

AVP HK FOUNDATION LIMITED

Evaluation on Participants'

Satisfaction to the

“HELP INCREASE THE PEACE”

Workshop held at

Caritas Tuen Mun

Marden Foundation

Secondary School

Tuen Mun

Hong Kong

26 December to 30 December 2007

TABLE OF CONTENT

<u>Background</u>		P.3
<u>Results</u>	<u>(A) Multiple-choices Items</u>	P. 4
	<u>(B) Open-ended Questions</u>	P. 9
<u>Conclusions</u>		P.10
<u>Appendix 1</u>	<u>Feedback Form 1</u>	P.11
<u>Appendix 2</u>	<u>Open-Ended Questions Summary</u>	P.13
<u>Appendix 3</u>	<u>Little Guy Evaluation</u>	P.17
<u>Appendix 4</u>	<u>Graduation Photograph</u>	P.19

Evaluation on Participants' Satisfaction To the Help Increase The Peace Workshop at Hong Kong International School, Hong Kong

Background

AVP (Alternative to Violence Project) has developed a strategy to achieve its aim of reducing conflict based on a series of workshops that are organized in a particular way (Philips, 2002). The main goals of AVP has been summarized as

- 1. To cultivate a climate of affirmation and openness and a sense of the worth of self and others among the participants;*
- 2. To build a community among its participants, one in which mutual trust and sharing is possible;*
- 3. To teach participants how to overcome those communication barriers which are so often at the heart of intolerance and thoughtlessness;*
- 4. To teach some of the basic approaches towards resolving conflicts so that the needs and interests of all conflicting parties can be accommodated.*

(Garver & Reitan, 1995, p. 4)

AVP Hong Kong Foundation Limited (AVPHK) conducted the first Five Day Workshop in April, 2006.

This workshop was the second Five Day Workshop following the Easter 2006 workshop. The participants were all students with a couple of teachers from the school.

AVPHK conducted the workshop with a trainer from the U.S.A. Kathryn Liss, the U.S.A. HIPP Coordinator, the HK Coordinator, two of our young school facilitators, as well as one of our senior training officers.

At the end of the workshop, all participants were invited to fill-in a feedback questionnaire about their satisfaction to the course. The aim of this evaluation is to examine the level of satisfaction of the participants and how far the goals of the AVP have been achieved, based on the feedbacks collected from the questionnaires.

The questionnaire is shown in Appendix 1. The questionnaire consists of 12 multiple-choice items and 10 open-question questions.

Results

(A) Multiple-choice Items

Number of participants and response rate

Type of Course	Number of groups held	Number of participants	Number of Feedback Forms collected	Return rate
5 Day Workshop	1	19	19	100%

The return rate of questionnaires from the Five Day Workshop was 74%.

Table 1. Enhanced understanding on self

<i>Enhanced Understanding on self</i>			
	Frequency	Percent	Valid Percent
Strongly agree	3	15.8	15.8
Agree	15	78.9	78.9
Disagree	0	0	0
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	5.3	5.3
Total	19	100	100
Missing	0		
Total	19	100.0	

A total of 95% of respondents reported HIPP had enhanced their understanding on themselves in the workshop.

Table 2. Enhanced sense of self-worth

<i>Enhanced sense of self-worth</i>			
	Frequency	Percent	Valid Percent
Strongly agree	4	21.1	21.1
Agree	15	78.9	78.9
Disagree	0	0	0
Strongly disagree	0	0	0
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 100% of respondents reported their sense of self-worth had been enhanced after joining HIPP.

Table 3. More awareness of listening in a non-judgmental way

<i>More listening skills</i>			
	Frequency	Percent	Valid Percent
Strongly agree	7	36.8	36.8
Agree	11	57.9	57.9
Disagree	1	5.3	5.3
Strongly disagree	0	0	0
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 95% of respondents reported that they had more awareness of the importance of listening to others non-judgmentally after joining HIPP.

Table 4. Be more sensitive of one's feeling of anger

<i>Be more sensitive of one's feeling of anger</i>			
	Frequency	Percent	Valid Percent
Strongly agree	3	15.8	15.8
Agree	14	73.7	73.7
Disagree	1	5.3	5.3
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	5.3	5.3
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 89% of respondents agreed that they were more aware of their own feelings of anger after joining HIPP.

Table 5. More capability of handling one's anger more effectively

<i>More capable of handling anger in a more effective way</i>			
	Frequency	Percent	Valid Percent
Strongly agree	5	26.3	26.3
Agree	12	63.0	63.0
Disagree	0	0	0
Strongly disagree	0	0	0
Neither Agree nor Disagree	2	10.5	10.5
Total	19	100	100.0
Missing	0	0	0
Total	19	100.0	

A total of 89% of respondents agreed that they knew more about handling their anger in a more effective way after joining HIPP.

Table 6. Know more about violence

<i>Know more about violence</i>			
	Frequency	Percent	Valid Percent
Strongly agree	4	21.1	21.1
Agree	11	57.9	57.9
Disagree	3	15.8	15.8
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	5.3	5.3
Total	19	100.0	100.0
Missing	0	0	
Total	19	100.0	

A total of 79% of respondents agreed that they knew more about violence after joining HIPP.

Table 7. Manage to use new methods to handle conflict

<i>Manage to use new methods to handle conflict</i>			
	Frequency	Percent	Valid Percent
Strongly agree	7	36.8	36.8
Agree	12	63.2	63.2
Disagree	0	0	0
Strongly disagree	0	0	0
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 100% of respondents reported that they could master new methods of handling conflict after joining HIPP.

Table 8. More confident in handling their own conflicts

<i>More confident in handling conflict</i>			
	Frequency	Percent	Valid Percent
Strongly agree	5	26.3	26.3
Agree	11	57.9	57.9
Disagree	1	5.3	5.3
Strongly disagree	0	0	0
Neither Agree nor Disagree	2	10.5	10.5
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 84% of respondents reported that they able to handle their own conflict better after joining HIPP.

Table 9. Manage to express feelings on a non-threatening way

<i>Can manage to express feelings in a non-threatening way</i>			
	Frequency	Percent	Valid Percent
Strongly agree	7	36.8	36.8
Agree	10	52.6	52.6
Disagree	2	10.5	10.5
Strongly disagree	0	0	0
Total	19	100	100
Missing	0	0	
Total	19	100.0	

A total of 89% of respondents agreed that they could express their feelings more effectively to others after joining the HIPP workshop.

Table 10. I will make more effort to promote peace and harmony

<i>Strengthened one's efforts to be against any form of violence</i>			
	Frequency	Percent	Valid Percent
Strongly agree	10	52.6	52.6
Agree	9	47.4	47.4
Disagree	0	0	0
Strongly disagree	0	0	0
Total	19	100.0	100.0
Missing	0	0	
Total	19	100.0	

A total of 100% of respondents reported that they were committed to making more efforts to promote peace and harmony.

Table 11. Satisfaction with the Five Day Workshop

<i>Satisfaction with the Basic Workshop</i>			
	Frequency	Percent	Valid Percent
Strongly agree	12	63.2	63.2
Agree	7	36.8	36.8
Disagree	0	0	0
Strongly disagree	0	0	0
Total	19	100.0	100.0
Missing	0	0	
Total	19	100.0	

A total of 100% of the respondents indicated that they were satisfied with the Basic Course.

(B) Open-ended Questions

The first part invited respondents to give their comments on the workshops freely. There were six open-ended questions. As the results are subjective to biased interpretation the complete set of answers to all the questions are listed in the appendixes.

The second part covered in Appendix 3 was “The Little Guy” Evaluation where participants were invited to write their thoughts, feelings and tools they had learnt on Post-It notes and stick them on the ‘little guy”

The first question asked respondents “***what they enjoyed most about the workshop and why***”. Amongst the 19 respondents, 19 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of each comments)

The second open-ended question is about “***what they enjoyed least about the workshop***”. Amongst the 19 respondents, 17 of them gave comments on this question (89%). (Please refer to Appendix 2 for details of each comment)

The third open-ended question is about “***one thing you have learnt in this workshop which you will use in your study, work and home***”. Amongst the 19 respondents, 19 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of their comments.)

The fourth open-ended question is about “***Is there anything you would like to say to the facilitators***” . Amongst the 19 respondents, 19 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of their comments.)

The fifth open-ended question is about “***If a friend asks you what this workshop was about, what will you say to him or her***”. Amongst the 19 respondents, 19 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of their comments).

The sixth open-ended questions related to “ ***Would you join a HIPP Club in your school if there was one?***” Amongst the 19 respondents, 19 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of their comments).

Conclusions

From the feedback of the respondents of the HIPP workshop, the following conclusions maybe reached.

1. The workshop has enhanced the participants' self-understanding ,awareness and sensitivity to anger emotions and self-esteem,
2. The workshop provided the participants with a positive example of an experiential style workshop where they could interact,
3. The workshop has provided the participants' with new methods to handle conflict and pressure,
4. The workshop has enhanced the participants' confidence on conflict-resolution,
5. The participants learnt leadership skills and the ability to communicate better,
6. The youngsters enjoyed interacting with people from different backgrounds and age groups,
7. All of the participants that completed the HIPP workshop were satisfied with the course.

Appendix 1

6 Questions

謝謝你成為我們的一分子，希望你能享受其中。

Thank you for being part of our HIPP family - we hope you enjoyed yourself.

誠意邀請你的協助完成以下問題(如果你需要多點空間表達你的意見, 請利用後頁書寫)

請在以下空格內填上工作坊日期及地點 In the space below, please write down the Workshop Name, Date and Venue.	
「愛和平」五天基礎工作坊, 日期: 二零零七年十二月廿六至三十日 地點: 明愛屯門馬登基金中學 HIPP Day Workshop 26/12/07-30/12/07 Venue: Caritas Tuen Mun Marden Foundation Secondary School	
你的姓名: Your Name.	聯絡電話: Contact #:
1. 這個工作坊你最欣賞的是甚麼及為何? What did you enjoy most about this workshop and why?	
2. 這個基礎工作坊裏, 你較少欣賞的是甚麼及為何? What did you enjoy least about this 5 Day workshop and why?	
3. 請寫下一件你在工作坊內領會的事情, 而你將會應用於你的工作及家庭生活中 Please write down one thing that you learnt during this workshop that you will use in your work and home life.	
4. 你有甚麼說話要向輔助員說嗎? 如有, 請寫下: Is there anything you would like to say to the facilitators? If so, please write it down.	
5. 如果有朋友問你有關這個工作坊, 你會如何告訴他/她? If a friend asks you what this workshop was about, what will you say to him or her?	
6. 如果學校設有「助長和平計劃」分享會, 你會參加嗎? Would you join a HIPP Club in your school if there was one?	

	Strongly agree	Agree	Disagree	Strongly disagree	Neither Agree or Disagree
After taking this course, I feel that: 完成了這個工作坊後，我覺得：	非常同意	同意	不同意	非常不同意	沒有同意或不同意
1. 我更加了解自己。 I understand myself better.	<input type="checkbox"/>				
2. 我對自己的看法更正面。 I am more positive about myself.	<input type="checkbox"/>				
3. 我更意識到聆聽時要客觀和不加入自己主觀的判斷是很重要的。 I am more aware of the importance of listening non-judgementally to others.	<input type="checkbox"/>				
4. 我對於自己的憤怒更易察覺得到。 I am more sensitive about my own feelings of anger.	<input type="checkbox"/>				
5. 我相信我能夠更有效地處理我的情緒。 I believe I will be capable of handling my emotions in a more effective way.	<input type="checkbox"/>				
6. 我對暴力的認識加深了。 I know more about conflict.	<input type="checkbox"/>				
7. 我覺得我已經認識到用新的方法去處理矛盾。 I feel I have become aware of new methods to handle conflict.	<input type="checkbox"/>				
8. 我對自己處理矛盾的能力更有信心。 I am more confident in being able to handle my own conflicts.	<input type="checkbox"/>				
9. 我更有自信我能夠向別人表達我的感受，而不會令別人覺得被威嚇。 I feel more confident that I will be able to express my feelings to others in a non-threatening way.	<input type="checkbox"/>				
10. 我會努力去推動和平及和諧氣氛。 I will make more effort to promote peace and harmony	<input type="checkbox"/>				
11. 我對這個課程感到滿意。 I am satisfied with this course.	<input type="checkbox"/>				

Appendix 2

Question #1

“What did you enjoy most about this HIPP workshop and why?”

- Participants were friendly and helpful. Facilitators worked hard to encourage participants positively
- I enjoy most about this workshop is talking each other
- Team Work, The members are enjoy the activity
- We were open and candid and communicated our feelings well.
- The activities. A lot of interaction.
- We all enjoyed playing the games.
- Interaction, because that was fun.
- We all enjoyed playing the games.
- Communication skills.
- Co-operation
- I enjoyed the company of everyone.
- Taught me a lot.
- Facilitators did a great job when giving out instructions.
- Made many new friends. I like it because here every one is equal.
- Alternating lively and quiet activities so that no-one would be bored. The young people got along with the elderly. Broke down barriers of age and gave people from all ages a chance to get together.
- Games. Share the experience of leading a workshop, e.g, procedures, time management, important matters and practice. Learn with people from all ages and backgrounds.
- Received many positive comments and appreciation.
- Guidance was good and clear.
- Leadership, co-operation and communication skills through games. Effective as well as interesting.

Question #2

“What did you enjoy least about this HIPP workshop and why?”

- Nil
- I enjoy doing activity
- No
- Too much sharing
- None
- “Concentric Circles” – boring.
- The atmosphere was too stiff.
- Someone had been excluded by other participants and I wasn’t happy about it.
- The unsatisfactory things about this workshop.
- None
- I enjoyed everything
- Not enough time for games. Encountered some difficult questions in “Concentric Circles” that I didn’t know how to answer.
- Nothing I didn’t enjoy.

- Nobody did anything to control or warn the students who were not behaving themselves until the 4th day Kathryn went to stop them, so that we could all enjoy the activities.
- Some activities were quite boring. I like to move around. The first day required us to think of a lot of things to share. We didn't know each other very well then so we were not ready to share personal issues.
- Too much time spent sitting down.
- The location wasn't convenient and the workshop was too long.

Question #3

“Please write down one thing that you have learnt during this workshop that you will use in your study, work and home life?”

- To look at the positive side of the events and to be more considerate
- Communication each other
- How to share things to others
- Communication skills
- Listening. Try to listen to others and avoid being subjective.
- Communication.
- Be sincere.
- Control emotions.
- I will use all the things I learned.
- Unity
- Communication skills.
- To tell right from wrong.
- How to communicate with others
- To stay peaceful.
- I used to think we need to compromise ourselves to help others. Now I know it's also important to respect and express our own feelings and opinions.
- I got to exercise my leadership talents and this workshop enhanced my experience.
- Interesting games; how to express my feelings.
- Looking at a problem from a different angle to find a solution.
- How to respect and accept other people's opinions, includes listening to them and understanding their uniqueness and background, so that we can live harmoniously.

Question #4

“Is there anything you would like to say to the facilitators?”

- We enjoy this wonderful workshop and learn a lot
- I want to say thanks too much
- Thank you
- Thank you
- I hope more people can learn about this workshop.
- They were very caring.
- Thank you for your guidance.
- Thanks for your guidance.
- Thank you for all your help. Keep up the hard work!
- Keep up the good work.
- None
- None.

- You did a great job. Keep it up.
- I wish you happiness.
- Kwok is a great leader; he is good at getting control and is our role model. Olivia is going to be a star. Others are all very friendly and kind.
- I hope they can eat with the participants. This will break down the barrier.
- Thanks for your guidance. Each of you have a different strength but you all can manage different positions.
- Thanks for their tips. We should listen more and be more appreciative.
- Thank you for organising this meaningful 5-day workshop.

Question #5.

“If a friend asked you what this workshop was about, what will you tell him?”

- This workshop is wonderful and practical
- I will teach them what I learn in workshop
- This activity is meaningful
- I had a good time and learned a lot of things that you will not be able to experience else where.
- You can learn through activities.
- This workshop is fun.
- It uses a lot of real life situations.
- I will tell my friend everything about this workshop.
- I will definitely recommend it.
- I had a great time.
- Just tell my friend about it.
- It is fun.
- It is fun and interesting. Worth joining.
- Real life situations.
- I'm definitely going to recommend it to my friends, because you can learn how to listen and to deal with emotional issues and conflicts.
- It's a workshop about communication.
- You get to know more about yourself and become more confident. Also, you can interact with people of different ages and backgrounds.
- It's a workshop about harmony and the importance of appreciation, and about how to deal with conflicts.
- The games are meaningful and fun.

Question #6

“ Would you join a HIPP Club in your school if there was one?”

- Not yet
- Yes
- Yes
- Yes
- I don't understand this question.

Appendix 3 The “Little Guy Evaluation” Post –It Notes

Heart (feelings)

喜悅 開心 歡樂	Be happy and joyful
想到以前自己很多並沒有顧及的事	I can think of many things that I have never consider before.
學到很多有趣而自己沒有學到的事 認識到很多人，例如年齡階層，分享 到很多自己沒有的經驗	I can learn a lot of interesting things. I can make friends with many people from all walks of life. I can share with different experiences from others.
過程比我想像中好玩……好開心啦	The process is very funny, which is out of my expectation. I feel happy.
	Happy, sharing, fair in the activities, excited
自豪	Happy, excited
	I feel more interesting in here.
團體合作的精神	Team spirit
開心 對每件事都好新奇	Very happy. I find everything interesting and novel.
好開心 認識到好多朋友。	Very happy. I can make many friends.
好開心，識左好多新相識的人	Very happy. I can meet many new friends.
很興奮 很累 很悶 很開心	Very funny
開心	Happy
	Good and happy
感到有點疲累	I feel a bit tired.
挺開心 之前還以為會有小小無聊 不過 參加了之後 好玩	Happy. Before it, I think it is a bit nonsense, but after joining, I find it funny.
結識了很多新朋友……沒有想貧富是 那麼……這個活動令我覺得開心，過 了一個和沒參加的人不同的假期	I can make many friends, without bothering if they are rich or poor. This activity makes me feel happy. I spend a good time that is different from others.
當知道現實世界有點地方的人開心 很 少的資源時 很難過	I know in reality there is a place that can make me feel happy. I feel unhappy when resources are limited.

Thinking (thoughts)

可否不需用腦去想東西 有些技巧以前有做過/學過(以不相同的形式) 不想答問題 要投入	I do not want to use my mind to learn. I may have learnt some skills before.(though in different formats)
好悶和好開心	Very boring but very happy
不知 一片空白	I do not know. I am empty minded.
有很多啓發，如我可以影響這個世界多一點點	It is very inspiring. For example, I know I can change the world.
啓發不同方面的思考方法。 有很多問題都未接觸過 好奇	It can inspire me in different thinking methods.
	Feeling friendly and happy.
	I think it can more game to play.
這一個工作坊 到底是否對自己有助。	In this workshop, I wonder if it can help me.
認識年輕人對事物的看法	I know how young people look at something.
本來想住會很悶……誰知參加後又不覺得。	At first, I think it is boring, but in fact, after joining, I do not think so.
與人相處不只自己付出或對方有問題 有時自己不了解別人，令人與人之間有很多誤會。	While meeting people, I should not blame on others only. Sometimes, I do not understand others and it causes misunderstanding.
其實來自不同國家~只要是人都應該很好相處 哇哈哈	Coming from different countries, people should treat others well.
都學到不少東西	I learn a lot.
很想知之後三天是否也是同樣能給我快樂。	I am eager to know if I am still very happy in these three days.
想到的事物 保護環境的重要性	I can understand the importance of environmental protection.
如果每個人都肯一起分享自己所擁有的(無論多或少)就好了	If everyone can share with others what they have, no matter how many or little, the world will get better.
盼望能學多一點待人接物的技巧	I am looking forward to learning more about how to treat others better.
	Share what we share. Learn a lot. Know more friends. Upgrade our thinking (analysis power).

Skills (tools)

	Think positive.
要到很多遊戲	Must learn more games
互相幫助 對人溝通	Mutual assistance; interpersonal skills
學到的事物 分享歡樂的時光!	Learn new things; share happy moments
真正用真誠與人相處。	Treat others with sincerity
與人交談要留意動作	While talking to others, pay attention to minor acts
看見人們更多好的一面	Look at more positive side of people
我學到與人相處之間需要什麼	I learn what I need while meeting others.
加強自己的自信 更加認識與人相處的方法	Boost self confidence, have a better understanding about how to treat others
	Facilitator skills. Presentation skills. Communication skills. Organization skills.
	Learned how to respect other people and myself.
	Communication skill. Team work.
學到如何去關心別人 令到這個世界的人都可以抱着和平的心去處理事情。	Learn how to take care of others. Make people in the world have a peaceful mind to handle everything.
學到如何笑	Learn how to smile
與人相處有很多方法 不一定要使用暴力 每個人都有領導能力，視乎自己爭取與否 有些機會不一定有第二次 珍惜每一刻	Learn many methods to treat others. Not to use violence. Everyone has leadership ability. It depends on if they want to get it or not. I will treasure every moment as there may not be another chance.
學習到人與人怎麼相處吧! 還要看清楚事實	Learn how to treat others
學習多種簡單但有意義的遊戲	Learn many simple, but meaningful games
學會了如何理解或分析衝突，如何加強人與人之間的溝通，總知暫時很多日常都用學會了得着的技能!	Learn how to understand and analyze conflicts. Learn how to strengthen interpersonal communication. After all, I can learn many useful skills.

Appendix 4



Graduation of the Five Day Workshop held at Caritas Tuen Mun
Marden Foundation Secondary School, 30 December, 2007

THE END