type: none"> <li>• Alleviate and prevent suffering</li> <li>• Protect life and health</li> <li>• Assure respect for and protection of the individual</li> </ul>	<ul style="list-style-type: none"> <li>• Active goodwill and care</li> <li>• Human dignity and well-being</li> <li>• Mutual understanding and peace</li> </ul>	<ul style="list-style-type: none"> <li>– Empathy</li> <li>– Active listening</li> <li>– Critical thinking and non-judgement</li> <li>– Non-violent communication</li> <li>– Collaborative negotiation and mediation</li> <li>– Personal resilience</li> <li>– Inner peace</li> </ul>
<b>Impartiality</b>	<ul style="list-style-type: none"> <li>• Non-discrimination</li> <li>• Actions are solely guided by needs, proportional to the degree of suffering and prioritised on the basis of urgency</li> <li>• No individual action or decision on the basis of prejudice or personal preference</li> </ul>	<ul style="list-style-type: none"> <li>• Equality</li> <li>• Respect for diversity</li> <li>• Objectivity and openness</li> </ul>	
<b>Neutrality</b>	<ul style="list-style-type: none"> <li>• No taking sides in armed conflicts</li> <li>• No engagement in controversies of a political, racial, religious or ideological nature</li> </ul>	<ul style="list-style-type: none"> <li>• Confidence (trust)</li> <li>• Self-control and discipline</li> <li>• Freedom of action and objectivity</li> </ul>	
<b>Independence</b>	<ul style="list-style-type: none"> <li>• Not letting political, economic, social, religious, financial, public pressure interfere or dictate RCRC line/action</li> <li>• Auxiliary to public authorities</li> <li>• Maintain autonomy to be able to act in accordance with the Fundamental Principles</li> </ul>	<ul style="list-style-type: none"> <li>• Sovereignty</li> <li>• Co-operation</li> <li>• Freedom of action and confidence</li> </ul>	
<b>Voluntary service</b>	<ul style="list-style-type: none"> <li>• Freely accepted commitment</li> <li>• No desire for gain</li> <li>• Selflessness</li> </ul>	<ul style="list-style-type: none"> <li>• Spirit of altruism and generosity</li> <li>• Spirit of service</li> <li>• Spirit of responsibility and discipline</li> </ul>	
<b>Unity</b>	<ul style="list-style-type: none"> <li>• One National Society per country</li> <li>• Open to all</li> <li>• Active in entire country</li> </ul>	<ul style="list-style-type: none"> <li>• Harmony and cohesion</li> <li>• Diversity and pluralism</li> <li>• Confidence</li> </ul>	
<b>Universality</b>	<ul style="list-style-type: none"> <li>• Universal vocation</li> <li>• Equality of National Societies</li> <li>• Solidarity</li> </ul>	<ul style="list-style-type: none"> <li>• Openness to all in the world</li> <li>• Co-operation</li> <li>• Mutual assistance</li> </ul>	