

**The FORWARD Evaluation**  
**Fast Track Leadership Workshop**  
**March 15<sup>th</sup>, 2012**

Attendance

- 29 individuals attended and 21 completed evaluations.
  - Twelve attendees were faculty, four were administrators, one identified as both faculty and administrator, and four did not specify their roles.

Quantitative Results from the Evaluation Form

**My participation in this workshop has helped me develop leadership skills that will assist in my career advancement**

		Frequency	Percent	Cumulative Percent
Valid	Agree	5	23.8	27.8
	Strongly Agree	13	61.9	100.0
	Missing Data	3	14.3	
	Total	21	100.0	

**I feel I have a better understanding of "the tea leaves" of human beings (e.g., how people think, how they react, what motivates them, how they make decisions, how they respond to time and pace of an organization, what engages employees, and how you leverage personal change).**

		Frequency	Percent	Cumulative Percent
Valid	Agree	9	42.9	50.0
	Strongly Agree	9	42.9	100.0
	Missing Data	3	14.3	
	Total	21	100.0	

**I feel better equipped to continue with my current leadership role or pursue a new leadership role here at NDSU after participating in this workshop.**

		Frequency	Percent	Cumulative Percent
Valid	Agree	8	38.1	44.4
	Strongly Agree	10	47.6	100.0
	Missing Data	3	14.3	
	Total	21	100.0	

**This workshop was a positive networking experience for me.**

		Frequency	Percent	Cumulative Percent
Valid	Disagree	1	4.8	5.9
	Agree	5	23.8	35.3
	Strongly Agree	11	52.4	100.0
	Missing Data	4	19.0	
	Total	21	100.0	

**I would recommend this workshop to others.**

		Frequency	Percent	Cumulative Percent
Valid	Agree	5	23.8	29.4
	Strongly Agree	12	57.1	100.0
	Missing Data	4	19.0	
	Total	21	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Valid			
Average	1	4.8	5.6
Above Average	7	33.3	44.4
4.50	1	4.8	50.0
Excellent	9	42.9	100.0
Missing Data	3	14.3	
Total	21	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about leadership and the skills necessary to pursue an academic leadership position after attending this workshop? Please list any topics related to leadership that you would like to receive additional information about or ideas that need further clarification.
  - Bring them back for workshop on dealing with difficult situations.
  - Maybe some sort of 360° Eval from people above, below & in similar positions.
  - A lot to think about – follow-up activities would be good.
  - I would like to know specific skills/activities that can be used to foster effective interaction of difference personality types.
  
2. What do you think were the most helpful or valuable aspects of this workshop?
  - Loved the support provided with research & examples/stories. Loved the fast pace.
  - Great use of time – need 3 days ☺.
  - Best FORWARD session I have been to.
  - Realizing my own personality & how to balance my behavior traits.
  - FIRO-B.
  - The value of varied skill and tendency in a larger group.
  - Interaction with colleagues.
  - Great insight into personal differences.
  - All of it.
  - The interaction in groups – separating based on scores, this re-enforced the meaning of the scores.
  
3. How could this workshop be improved to be more beneficial to you?
  - Check spelling/typos on slides.
  - All of the slides used in first part were male images – real & cartoon – I only notice as a result of FORWARD participation.
  - Would be nice to be able to spend more time on maybe some one-on-one consulting on results.
  - A little less attention to Myers-Briggs. More on leadership communication & group problem solving.
  - Could go further, end earlier.
  - Talk more about strategies to use this information for increasing self-awareness.
  - Perhaps this is too much for a one-day workshop, but perhaps role plays or other such activities could be incorporated to address personality types.
  - Differentiate the FIRO-B more. It was a bit confusing about wants vs. expressed. May be more examples.