

**AVP HK FOUNDATION LIMITED**

**Evaluation on Participants'**

**Satisfaction to the**

**“HELP INCREASE THE PEACE”**

**Workshop held at**

**Breakthrough Village, Shatin for**

**Students from Baptist and**

**Zhongshan Universities' Social**

**Studies Departments.**

**Hong Kong**

**7<sup>th</sup> to 13<sup>th</sup> January, 2008**

TABLE OF CONTENT

<b><u>Background</u></b>	Methodology	P.3
<b><u>Results</u></b>	<u>(A) Multiple-choices Items</u>	P. 4
	<u>(B) Open-ended Questions</u>	P. 9
<b><u>Conclusions</u></b>		P.10
<b><u>Appendix 1</u></b>	<u>Feedback Form 1</u>	P.11
<b><u>Appendix 2</u></b>	<u>Open-Ended Questions</u>	P.13
<b><u>Appendix 3</u></b>	<u>Little Guy Evaluation</u>	P.18
<b><u>Appendix 3</u></b>	<u>Graduation Photograph</u>	P.21

## **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)

#### Method of Evaluating Effectiveness

To evaluate how effective the individual workshops are in achieving these goals, each participant attending a workshop is given an evaluation questionnaire to complete. These feedback questionnaires are distributed at the end of the workshop. Using open-ended and multiple choice questions, the aim is to gauge the level of satisfaction of participants with the workshop, to identify the specific areas in which the participants perceive their abilities to have been enhanced and to what degree, and to highlight those areas where the workshops may not be meeting the objectives. A sample questionnaire is shown in Appendix 1.

This report documents the results received from the feedback questionnaires returned by the participants of the Breakthrough camp workshop.

#### The Workshop

Baptist University Social Studies students were invited to join Social Studies students from Zhongshan University in a five day camp at Breakthrough Village in Shatin. The workshop was a great success with cross-border pollination between the two cultures. Three AVPHK volunteer facilitators were joined by the HIPP coordinator from the USA, Ms. Kathryn Liss, to conduct this 5-day workshop.

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

<i>Type of Course</i>	<i>Number of groups held</i>	<i>Number of participants</i>	<i>Number of Feedback Forms collected</i>	<i>Return rate</i>
5 Day Workshop	1	22	22	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	5	22.7	22.7
Agree	17	77.3	77.3
Disagree	0	0	0
Strongly disagree	0	0	0
Total	22	100	100
Missing	0		
Total	22	100.0	

A total of 100% 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	5	22.7	22.7
Agree	14	63.6	63.6
Disagree	0	0	0
Strongly disagree	0	0	0
Neither Agree nor Disagree	3	13.6	13.6
Total	22	100	100
Missing	0	0	
Total	22	100.0	

A total of 86% 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	13	59.1	59.1
Agree	8	36.4	36.4
Disagree	1	4.5	4.5
Strongly disagree	0	0	0
Total	22	100	100
Missing	0	0	
Total	22	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	1	4.5	4.5
Agree	16	72.7	72.7
Disagree	2	9.0	9.0
Strongly disagree	0	0	0
Neither Agree nor Disagree	3	13.6	13.6
Total	22	100	100
Missing	0	0	
Total	22	100.0	

A total of 77% 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 emotions more effectively**

<i>More capable of handling anger in a more effective way</i>			
	Frequency	Percent	Valid Percent
Strongly agree	8	36.6	36.6
Agree	11	50.0	50.0
Disagree	0	0	0
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	4.5	4.5
Total	22	100	100.0
Missing	0	0	0
Total	22	100.0	

A total of 86% of respondents agreed that they knew more about handling their anger in a more effective way after joining HIPP.

**Table 6. Know more about conflict**

<i>Know more about violence</i>			
	Frequency	Percent	Valid Percent
Strongly agree	7	31.8	31.8
Agree	13	59.0	59.0
Disagree	1	4.5	4.5
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	4.5	4.5
Total	22	100.0	100.0
Missing	0	0	
Total	22	100.0	

A total of 91% 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	10	45.5	45.5
Agree	11	50.0	50.0
Disagree	0	0	0
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	4.5	4.5
Total	22	100	100
Missing	0	0	
Total	22	100.0	

A total of 95% 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	6	27.3	27.3
Agree	13	59.0	59.0
Disagree	2	9.1	9.1
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	4.5	4.5
Total	22	100	100
Missing	0	0	
Total	22	100.0	

A total of 86% 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	6	27.7	27.7
Agree	13	59	59
Disagree	2	9.0	9.0
Strongly disagree	0	0	0
Neither Agree nor Disagree	1	4.5	4.5
Total	22	100	100
Missing	0	0	
Total	22	100	

A total of 86% 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	17	77.3	77.3
Agree	5	22.7	22.7
Disagree	0	0	0
Strongly disagree	0	0	0
Total	22	100.0	100.0
Missing	0	0	
Total	22	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	15	68.2	68.2
Agree	7	3.5	3.5
Disagree	0	0	0
Strongly disagree	0	0	0
Total	22	100.0	100.0
Missing	0	0	
Total	22	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***”. Among the 22 respondents, 16 of them gave comments on this question (73%). (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 22 respondents, 14 of them gave comments on this question (64%). (Please refer to Appendix 2 for details of each comment)

The third open-ended question is about “**please write down one thing that you have learnt during this workshop that you will use in your study, work and home life?**”, which invited participants to give comments on anything they felt they gained. Amongst the 22 respondents, 22 of them gave comments on this question (100%). (Please refer to Appendix 2 for details of each comment)

The fourth open-ended question is about “**is there anything you would like to say to the facilitators?**” Amongst the 22 respondents, (100%) of them gave comments on this question . (Please refer to Appendix 3 for details of their comments.)

The fifth open-ended question is about “**if a friend asked you what this workshop was about, what will you tell him?.**” Amongst the 22 respondents, 22 of them gave comments on this question (100%). (Please refer to Appendix 3 for details of their comments.)

The sixth open-ended question is about “**Would you join a HIPP Club in your school if there was one?**”. Amongst the 17 respondents, 15 of them gave comments on this question (88%). (Please refer to Appendix 3 for details of their comments.)

### Conclusions

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

1. The workshop has enhanced the participants’ self-understanding ,awareness and sensitivity to anger emotions,
2. The workshop provided the participants with a positive example of an experiential style workshop,
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. 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份子，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.
「助長和平」五天基礎工作坊, 日期: 二零零八年一月七日至十二日 地點: 突破青年村 HIPP Day Workshop 07/01/08-12/01/08 Venue: Breakthrough Village

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. 你會參加學校的「助長和平計劃」嗎？ Would you join a HIPP Club in your school if there was one?
---

Evaluation on HIPP

	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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. 我對自己的看法更正面。 I am more positive about myself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. 我對暴力的認識加深了。 I know more about conflict.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. 我對這個課程感到滿意。 I am satisfied with this course.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix 2

Question #1

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

- The experiential learning really works for me, it consolidates my skill that I have learnt previously.
- I like the friendly and relaxed atmosphere; it is a suitable atmosphere for us to learn, share and experience.
- The instructor are so nice, encouraging and knowledgeable. Experiential learning is an effective way to learn and for long-term memory. I learnt a lot of skills from them.
- The workshop is very interesting and interactive. I enjoy a lot because the organizers are very nice and get everyone involved. The workshop is too great!!! I appreciate and enjoy everything!
- The facilitating skills, observed in the workshop. Like questioning skills and creating a supportive atmosphere.
- I appreciate the goal of this workshop very much. Because promoting peace is very very important and valuable. Besides I love games and activities provided in this workshop
- As a whole, I do enjoy this workshop., especially in teaching the skills as a facilitator. I can know more about it and the activities provided impress me a lot.
- I could share everyone's thought and experience during this workshop. I feel excited and happy to know more friends.
- I like the games played and the part how to write an agenda. The effort of all the facilitators and Geg is highly appreciated. Besides, I enjoyed watching others' performance.
- I like the atmosphere & the sharing & facilitators. It doesn't bring pressure. I feel so good and peaceful in this workshop. The facilitators are so helpful. I think we can learn from experience.
- Use of experiential learning in a really good way, experience much and inspire a lot.
- The hard work of our facilitators. They spent a lot of time to organise and design this programme.
- The games were very creative and positive.
- The people in charge were very nice. This was unlike most workshops where participants are often being pushed to talk. As a result I found it easier to express myself.
- I really enjoyed the role-playing game. By playing different roles I could get to understand different points of view, and find ways to avoid conflicts.
- I enjoyed the workshop because it encouraged participation. Through participation and comparison I could get a deeper understanding of what the workshop taught.

Question #2

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

- Maybe the language.
- Hard to find!
- Nothing
- I enjoy everything!!! But I think it would be better if we can take a longer break!  
Haha!

- Those listening, communication that we learnt before the workshop so it was a bit repetitive to social work students.
- I think, if we can know the schedules and themes before each presentation, we can know better.
- The content that about solving conflict. Maybe more skills can be taught to us.
- Only the first night of the workshop have too long small group discussion time after dinner.
- As we are social work students, some of the skills learnt in the workshop have already been taught in our lectures. Therefore, skills like listening skills may be overlapped.
- If there is more time for me to have a break. But it is still okay!
- More knowledge about conflict resolutions would be better, deepen the knowledge, & explore a lot more would be preferred, as things in the workshop are mostly covered by my social work programme.
- More time could be spent on discussing the meanings of games to deepen the impact.
- At first it was awkward to be among unfamiliar faces, but it got better.
- I enjoyed every part and cannot choose one I enjoyed least, except that I felt sleepy after lunch.

### 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?”**

- I-Messages, perception, get the person into experience.
- Agenda.
- I learn how to see one thing in different perspective, it is useful for me to solve problem in my studying and family.
- I-Message is very useful in expressing feeling and emotion in a healthy way which can avoid conflict.
- I-Message.
- I will use the elements I learnt in this workshop in my further placement!!! Also, I would try to solve conflicts by what I've learnt in my work and home life.
- Listen and observe more before judgement.
- I learnt how to cooperate with others, I'll apply it to my work and family life.
- Use more “I-Messages” to express ourselves.
- Problem solving will be most useful skills.
- Listening skills, many activities I can use in my work and home life. They give me a lot of thoughts, thank you!
- “I-Messages”.
- Smile more and the laughing exercise. Try to solve conflict with others in a more peaceful way.
- Soething looks like simple, doesn't mean it is less important. Maybe it is very meaningful! Enjoy and try things you like.
- “I-Messages” an effective way to communicate.
- “I-Sentence”.
- More communications with friends about my feelings and worries.
- One activity – “Face to Face” - on the first day gave me a very power impact. By interacting with the people around me I saw how we were different from each other, and how to appreciate my own talents and uniqueness. This is very useful in real life.

- There is often no absolute right or wrong. We have to be a good listener to know how to solve conflicts.
- When we had to choose pictures and make decisions collectively, I realized that it isn't easy to make others agree with me, and then I had to explain to them and tell them about my feelings.
- All facilitators and participants were very positive and encouraging. If this is applied to everyday life, it helps to ease tense situations.
- I learned a lot. The game "Peanuts" made me reflect on my acts and realise the uniqueness of the people around me. Moreover, we should try to consider the special needs others may have.
- "I Message". It helped you to express your feelings.
- I realized the important of some humour and a smile. I can use "Laugh Yoga" in real life, while leadership skills and agenda structure are useful for studies.

#### Question #4

##### **"Is there anything you would like to say to the facilitators?"**

- Thanks for being here for all of us in these 6 days. I've learnt so much from all of you. And I enjoy the time very much.
- There are so many things I want to say. You are great. You done a very good job.
- They all show passion in the workshop, it makes us feel passion too. I appreciate that they spend more time than us to prepare many things for us. You all arrange the workshop in a proper way.
- Thx and love you all. Thx for prepare so much for us and to what is good for us. I have experienced a lot in this workshop. Thx. Miss you all so much. If there is a chance, I want to meet all of you again.
- Kathryn: Thank for your encouraging smile which give me confidence. Geg: I can feel your passion about the HIPP workshop, please keep it burn and do your part for the world.
- Thank you for your hard work. I have learnt a lot, and I would like you let us to spend more time to reflect and share our reflection in the group.
- Thank you very much for your hard work!
- I love you all! Love you, Love You! All you guys are too too too nice and funny. I feel comfortable but also inspiring from all of you! You have taught me a lot! Thank you!
- Thank you for your devotion and effort paid in the workshop. I can feel it! I want to learn from you more for the skills.
- Thank you for what you have done for us. Through this workshop, I experience so much. Besides, I had chances to play roles, and received praises from others. This made me more confident. In fact, I never played roles opposite to my character. I enjoy this process.
- Thank you! Really really thank you coz all of you pay an important role on the camp and make us enjoy the HIPP so much
- You all bring lots of insight to me, esp. Kathryn. You teach me how to interprete things in a more diverse way. Thank you!
- They are creative and have professional facilitators' skills, some have them contribute their efforts when being the major facilitator.
- Thank you so much!!! You did a very great job for us. Happy everyday for all of you!
- You are so considerate & sweet! We learned a lot from you! Thank you very much!
- Thanks all the facilitators very much. I guess you prepare the stuff for the workshop well before the camp. However, you have to change many planned stuff according

to our responses. I highly appreciate that the workshop works according to our needs as you always ask what we wanted to learn beforehand.

- To all: Thx so much for caring, teaching, sharing and playing with us. I really enjoy this camp very much! You did the work successfully.
- Thanks for your great job. Very good, keep on moving. Thank you. Thanks all of you for your hard working. We really have a great time.
- Thanks for the guidance. It was great.
- You are all very nice. Keep up the good work. You are already on the path of becoming a successful social worker.
- Thanks to all the facilitators for their help.
- Thank you for teaching me to be thankful. I'm really grateful to have taken part in this event organised by you all. I really enjoyed it, and I had learned a lot. Thank you.
- A big thanks to the facilitators for their support, and for encouraging us to participate. However, facilitators could be more tactful when running a game. Especially when the participants are formulating and expressing their own thoughts, they were usually able to express what they thought, so the facilitators actually didn't need to give too many hints.

Question #5.

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

- Visit the website, attending the workshops.
- Funny, Meaningful, Great, can learn many thing.
- We experience how to solve conflict through sharing, game and interactive activity!
- It will be a wonderful workshop I can learn and experience more knowledge in this workshop about how to solve conflict.
- This is an experiencing learning which can not be told. I would encourage him/her to join to have his/her experience.
- Great! And you should try to experience i.e. by yourself.
- This is helpful & inspires me a lot more than I can say. I would rather act on it.
- I will tell him/her as much information as possible. And I consider training then when we gather, because I think it will be helpful to them and I'm willing to do that.
- I may difficult to tell the details. It's kind of project of conflict resolution. IAnd I may invite them to join the workshop instead.
- If he want to learn some skills being a facilitator, he should join this camp.
- It's wonderful and can stimulate ourselves to think and learn all skills in the workshop.
- I very enjoy it. I'll join it if it has next time.
- I will surely tell my friends or even teacher for what I've learnt in this training camp. I will share the special games played and skills like I-Message to them!
- I will tell them the camp is interesting and also very meaningful. I will encourage them to join.
- It's a great chance to experience, to learn and to have fun.
- It's wonderful and helpful, you better join AVP yourself!
- This is a good workshop that is worth joining.
- It's worth attending. You learn a lot in a relaxed environment.
- I will them my friend that this is a very interesting, useful and impactful workshop. It'd be a shameful if my friend misses it.
- In this workshop, you can learn things that are fundamental yet useful, and things like how to be a good facilitator, and how to develop a good agenda.



- This is a very meaningful and relaxing workshop.
- I will tell my friends who are interested: "This AVP workshop helps you discover your true self and reflect on how you interact with people. Through experience you reflect on your relationships with yourself, other people and the world, and how to deal with them."
- It is a workshop that focuses on dealing with conflicts and facilitating communication. There are many activities and it encourages you to reflect and grow. I'm really glad I participated in this workshop as I had learned a lot.
- This is a good workshop. Please join if you have free time.

Question #6

**" Would you join a HIPP Club in your school if there was one?"**

- If possible.
- Yes, I would.
- Yes, I will. I would like to share this interesting workshop with my schoolmates! I think that university student need this workshop because they face many conflict during study and being a committee of some society!
- Yes, I want to join this and learn more.
- Yes, I probably will if I have time.
- I would like to.
- Yes!!
- Sure!
- Maybe but I'm going to leave school very soon. When I'm not too busy I'm willing to do so.
- Sure! And I would like to help if time available.
- Yes. Absolutely.
- Yes, I will when I am free.
- Yes, I will.
- I will certainly join this club if there is one. In fact, I would like to be the facilitator also.
- Yes, I will. Every time may have different experience and also feeling. Enjoy more.
- Not very properly as I got not much time left before my graduation.
- Of course.
- Yes, I will. But I prefer events that are conducted in Chinese.
- Yes, if I have time.
- Yes.
- Yes, if I am free.
- Yes. I think I would also like to be a AVP volunteer.
- Yes. I would like to be a helper, and I would also like to participate in other workshops.
- Yes, if I have time.

Appendix 3

The “Little Guy Evaluation” Post –It Notes

Heart (feelings)

I feel comfortable and relax in this kind of environment. The trainers are encouraging and nice. I am happy to be with you all.	The coordinator is nice to us – thks. Thx for caring for us. I feel that they do the best for us and help us to experience more.
Peaceful. Games are interesting & funny	Fruitful, unexpectable, smile and laugh more
Motivated to move forward in the future	Happy
In fact, I feel a little bit tired, but I also feel happy to attend the meeting, as I can learn some skills. Thx	Fulfilling
Comfortable not boring. Reflective. Thinking a lot.	It is very nice to feel cared for.
Enjoyable, fruitful, happy	Happy
Happy, relax, comfortable sometimes tired and feel boring, sometimes exciting and surprising	I enjoyed these two days' activities; taught me a lot.
Relax, fun, tired, can open my heart to share with other people	Exhausting
Relax, happy	Exciting, It's very good
Warm, happy, meaningful	Relaxing
Consolidate what I've learnt before, and put that into experiences. Relaxing	It was an elating experience to share, learn and play with so many people.
I feel happy and unforgettable. Many things give me a deep impression. A little tired. This place is beautiful.	Known many friends and done some meaningful activities
Relax, meaningful, happy	Exhausting
Happy, satisfied, wonderful, excited, fruitful, fun, meaningful	Happy; got in touch with many students and facilitators and learned about their passion and feelings
Joyful, peaceful, meaningful, relaxing, having fun, learn a lot, satisfactory	Games are exciting and interesting as well as thought-provoking.
Happy, enjoyable, excited, sharing, a little tired, new experience	Learn in a relaxing environment Enjoyed a wide variety of activities with people from different walks of life.

Thinking (thoughts)

Conflict should be solved actively. Listening is more important than talking. Some values should be taken seriously when we are facing conflict, such as respect, love, considerate, changing position of thinking.	I know some thing more about conflict and how to change our positions to understand others,,,that's good
I think conflicts can be resolved, but not only avoided. 'Active' is the key to learn. Sharing is also a mean to learn	I have known more about cooperate and I know that everyone in the world is different. We must respect each other. Keep thinking some of the activities I have experienced and further reflection.
Individual differences have to be celebrated. I want a just society	Made friends with other students and learned about their backgrounds.
I learn much more about the other cultures. And learn much more from others' experiences, which give me more inspiration	Before, I thought the way to deal with conflict is to make one party compromise. Now I understand that a solution can be found through discussion and communication.
I've learnt to make laugh, just laugh. This camp give me surprise to know something. Learn some skills in social work	All facilitators and participants were very active in expressing themselves. The ideas we shared were very good for self-reflection.
Should make good use of every chance to speak/communicate with others	Learned about the cause of conflicts, and how to avoid conflicts.
Inspired, confident to face conflicts	Reflect on my life
All people are very nice here, so I share my stories and opinion openly. My anxiety of conflict become lower. I believe that conflict can be solved now!	I'm not sure if I can utilise what I learned, but I know that these knowledge are important for me and others now an din the future.
The World is unfair, conflicts are always existed, I hope I can handle, not all, but some of the conflicts after the workshop	I knew nothing about the AVP before I joined. This workshop taught me a lot, broadened my horizons and made me reflect on myself an my life.
Learnt facilitation skills. Widen our thinking, increase our analytical power. Share other's idea and learn from others. Get deeper thought.	

Thinking (thoughts)	It's a very good platform for Hong Kong and Mainland students to learn and grow together. Cultural difference
Positive thinking is powerful People share more commons than differences. Keep learning is important, even as easy as smiling, talking and listening. Open mind is important.	
I'm happy because I learned lots and made many new friends. I also gained more understanding of myself.	

Skills (tools)

Message is very good. How to use the listening to others and speaking skills. How to express anger? Ways to the conflict.	Non-violence, conflict solving skills. Laugh in whatever circumstances
Cooperation , inter-personal	How to laugh, how to relax myself eg games. "I-Messages" to help for me to express myself. Listening skills, catching the koosh!!!
Some useful play games and skills for social work. Drawing pictures freely. Laugh yoga.	"I-Messages" very useful to express my feeling. Listening skills > learn how to walk with others
"I-sentences" Use the koosh express myself. Skills to solve conflicts	To be a leader.....
I'm thinking	Use magic words to solve the conflict. The "I-Messages" skills. Express myself in the right way and right time.
"I-Messages". Others and I feel more comfortable & easy. "Different perceptions"	Try to see other people's point of view. More understanding, less conflicts.
Change my position to see others needs. Care others. Use "I" messages. Use more PTH and English. Laughing	Leaders do not need to guide every step the team members take, they can just let the team find its own course through experience. L2L was very good.
I think I can try to teach more people to learn basic skills to communicate	Organise, Sharing, Communication
"I-Messages" very useful and I get it!! Transforming power guides is useful too! I will try to remember it and use it!	Expressing feelings and communication. Self-reflection
"I-Messages" Taking=giving	Transference, Co-operation, Communication skills, Listen
Listening skills. Skills that can be used in a conflict. "I-messages", experiencing>words	A different approach leads to different result.

Skills (tools)

<p>Communication skills solve conflict. Stress Management i.e. Laughter yoga. Time management. Presentation Skills, cooperation skills and planning</p>	<p>To look at our world from different angles.</p>
<p>Active listening. Improve English, speaking skills, sharing and I-Messages</p>	<p>How to change the plan when situation alters.</p>
<p>Listening skills. Focus the problem on the right time. Express my ideas in time.</p>	<p>The skills involved were basics, the pace was fast. I hope we could spend more time on skills for the remaining time.</p>



Graduation of the Five Day Workshop held at Breakthrough Village Shatin, 12 January, 2008