WORKSHOP EVALUATION

DONCASTER 14-16 MAY 2010   LEVEL 2

SELF ESTEEM AND BREAKING NEGATIVE CYCLES

FACILITATORS

JENNIE OSBORNE (L)
CELIA HARRIS
PETER HORTON
TONY POOLE

PARTICIPANTS STARTING 13   COMPLETING 13   TOTAL HOURS 16

HOW DID TEAM FUNCTION
Well. A variety of styles and gifts melded together.

FACTORS INFLUENCING WORKSHOP
A large group with great personal needs in limited space.
A couple of people present not entirely voluntarily ie attendance a condition of favourable social services consideration.
Mildly disruptive behaviour by a few participants.

WHAT WENT WELL
Choice of topic provided good framework for a workshop. Most exercises went well.

WHAT WENT LESS WELL
Acknowledgement exercise – participants not prepared to take part so exercise abandoned.
L&L 'James Bond' variation on Elephants and Palmtrees – most participants refused to take part.

WHAT LESSONS DID WE LEARN
Need to confront disruptive behaviour. Would be helpful to address this in opening talkand encourage the group to take responsibility for everyone's behaviour.

An exercise that goes well in one workshop may flop in another.

Need to keep boundaries between facilitator/participant role.

Participants' tiredness and lack of engagement on Saturday evening - is the session productive? Could we find shorter, more active exercises?

FEEDBACK FROM PARTICIPANTS
'Fantastic listening'
'You're not on your own'
'Transforming power was good'

FACILITATOR TRAINING NEEDS

Role play training for those who had not done focused days.
More training in empathy and Non Violent Communication material would be useful.
Several facilitators identified issues to take to mentoring, and areas they would like to work on personally.

SUPPORT FROM REGION

Excellent

DIVERSITY MONITORING

Male 9 Female 4

Under 26 6
26-35   1
36-45   6

White British 13 (including one who identified as Scottish)

Disabilities
Learning   2
Mental health 4

PARTICIPANTS EVALUATION FORMS

	Lot better	Little better	No better
Understand and believe in myself	5	7	1
Trust other people and work with them	7	3	3
Communicate with other people	8	4	1
Know the things that matter most to me	10	2	1
Handle conflict with other people	7	4	2

	Excellent	Good	Blank
Overall rating workshop	6	7	
Value for money	9	3	1

Recommend to others	Yes 13

SESSION SUMMARIES

SESSION 1 Friday 7.00-9.00 COMMUNITY BUILDING

Welcome and introductions

Gathering: my name and something I remember from Level 1

Opening talk and Agenda

Group agreement

Positive Names

L&L Big Wind Blows

BREAK

Three Question Interview

Evaluation

Closing: Handshake

SESSION 2   Saturday 9.30-12.30   FINDING COMMON GROUND – CONSENSUS AND CHOOSING A TOPIC

Gathering: what I want to look at in this workshop

Agenda – also revisited group agreement

Transforming Power.   One facilitator spoke of what it meant to him, then invited group to share stories of times when they had used it with reference to broken Mandala.

Secret Spot

L&L Mime a lie

BREAK

Choosing a topic   Introduced the idea of consensus. Participants in 3 groups discusssed a behaviour they would like to change, then returned to whole group to discuss workshop topic. At a point when we thought it might be helpful, team asked group if they would like to hear what we made of discussion so far, and team went into fishbowl in centre of group, teasing out themes had picked up from group discussion. Team then retreated and group discussion resumed. With a little intervention to keep them 'on task', they produced the focus topic.
The fishbowl intervention was not as obviously helpful as on last year's L2 at Doncaster, but may have helped participants to clarify ideas.

Evaluation

Closing: back massage

SESSION 3 SATURDAY 2.00-5.00   SELF-ESTEEM AND SELF-AWARENESS

Gathering   Something I like to do on my own.   Possibly not a good choice with these participants.

Agenda

Brainstorm – moods and negative thoughts (ie the cycles we would like to break)

Acknowledgement Process – this collapsed as participants felt awkward and embarrassed and refused to take part, even after a facilitator modelled. We did not push it but went straight into a break after a quick 'shake' as a L&L.

Concentric Circles   Self esteem Questions

   1) Something I do in my family or at work which I feel good about.

   2) One thing I'm really skilled at.

      3) Something i'd like to do this year that I can be proud of.

Buttons

Evaluation

Closing: Affirmation Pyramid

SESSION 4 Saturday 6.00-8.30 BREAKING THE CYCLE – WHAT DO I WANT?

Gathering; What CD would I save?

Agenda

What do I want?   In pairs, looking at one of their negative cycles, and the outcome they would like, what they would like to say to other party.

L&L James Bond – most participants refused so quickly abandoned but succeeded in changing energy.

BREAK

I – Messages – Blocks   restated basic I-message material briefly, then looked at possible blocks and possible responses contributed by participants, plus reflective listening. Then role played one of the participants scenarios.

Evaluation

Closing: picking apples
SESSION 5 Sunday 9.30-5.30   BREAKING THE CYCLE-PRACTISING SKILLS

Gathering:one way I manage my moods

Agenda

From another Point of View   participants found this very helpful, connected it
                                          with Think before reacting.

Two sides of a problem   The first part of 6 point problem solving looking at
                                          both sides of a problem in depth and finding the
                                          common ground. Other stages mentioned quickly
                                          and cards given out.

L&L   Pattern ball

BREAK

Four Behaviours

Evaluation

Closing: Rainstorm

SESSION 6 SUNDAY 1.30-4.00 MOVING ON – NEXT STEPS

Gathering; One thing I'm looking forward to.

Agenda

What do I do if....   Exercise devised in respons to participants' bringing up
    reactions they did not know how to respond to.We brainstormed these and also ways they
    could be answered. Also looked at some Opening Gambits to replace habitual ones.
    Short role play of one scenario trying out different responses.

Toolbox: with participants offering suggestions

Affirmation Posters plus break

Written Evaluations

Where from here in AVP and other avenues.

Certificates

Closing: Gift Giving