

## Feedback from Strength based practice and Tools for change using creative groupwork – Launceston, 8<sup>th</sup> and 9<sup>th</sup> June 2010

### Feedback from the end of course evaluation form

		Course feedback	Percentage
<b>No. of participants</b>		40	
<b>Length in days</b>		2	
<b>No. of completed evaluations</b>		27	68%
<b>Expectation?</b>	<b>Yes</b>	<b>24</b>	<b>89%</b>
	Partly	2	7%
	No	1	4%
<b>Level of training</b>	Too High	0	0%
	<b>Just Right</b>	<b>24</b>	<b>89%</b>
	Too Low	2	7%
<b>Facilitators Attitude - Poor</b>	1	0	0%
	2	0	0%
	<b>Okay</b>	3	7%
	<b>4</b>	<b>3</b>	<b>11%</b>
<b>Great</b>	<b>5</b>	<b>22</b>	<b>81%</b>
<b>Facilitators Knowledge - Poor</b>	1	0	0%
	2	0	0%
	<b>Okay</b>	3	1
	<b>4</b>	<b>5</b>	<b>19%</b>
<b>Great</b>	<b>5</b>	<b>21</b>	<b>78%</b>
<b>Way the workshop was run - Poor</b>	1	1	4%
	2	1	4%
	<b>Okay</b>	3	1
	<b>4</b>	<b>6</b>	<b>22%</b>
<b>Great</b>	<b>5</b>	<b>16</b>	<b>59%</b>
<b>Handouts</b>	not enough	0	0%
	Ok	7	26%
	<b>very useful</b>	<b>20</b>	<b>74%</b>

### Key outcomes

- 89% of participants thought the workshop *achieved what they expected*.
- 89% of the participants thought the workshop was pitched at the right level.
- 92% of participants reported the facilitator's attitude was *very good to great*.
- 97% of participants reported the facilitator's knowledge of the subject was *very good to great*.
- 81% of participants reported the way the course was run was *very good to great*
- 74% 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?

- Didn't expect individual work focus
- Format too disorganized
- I was hoping for something more along the lines of exercises etc that can be used with clients

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

- The scaling exercise maybe useful, and groupwork dynamics will be useful in the future
- Practical examples
- I really liked the way Andrew practiced the theory in how he approached us, and his wide and deep experience
- All of it
- Groupwork and introduction to strengths based practice
- The groupwork activities were very clever, and the strengths based focus refreshed my mind to focus on positives
- Practical techniques and tools to use in groups
- Consolidating strengths based practice and concepts, and having the confidence to apply it
- The strengths based approach, strategic questioning examples were really good and I am glad they are in the booklet
- Strengths based practice
- Learning styles
- Engaging participants
- Kolbs experiential learning cycle and normalizing
- Strengths based practice was awesome – and the five column approach as well. The focal conflict model and control was also great.
- Not so much a topic but maybe the group interaction was important for me
- Scaling questions, curiosity, power, solutions focused practice, developing a case plan using the 5 column approach, creative groupwork – balancing risk and safety, communication interaction patterns in groups, learning styles, strategic questioning, managing tensions and focal conflict model.
- Risk vs. safety exercises and examples of them
- Allonomous/autonomous variation, and adult education concepts i.e. Kolb
- Working with different 'types' of groups and how to be creative/flexible/adaptable in SB group/work
- Groupwork – practical implications, activities to use, allonomous/autonomous, and learning styles
- Groupwork
- That we the worker are our best resource
- Strategic questioning
- Strategic questioning was interesting

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

- Sometimes, at the beginning too much a fill in chatter
- All were important and it was a good recap on certain skills
- All appropriate/useful – none of it was boring
- The name games – my group of people already knew each other
- Day 1
- Warm up/ice breakers
- Maybe information overload on day 1 (a feeling person!)
- Everything of value
- Learning styles – I was already familiar with this area
- None - emphatically
- Working with men because I have done some of that training – as valuable as it is
- 1<sup>st</sup> day – too intense, too much talking, no logical structure – all over the place
- Nothing – All was relevant!
- Scaling – already familiar with it

**What impact will this training have on your work?**

- Yet to see
- Positive
- Yes – I will be able to put more tools into practice/be more systematic
- Greater awareness of self
- Revise, revamp and adapt information to suit the industry I work in
- Definitely – So many new ideas on groupwork
- Much impact – going to use techniques and skills in an upcoming group we are running
- It will put more structure into our groupwork but allow for autonomous/allonomous mix
- Maybe I will try to incorporate the exercises into my groups e.g. toilet roll
- I will reflect more on the process of what I'm doing with clients
- It has given me some ideas r.e warm up exercises
- The workshop will put all workers on the same page within our group as workers
- Will be able to use it more with our members
- I am already thinking of ways to use it – very beneficial
- More thought into conflict
- The workshop has provided me with some amazing tools for building resilience with my clients and for working with small groups
- Very useful – hope to use some of this immediately
- Empowering, confirming, permission to experiment (much reflection)
- Give me the confidence to run groups for different purposes
- Practical ways to compliment my practice. Practical strategies knowledge of the ways people learn and for getting groupwork to accommodate all learning styles
- Little – still not clear on some aspects of the workshop
- This workshop will help me relate to clients and help them open up
- More determined to implement groupwork as a part of my program
- I will keep this training at the front of my mind and use what I can where I can
- More ideas about running strengths based groups
- What this workshop has done for me is to strengthen my resolve to find ways to better integrate strengths solution focused with the other models that I use

**Any other comments about the training course**

- Excellent – will recommend to others
- When's the next one?
- Great 2 days!
- Coming from outside of this industry I found the first one and a half hours confusing until the terminology became clear
- Very excited to return to work and put the training into practice. The DVD's were also good as we could put them into practice
- Looking forward to working with men/conflict in August-September
- Very long days – lots of information to take in and digest – read manual last night and made more sense of the first day.
- I found it too wordy, exercises were rushed and I needed quiet space to be thoughtful about completing tasks.
- None. I liked it. Ask for softer chairs!
- Very disappointing – second day was better. Not enough space given, felt like a lecture.
- I thought this was a great course because I will be able to utilize what we learnt and talked about. Andrew was awesome – fantastic facilitator and he used many techniques to engage us – never boring and loved the music!!
- Thank you Andrew
- Andrew has imparted great knowledge, resources and energy into this 2 day presentation and the resultant learning has been 'powerful'
- Good use of video clips – good example of continuous practice – it added to the workshop. Thank you!
- Just so applicable to aspects of personal life as well as work situations!
- Thanks for coming to Tazzy!
- Thank-you very much. Found it very informative and many practical suggestions for use in

practice

- Sometimes confusing – some of the terms e.g. scaling questions, not enough explanation what is/ but hopefully booklet will give me more information on how to use it
- I loved it very much!!
- Very interesting – thank you