

2005 Women's & Men's Leadership Symposium Program Evaluation
Rebuilding the Hero: Blending Feminine & Masculine Strengths

Rating Scale: 4 (excellent) 3 (good) 2 (fair) 1 (poor)

(1) Check-In

Excellent: 19

- Very organized (5)
- Efficient (2)
- Very simple (not confusing) (4)
- Friendly staff (3)
- Fun
- Inviting
- Quick (5)
- It went smoothly (2)
- Liked not having a lot of stuff to collect (notebooks, papers, etc.)
- Bagels were nice

Good: 7

- Well organized
- Food wasn't good
- Needed more food (2)
- Easy

Fair: 1

- Leaders didn't really go out of their way to make people feel welcome
- Didn't talk to participants much
- Not very energetic

(2) Meals

Continental Breakfast:

Excellent: 9

- Yummy
- Very good (3)
- Healthy options

Good: 6

- Yuck to fat free cream cheese
- Good
- Very well planned
- A little sparse, but convenient

Fair: 7

- Not a good variety (5)
- Not enough juice for everyone
- There wasn't a lot of food left

Poor: 2

- Not enough to choose from (add donuts next time if possible)
- Not enough selection

Box Lunch

Excellent: 12

- Very well thought of
- Thank you for having lunch provided
- Very good
- Nothing wrong with a turkey sandwich and the Pepsi was cold!

Good: 7

- Not enough choices
- Meal size wasn't quite enough
- Convenient
- Didn't like the potato chips
- Didn't get both meats as requested

Fair: 5

- Lacked variety (3)
- No healthy alternatives (pretzels, water, wheat bread)

Poor: 1

- Unacceptable bread

(3) Opening & Closing Sessions with Doc Klein:

**In what ways did Doc's opening session prepare you for the day?*

Excellent: 15

- Made me ponder about what was going to occur (2)
- Very informative (3)
- Gave a good idea of what to expect
- Prepared for the day's challenge (3)
- Searched for significance of the exercises from the get go
- Motivated the group (2)
- Enjoyed the question about "wholeness"
- The meaning of the heroic journey
- Insightful and artful
- Brought up some very good points

Good: 11

- It was very hard to hear him, but when he got close you could understand what he was saying (2)
- Viewed the day as a quest
- It was good for preparing for low ropes, but it wasn't a good transition into the first sit down activity
- Hinted at what we were going to do—gave a better understanding (2)
- Got the wheels turning (started to think) (2)
- More in-depth explanation
- Talked too long
- Needed a more wakeful activity
- Short and to the point

Fair: 1

- Kind of boring

**How did Doc's closing session help connect the exercises and the symposium theme?*

- Wrapped everything up nicely (3)
- Pulled it all together—the themes of group work and communication used throughout the day (5)
- Put it all into perspective
- Allowed time to express feelings (3)
- Gained a greater understanding of the learning process (2)
- Insightful and drew parallels and pointed out what was easier to see from the outside
- Helped connect the men's/women's strategies
- The handouts were nice
- Liked the fact that he allowed others to make the connections
- Closing really exemplified that the key to success is communication
- Speech of a hero
- Enjoyed the poem
- Reviewed errors for future reference
- Would have like a positive activity to end on
- Kind of long; re-explained what was discussed in the groups

(4) S.E.A.L. Leaders for Group Exercises

**What did you S.E.A.L. leaders do effectively during the group exercises?*

Excellent: 21

- Lead the group discussion well
- Encouraged conversation even when others didn't want to talk (2)
- Promoted in-depth discussion (2)
- Helped group come up with ideas
- They asked questions
- Prompted our thinking while leading [good questions] (5)

- They were kind (2)
- Made others feel comfortable
- Encouraging
- Made sure everyone participated (3)
- Explanations
- Good people (just being themselves)
- Helped the group stay focused
- Helped evaluate the methods used

Good: 5

- Organized (2)
- Helped ease tension; laughed with the group
- Allowed the group to work through exercises independently
- Kept the group on task
- Transitioned well from activity to another
- Energetic
- Nice/helpful
- Excited about participants being there

Fair: 1

**How could your S.E.A.L. leaders have enhanced the group exercises?*

- They could have participated more (2)
- More together
- Been more active
- Better explanations for the group exercise(s) (3)
- Spoken louder and been a little more direct in explaining directions
- More careful to use gentle language
- Questions could have provoked more thought (most were predictable)
- Stand back more and let the participants lead—heightens the dynamics and creativity
- The beginning was a bit dull, and the group was hesitant to participate. Perhaps beginning with a humorous icebreaker to loosen up the group.

(5) Interactive Nature of Symposium

**What did you like OR not like about the experiential nature of the program?*

Excellent: 19

- Getting everyone to participate is always an interesting learning experience. The experiential aspect precludes non-participation and gives everyone an opportunity to see different perspectives.
- Loved the fact that it was hands on and interactive because it left participants with concrete, meaningful memories they can relate back to in life.
- It was fun to do the challenges
- Excellent, we were able to use the original insights in practice
- It is a great learning tool and teaching tool. It is frustrating at times but you take more away from it.

- By experiencing things you could better relate to the topics
- Without interaction, there would have been no learning (2)
- Fun (2)
- Liked how all the activities were correlated and put together (learned from them) (2)
- Liked the smaller group
- It offered a lot to think about and discuss
- Improved communication and leadership skills
- Did not enjoy making the star
- Did not like the X/Y game (2)

Good: 8

- Some of the exercises were too long and no longer wanted to pay attention or complete the task
- Some people still didn't talk through the whole program
- Some leaders emerged as bossy
- A little rough at the end
- The exercises helped groups work as a team
- Liked the interactive exercises; good for visual people
- Good with meeting new people
- Gave abstract problems for life ones

(6) What are the different strengths women and men bring to groups?

- Men sometimes look to win; women often just look for a solution (not always)
- Men usually think of the larger picture; women able to communicate more
- Men tend to be competitive but help us keep focus; women take other's feelings into consideration
- Listening skills; competitive skills
- Women more nurturing
- Men tend to be more competitive (5)
- Women tend to be better problem-puzzle solvers—more strategic (3)
- Different ideas and way of thinking (3)
- Different outlooks on life
- Women had more ideas; men brought humor
- Women have more organization skills (2)
- Men more likely to take action (2)
- Courage, a voice, physical and mental strengths
- Men tend to do a better job of keeping their eye on the prize in really vague situations, whereas women do better when there is a clear objective.
- In the activities it was actually difficult to see. There were men and women trying to take charge and both were satisfied to follow. Both genders were offering a wide range of ideas.
- Men were dominant about challenges; females were dominant about organization
- Men were more dynamic
- Women step back and think before they speak and are willing to try others ideas

(7) How do you intend to develop yourself as a more holistic leader; blending both masculine and feminine strengths?

- I think I have to be able to express my ideas and be willing to be a leader and not just a follower.
- Express feelings more
- Don't look at it as only men can do it, women can too
- Need to be more open to listening to others ideas (6)
- Learn to take everyone's ideas and emotions into consideration
- Try better communication to gain more understanding
- Gain more control of competitive side
- As a female, become more competitive
- To understand and work better with the opposite sex
- Become more aware of areas that need to be developed within self (2)
- Learn to consider emotional side
- Don't be shy; speak up (3)
- Understand where guys are coming from and why they do certain things
- Take other advice on situations
- Remember not to get frustrated with others who are still learning how and when to lead and follow
- Find a way to make sure ideas of surrounding when are represented
- Recognize others ways of leading and to focus on each others strengths and stay positive

(8) Overall Symposium Evaluation

Excellent: 22

- Had lots of fun (5)
- Great! (3)
- Thanks! (2)
- Thought it was very fun and exciting. Though we were frustrated at times we brought it all together.
- Great program.
- Helpful
- Good experience—glad to have participated (2)
- It was a fun interactive day that was better than expected
- It was a reminder that growing as a leader is a process
- Well worth it

Good: 5

- Didn't see much advertising, some S.E.A.L. leaders blew it off as just a not important program
- An icebreaker and energy booster activity would have been good in the beginning. Experiential education is very effective. Liked the idea of letters to follow up a commit to change.