

## Feedback from Tools for Change Using Creative Groupwork – Perth, 17<sup>th</sup> March 2010

### Feedback from the end of course evaluation form

		Course feedback	Percentage	
<b>No. of participants</b>		21		
<b>Length in days</b>		1		
<b>No. of completed evaluations</b>		16	76%	
<b>Expectation?</b>	<b>Yes</b>	<b>13</b>	<b>81%</b>	
	Partly	3	19%	
	No	0	0%	
<b>Level of training</b>	Too High	2	13%	
	<b>Just Right</b>	<b>12</b>	<b>75%</b>	
	Too Low	1	6%	
<b>Facilitators Attitude - Poor</b>	1	0	0%	
	2	0	0%	
	<b>Okay</b>	3	0%	
	<b>4</b>	<b>4</b>	<b>25%</b>	
	<b>Great</b>	<b>5</b>	<b>12</b>	<b>75%</b>
<b>Facilitators Knowledge - Poor</b>	1	0	0%	
	2	0	0%	
	<b>Okay</b>	3	0%	
	<b>4</b>	<b>2</b>	<b>13%</b>	
	<b>Great</b>	<b>5</b>	<b>14</b>	<b>88%</b>
<b>Way the workshop was run - Poor</b>	1	0	0%	
	2	0	0%	
	<b>Okay</b>	3	5	31%
	<b>4</b>	<b>4</b>	<b>25%</b>	
	<b>Great</b>	<b>5</b>	<b>6</b>	<b>38%</b>
<b>Handouts</b>	not enough	2	13%	
	Ok	1	6%	
	<b>very useful</b>	<b>12</b>	<b>75%</b>	

### Key outcomes

- 81% of participants thought the workshop *achieved what they expected*.
- 75% of the participants thought the workshop was pitched at the right level.
- 100% of participants reported the facilitator's attitude was *very good to great*.
- 100% of participants reported the facilitator's knowledge of the subject was *very good to great*.
- 63% of participants reported the way the course was run was *very good to great*
- 75% of participants who completed evaluations reported the handouts were very useful

## Qualitative feedback

Has the training program covered what you expected? If partly or no, why?

What topic/issue has been the most important for you?

- Focal Conflict Model.
- I recognized the helpfulness of safety and risk when leading and much more.
- The rope exercise.
- Group process stages.
- Theory and application of it.
- Paper with sand on floor – Word Tools and Focal Conflict Model
- 4 things people need to know before the next session/how different topics are presented
- Force field analysis
- Group structures: Alonomous and antonymous/enabled me to see the two phases and be able to manage it (+me) better and more meaningfully
- Hopes and dreams vs. fears and anxieties (+ iceberg concept)
- Group work – focal conflict model link
- All – but most especially Alonomy and Autonomy
- Specific strategies/models covered
- Focal Conflict Model
- Focal Conflict Model/Experiential learning/ Relationship buildup
- Many
- All the topics, points raised

What topic/ issue has been the least important for you?

- Rope Activity
- Warm up activities
- The introduction

What impact will this training have on your work?

- Use pictures
- Offered a new structure to my group work
- Will take a while to integrate
- Practical use of some exercises/heightened awareness of group dynamics
- Create more skills and knowledge
- Will continue to seek innovative ways to maximise effectiveness of group work
- Useful handouts in book
- Help gain more self-control and confidence when delivering creatively – freeing “self” to give more to group
- A lot, useful tools and info
- Increase my self-awareness
- New awareness – stepping stones, conflict model – hopes and dreams/fears and anxieties
- Started me thinking more about my skills
- A huge impact – one the way I will even ‘think’ about groups before they start
- Add depth – increase confidence
- Better understanding of what is happening for the participant

Any other comments about the training course

- Dynamic
- Less talking by facilitator, more activities would be better/faster pace + more content would be better/ scenarios and brain storming possible approaches in the group would be useful
- Perhaps too much info – needed to be more interactive
- Too much information for 1 day
- A little less didactic
- EXCELLENT!
- Intro was too long – affected me as confronting – couldn’t follow overall direction – too many topics in one delivery

- Perhaps just 5-10% more participatory involvement i.e. Smaller group or pairs. Thanks Andrew! I enjoy your training always.
- I wished it was a 2 day course.
- Came to the group as a spare book – left with many pages filled
- Loved the emphasis on story telling