

Emerging Leaders

Workshop I: What is Citizen Leadership?

Monday, February 14, 2005

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
12	10	7	1	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
14	8	6	2	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
14	12	4	0	0

- What were the two most valuable things you learned in this workshop?
 - How to become more involved (2)
 - What good leadership skills are
 - How to apply leadership skills
 - Qualities of a leader (4)
 - What a citizen leader is (how to recognize someone as a citizen leader) (4)
 - How to use each others' strengths and weaknesses in a group setting (2)
 - Find yourself before you go trying to find someone else
 - Team work is the ultimate key to success
 - Writing out ideas
 - Group talk
 - Listening to other people's ideas
 - How to speak and be heard
 - The diverse ideas for many people
 - Leadership involves thinking outside of the box, but just far enough to make it back
 - There is more than one type of leader
 - Honor and respect comes with being a leader
 - Passion and carrying out a vision
 - Everyone has some part of a leader in them
 - Each person has their own definition of citizen leaders; it is sometimes difficult to accept all suggestions.
 - I learned the importance of citizen leaders. Longwood takes citizenship seriously and I should be able to have an [can't read writing].
 - What a citizen leader is and how you can become a good citizen leader or any leader.

- What is asked/expected of a citizen leader versus what is really needed to be a citizen leader.
- The definition of citizen leadership (3)
- A citizen leader must want to do what they do and a leader means different things to different people.
- The difference between “citizen leadership” and general “leadership”. Also, citizen leaders aren’t elected mostly.
- What were the least valuable parts of this workshop?
 - N/A (7)
 - Too Long
 - The traits
 - Some of the group work wasn’t effective/repetitive (5)
 - Writing up so many lists
 - Some of the words did not always fit what a citizen leader is
 - Actually saying “I know ya’ll have heard this 1000 times...” was discouraging
 - I didn’t think there were any least valuable parts. It was all valuable information.
 - None. It was all valuable. (2)
 - Nothing.
 - The sitting.
 - There were invaluable parts?
- What did you learn about the concept of “citizen leadership” in this session?
 - It involves a lot of components (3)
 - Learned why Longwood has citizen leadership as such a high priority and what it means to be a citizen leader (3)
 - There are different characteristics which are NEEDED (2)
 - Different ways to go about achieving it
 - Leadership involves making sacrifices
 - It’s a hard-worked process, but it is valuable
 - Leaders can be all different types of personalities. They don’t all have to be loud, sometimes overbearing, monkeys.
 - A citizen leader has many different qualities of uniqueness and if one person doesn’t have all the qualities, he/she should merge with people who do which will create a strong, positive role model and display “citizen leadership”
 - There is no definite mold—a citizen leader can be anyone
 - Citizen leaders compliment one another
 - Very broad term, personalized definition (everyone has a different opinions) (2)
 - Hard to achieve, but worth trying and working with others
 - Each definition was different; each group had their own list of qualities.
 - I learned that citizen leadership is important and I was able to define what citizen leadership means.

- To be a citizen leader, a person needs to be able to see the need for change and take the steps to accomplish their goals.
- That it does not have to be someone handpicked and required of all these qualifications, instead any member in the community that takes action to get stuff done of the community and its people.
- That anyone can be a leader.
- That it varies from person to person
- That you have to have determination to be a citizen leader.
- It means different things to different people.
- About the definition
- You don't necessarily have to have all the most ideal qualities to be a citizen leader.

- Would you include this workshop in future Emerging Leader programs?

YES	NO	Not Sure
28	1	1

- Additional Comments:
 - Enjoyed it a lot!
 - Tim Pierson is an excellent presenter. He really connects with the students, makes you feel comfortable. Time Pierson rocks ☺
 - Keep it Up
 - The workshop provided an efficient way of learning about citizen leadership. Offered valuable insight into what should be expected of a citizen leader.
 - Thought it was a great program to open with. It was like an introduction to why we're doing Emerging Leaders to hopefully shape ourselves into citizen leaders.
 - Continue to have presenters at this workshop.
 - It has helped to take a stand with other situations (something that needed to happen a long time ago).
 - Include the workshop, but make it shorter
 - Not sure. Information was repetitive for the group listening, more effective for students who aren't involved in anything.
 - It was very interactive and creative- I liked it!

Workshop II: Leadership & Personality
Monday, February 21, 2005

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
9	6	1	1	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
911	2	4	0	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
11	2	4	0	0

- What were the two most valuable things you learned in this workshop?
 - St. Bernard's personality type make for a better working environment
 - How to recognize different personalities
 - How to work with other types (6)
 - Monkey's have a good insight as to what peers may need or want
 - A variety of personalities is best in a group setting
 - How to work with other personalities and what my personality is.
 - I learned what type of personality I have and how to work with other personality types.
 - My personality style and how I should work with others.
 - My personality characteristics and how to deal with people.
 - How to work with others, what kind of person I am.
 - Some "colors" have more extreme members and what was learned was how to deal with them and members from other groups. I also learned the traits of different personalities.
 - More about myself and others by means of personality.
- What were the least valuable parts of this workshop?
 - Extra group activity comparing self with others
 - Personality types were almost overstated/overemphasized
 - The types of people
 - Working with monkeys can be distracting
 - N/A (5)
 - For what was done, it should have taken a shorter amount of time
 - Went past 8:30
 - Group sessions lasted too long
 - I did not think there was any.
 - The chaos of people.
 - Telling me how I should act.
- In what ways do different personality types contribute to and enhance a group?
 - Helps to bring new ideas and different ways of leadership (3)
 - Adds variety (3)
 - Each brings its own insight to the group and each quality can compliment another in the group
 - What differences?
 - How a group functions and they run more smoothly

- Each person brings a strength and weakness and this molds the group. Not everyone holds every quality, so you need many people
- Creativity
- Helps make it better and work the best
- Keep everything diverse.
- The different personality types help each others weakness. While one type might be weak in one area the other could be strong in the same area.
- By knowing your style you can determine how to work better in a group.
- The traits complement each other.
- They show variety.
- Different ideas.
- They will learn how to deal with people of other personality traits, or at least what to expect from them.

- Would you include this workshop in future Emerging Leader programs?

YES	NO
17	0

- Additional Comments

- N/A
- Great activities.
- Had a lot of fun with this one.
- Really enjoyed this workshop because there was more movement, interaction, and personal growth. I really like the fact that I could learn a lot more about myself along side my peers as they discover more about themselves. I feel that it helps to reinforce my own individuality while showing me that there are others similar to my own qualities.
- Not so much standing and slack time could make it move smoother and keep students more focused.
- I had a great time at this meeting.
- Do different group exercises.
- The leaders were amazing and work so well together, they should lead more groups.
- This was a very interesting activity. I enjoyed it, although some were sort of out of hand and somewhat disrespectful to the presenters and peers.
- Wonderful.

Workshop III: Clarifying Values & Setting Goals
Monday, March 28, 2005

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
7	6	8	2	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
7	6	7	3	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
8	8	7	0	0

- What were the two most valuable things you learned in this workshop
 - Goals setting and what it takes to achieve them (7)
 - Skills of a leader (4)
 - Get the group involved
 - S.M.A.R.T. (3)
 - Accomplishing things quicker
 - Specificity
 - Accountability
 - Making smart goals.
 - That you can't put a price on values.
 - Values and goal are important. (2)
 - Values differ in different situations and values will change over time.
 - Freedom and honesty
 - About my values and goals being important.
- What were the least valuable parts of this workshop?
 - Nothing, None, N/A (5)
 - We already talked about leaders
 - Characteristics
 - Values (2)
 - Heard it before
 - Repeating the process we did in LSEM
 - A more interesting activity
 - Evaluating the program
 - The values went by quickly-not too helpful
 - The debate over Katrina and Marijuana.
 - Wealth.
- How will you use this information personally AND as a student leader with the different groups with which you are involved?
 - How to set better goals (4)
 - Personal goals and goals for organization and within group settings (4)
 - Following through and getting things done
 - Accomplishing things quicker
 - Involving the group in the process
 - Accountability and time management

- Will find out when the time comes
- They make me refrain from doing things that I don't think are morally right.
- How you live and morals.
- They set up the things you do and the way you act in your life.
- If I am honest people will trust me and my goals
- I always live by my values. They are what make me, me.

- Would you include this workshop in future Emerging Leader programs?

YES	NO	MAYBE
1	1	1

Additional Comments:

- Learned a lot about self
- Goal setting is something believed to be very important
- Presenter had a strong voice
- Don't usually set goals for self, more like a general outline. This workshop provided a better way for self
- Its stuff that's been heard before, but it is good for those that have not been to workshops like this.
- The action was a little awkward because I don't particularly agree with paying for those things, especially religion.
- It was enjoyable.

Workshop IV

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
18	9	7	0	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
20	8	6	0	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
21	10	3	0	0

- What were the two most valuable things you learned in this workshop?

- At some point we all play different roles.
- How others portray my "animal"
- Self portrayal
- How to be understanding

- Comfortable and effective ways of dealing with conflict
 - What part of the personality is annoying
 - Difference between assertive, aggressive, and passive
 - The different types (4)
 - What type of communication I use (4)
 - Different attributes (2)
 - Conflict skills – ways to approach conflict (7)
 - Different coping skills (3)
 - Difference that exists among intentions and actuality when approaching conflict. (2)
 - Finding a balance among the different styles
 - Group work
 - How to handle yourself during confrontation and how to communicate with others. (2)
 - Learned how to communicate with people effectively, always try and use eye contact.
 - Communication is key to leadership. (2)
 - The learning about communication and how people react.
 - What type of community not to have.
 - Everyone is different; people pick other people to hang with based on their awkward appearances.
 - How to communication with others. How you communicate with others.
 - I liked the Yes and No exercise, see how people act in an argument. The island- to see different people's perception on certain things.
 - That you need to communicate calmly and give people space, and always make sure to have eye contact.
 - Island exercise was very useful
- What were the least valuable parts of this workshop?
 - What others feel about different animals
 - Partnering with a stranger
 - Wasn't very interactive
 - Yes/No Exercise
 - Arranging cards
 - Getting into groups (2)
 - Going over the groups
 - Self-esteem talk at the end (2)
 - Too long
 - None (6)
 - The getting to know each other because we already know each other.
- How will the information presented this evening enhance your leadership abilities?
 - Learned how each communication type can effect a group
 - Helped to be able to adjust in situations (3)
 - How to adapt conflict resolutions for personalities (4)
 - Help to communicate with others; effectively (4)

- Use better conflict skills
- More able to come to an understanding with others
- More aware of how I communicate when involved in conflict
- How to approach people
- Knowing how to handle yourself with different people in different situations will be a positive impact on leadership skills.
- With communication you need to be assertive but be respectful.
- You have to listen and beware of how you communicate.
- To understand the followers/supporters.
- Helps you to get to know other people.
- It allows you to relate to other people better and get along with more people.
- You can get your point across in an effective way.
- You have to be a good listener and good communication skills in order to gain the respect of those you wish to lead.
- Being able to listen and communicate makes a good leader so that they just don't yell and argue.
- It makes you feel closer to the leader and you feel you are able to trust the leader.
- You must be able to communicate in order to get people to follow.

- Would you include this workshop in future Emerging Leader programs?

YES	NO	MAYBE
30	1	1

- Additional Comments:
 - Didn't really learn which was best to use in each situation
 - Kept my attention the whole time
 - Great
 - Yay!
 - Good Job!
 - The island activity was very fun!!
 - Was a lot of presents talking and just listening
 - Yes, because it was creative and perceptual. No, because there wasn't a lot of information learned, it was more for realization/reality...? But it was based on a good theory.
 - I thought the island game was really fun while learning at the same time.

Workshop V: Monday, March 21, 2005

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
6	4	0	0	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
10	0	0	0	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
7	3	0	0	0

- What were the two most valuable things you learned in this workshop?
 - Working together
 - Understanding others
 - Many people, organizations, etc are different and it takes patience and understand to adapt to their ways as well as them to adapt to yours (2)
 - How it feels to be the outsider
 - What it takes to include people into different cultures
 - It's fun to talk crazy languages and we ostracize people without even realizing it sometimes
 - Going into another culture is very different and hard
 - Sometimes it is helpful if you view your culture as others would see it, so you can help people when they are trying to adjust to your culture
 - It isn't that easy to adapt to a new life style
 - That not to judge others; that it is important to give others a chance.
 - Communication; body language
 - Language barriers and cultural differences cause stereotypes. Everyone communicates differently.
 - The point of view of other individuals and the to further expand my analyze skills
- What were the least valuable parts of this workshop?
 - All fun and relevant
 - Not being able to explain
 - The 30 minute extra talk- I missed my show.
 - N/A (2)
- In what ways can you apply your experience in this workshop – your first hand experience with differences and inclusion – on campus (as a member of this community)?
 - To work with others and be more open to others.
 - Break down the walls
 - Dealing with different groups, organizations, and even people with different views, etc. on campus

- Make more of an effort to get to know foreign exchange students
 - Reach out to those who might be different from you.
 - Make an effort to include everyone
 - Take the lead and go to other people, you might learn something from them
 - The stuff we learned would be helpful when going into an unknown culture or group when accepting someone into your culture
 - The way you live outside here.
 - It's not like high school where you know a lot of people. I came here knowing very few and had to adapt to being a "loner" very quickly. But as school started and I met more people I began to fit in more.
 - That don't always judge your first instinct first. Don't jump to conclusions.
- Additional Comments:
 - Great activity and great message. I felt it was a good hands on demonstration to get the message of [culturality] across to others.

YES	NO
10	0

- Additional Comments:
 - This was the best and most interactive program so far. I really enjoyed it.
 - Time Management
 - It is definitely more exciting to be a Beta because you get to talk the crazy language.
 - Fun workshop
 - Should be one of the first programs because it is a good way to meet people.

Workshop VI: Monday, April 4, 2005

- The information contained in this workshop was:

Excellent	Very Good	Good	Fair	Needs Improvement
14	4	4	0	0

- The exercise(s) used to illustrate the concepts and theories being discussed was/were:

Excellent	Very Good	Good	Fair	Needs Improvement
16	5	1	1	0

- The presenters were:

Excellent	Very Good	Good	Fair	Needs Improvement
15	4	4	0	0

- What were the two most valuable things you learned in this workshop?
 - Balance in my life
 - What I need to work on
 - How to plan
 - What is lacking
 - How my life is balanced, and how to fix the balance
 - What my weakest issues were what I depend on.
 - Balance is a key to living a less stressful life and being a good leader.
 - How balancing relates to our lives; what aspect of my life I need to work on.
 - How to balance time better and the focus I need to work on personality.
 - How unbalanced my life is and how much that effects our everyday activity.
 - Keep focused and it will help you balance.
 - The rock exercise showing what is valuable to us and the wellness wheel showing our life and if we are balanced.
 - How to be a balanced leader and the effects stress has on your body.
 - What is most important in life and how to balance my life.
 - How to balance our life and stress.
 - Learning about stress and being balanced.
 - Not to have stress; keep focused, balanced life.
 - Balance is key as a leader. You are in control of your balance.
 - Balance between the little things and the bigger things in my life. I need to be more balanced in certain aspects of my life.
 - How to balance the little things in live vs. the bigger things in life.
 - There are many things that make a balanced leader.
 - To listen to your body, balance life.
 - That I am not balanced and I should try to fix that.
 - Why balance is important in life and how stress affects you.
 - The rocks symbolism and all of the stresses.

- What were the least valuable parts of this workshop?
 - Can't think of any
 - The magazine thing.
 - The posters at the end.
 - Poster making, it was hard for my topic of "spiritual".
 - The poster making.
 - The group was too loud and talkative at times; the presenters lost control a few times and lost the attention of many people.
 - None, everything fit well together (2)
 - Everything was valuable to me.

- Gold ball exercise.
- Why is balance an important component of one's personal leadership?
 - To reduce stress
 - You have to have some sort of balance or you will eventually breakdown.
 - To be strange and be successful and to relax
 - Keeps you focused; be unstressed
 - Because balance helps you manage better
 - Being balanced reduces your stress and you must be balanced yourself before you can lead others.
 - A leader has to be balanced in order to lead others.
 - To understand how to organize your life so once can organize a group.
 - Because if you don't run a balanced organization or business it will topple.
 - If you aren't balanced you will spread yourself too thin.
 - Because a balanced leader is good because they are not just fixed on one thing.
 - So you don't fill your plate too full with different obligations and stress yourself out.
 - So that you can see what's more important and what's not so important.
 - So you don't burn out.
 - So you will not do too much.
 - Keep you sane
 - If you are not balanced you cannot lead properly.
 - So there are not any holes that can bring you down overall.
 - Because one could burden themselves and create more stress. Effects leadership capability.
 - Because you have to know how much you can handle.
 - Because you cannot be stressed
 - So you can use your energy evenly in leadership.
 - Because we need to be about to work with everyone.

YES	NO
12	0

- Additional Comments
 - Balancing the stick idea was fun and a good demonstration- its hard to be balanced but with the right environment and practice you can get good at it.
 - These were the best presenters of the session
 - Good job
 - Make program more interactive; talk more about mental health.
 - This was absolutely SENSATIONAL! This would probably be the most beneficial lesson of the entire session.

Program Evaluation

(1) Would you be interested in participating in additional leadership programs?

YES	NO
12	

(2) What other topics would you have liked to discuss during this program?

- Sexual wellness
- 1) Stress, over committing yourself, spreading yourself too thin as a leader in different organizations. 2) Different leadership opportunities.
- Conforming to aspects of school and other people's ideas.
- Relationships (value), ways to better a club
- How to sleep!
- Personality problems
- Stress programs
- How to be a good follower and not always the leader (letting other people have time and not always being the demanding one). Moods of communication as a leader. How to reach everyone.
- How to work directly with people you would be leading; small groups and large groups.
- Not sure
- How to motivate peers and people you are leading

(3) Are there other faculty or staff members you would have liked to have had as presenters?

- Can't think of any
- All were good presenters. It was nice to have a variety (representing all aspects of the campus). The more the better.
- None that I can think of, but a variety is nice.
- Thomas Williams
- Dr. O'Brien, Mary Carrol-Hackett
- No
- Susie Rood
- I would have liked to have had Dr. Flanigan for a presenter because she has really helped me adjust to college life at Longwood, and she gives great advice.
- Not sure

(4) Would you recommend this program to a friend and/or incoming student?

YES	NO
12	

(5) What has been the greatest benefit of participating in this program?

- The experiences
- It was a wonderful opportunity! I learned a lot about myself and the way I could improve my leadership abilities. I never thought of myself as a leader, by going through this program I realize I am and hope to improve.
- Meet other leaders, started viewing myself as a leader, found things I need to work on.
- To better me and see what I can better in my life.
- Learned how to be a leader
- Learning about my personality types
- The wheel
- I met lots of new people and learned a lot about myself and how I tend to interact with people.
- Meeting freshman on campus.
- This program has provided me insight into how I can be a good leader.
- Meeting people
- Learning about myself as a leader.

(6) Please include any other comments or suggestions about the Emerging Leaders Program below.

- None noted.
- I think you should keep the program going.
- Great presenters and mostly good topics.
- Some repetition in some of the programs
- Made us work together but look at ourselves also.
- Great, glad I could do this!
- It has helped me learn about myself.
- My favorite workshop was the culture one with Alphas and Betas. It was really fun. And Tim Pierson's workshop was awesome as well. Great experience. Would do it again. Great Job Kerstin! Two thumbs up!!
- I really enjoyed the last presenters, both did an outstanding job and made me feel like they wanted to be there.