



IMPACT REPORT



Was it worth the effort? OUR IMPACT ON THE PROJECT PARTICIPANTS

Preface

This report summarises **the change** that the “**Peace for Change, Change for Peace**” project by SCI Switzerland brought to its participants.

The project's main capacity-building activities were 2 training courses:

- Peace with Others (19-25 May 2022)
- Inner Peace and Peace with Nature (13-19 October 2022)

Both courses gathered **56 participants from 14 countries** who were volunteers, activists of NGOs working for peace, and youth workers. Each event meant 6 full days of intensive, all-day-long learning.

“**Peace with Others**” explored the concept of peace and peace with others and supported the participants in gaining competences essential for building a peaceful and nonviolent world. The training comprised of sessions on a range of topics, including the role of a peacebuilder, emotional and social intelligence, nonviolent communication, and conflict resolution.

“**Inner Peace and Peace with Nature**” focused on the aforementioned two pillars of peace, supporting the participants to become changemakers and activists. The event comprised of sessions which tackled themes such as levels of peace, volunteering for peace, happiness, gratitude, mindfulness, how to deal with stress, sustainability, and shinrin-yoku.

Both events were led by trainers Natalie Jivkova and Goška Tur, with external contributors for some of the sessions.

Why such a report?

Our team considers **evaluation and impact measurement** an important part of every project. It helps us to understand the outcomes, check the value for money, and benchmark with other similar activities.

We were very interested in learning what the training would change in **knowledge, skills, and attitudes of our course participants**.

That is why, we used the expertise within the project team, and experience from the “Peace in Practice” project (2020-2021), to design an **impact measurement process** whose results we describe below.

The report consists of the following parts:

- 1) Note on the research methodology
- 2) “Peace with Others” TC – graphs with the research results and summary of the key findings
- 3) “Inner Peace and Peace with Nature” TC – graphs and key findings, as above
- 4) Discussion points
- 5) Conclusions and acknowledgements

The research and report were prepared by Goška Tur (MA in sociology) with the support of Natalie Jivkova. You can contact us for more information at peace.practice@scich.org.

Research methodology

Our impact surveys intended to **measure the change of knowledge, skills, and attitudes relevant to the project** (i.e. around the topic of peace and its 3 levels – intrapersonal, interpersonal, and with nature). We used the method of **ex-ante and ex-post questionnaires** for that purpose.

All participants of each training course received two surveys:

- ex-ante survey on Day 1 of the training course (straight after the Opening Session);
- ex-post survey (during the Evaluation Session).

Both ex-ante and ex-post questionnaires were **identical** per training, and both were **anonymous** but participants got secret numbers so that we could identify which pre- and post-survey belonged to which individual. The surveys consisted of **self-assessment questions** – 15 for the “Peace with Others” training course and 17 for the “Inner Peace and Peace with Nature” course, all of them presented in the next part of the report. The questions were phrased based on the standard methodologies used in sociology. Participants answered using a Numeric Rating Scale (from 1 to 7) used in psychometry. There were also 5 questions used at the second training course, which were taken from the “Satisfaction with Life Scale” survey tool by Ed Diener & al. and based on the “Strongly disagree-strongly agree” scale.

Almost all participants took part in the research. There were only a few cases of non-participation, e.g. when someone missed the Opening Session because of a delayed flight. We received:

- 25 responses for the “Peace with Others” Training Course
- 27 responses for the “Inner Peace and Peace with Nature” Training Course

In the end, we **tracked the change in 93% of the group** – a percentage we are very satisfied with.

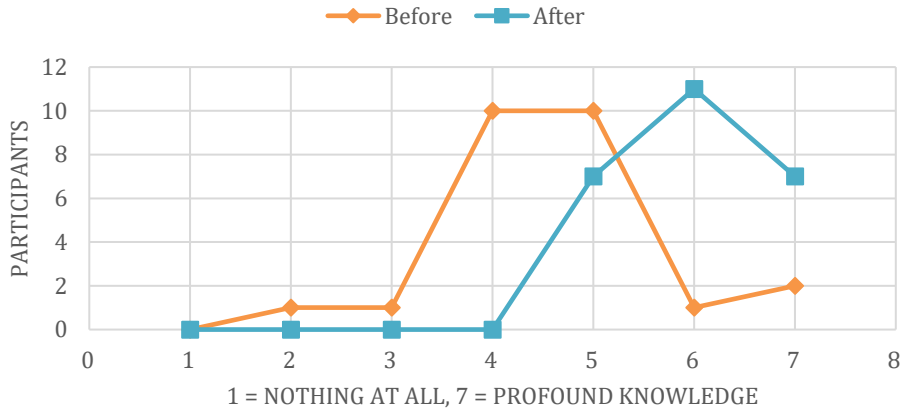
Results of the research

The following compilation of graphs demonstrates our courses’ impact on the participants. Each training course is presented separately.

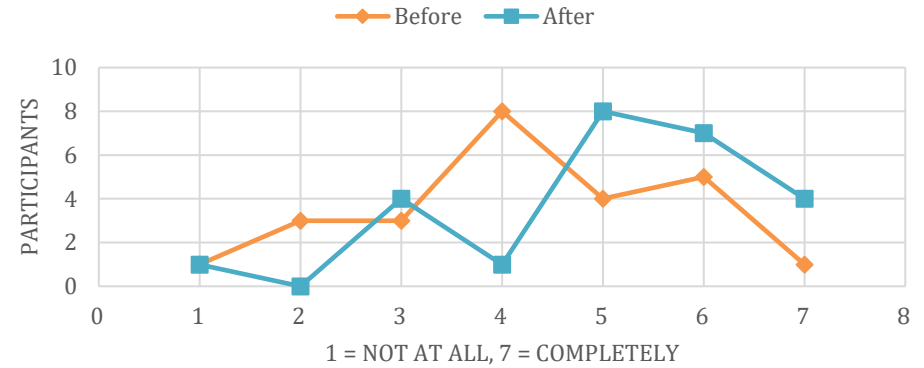
In the graphs, the **blue** line presents the situation **before the course** and the **orange** one – **after** it. The vertical axis presents the number of participants who answered in the same way, and the horizontal one – their numerical answer (between 1 and 7).

“PEACE WITH OTHERS” TRAINING COURSE, MAY 2022

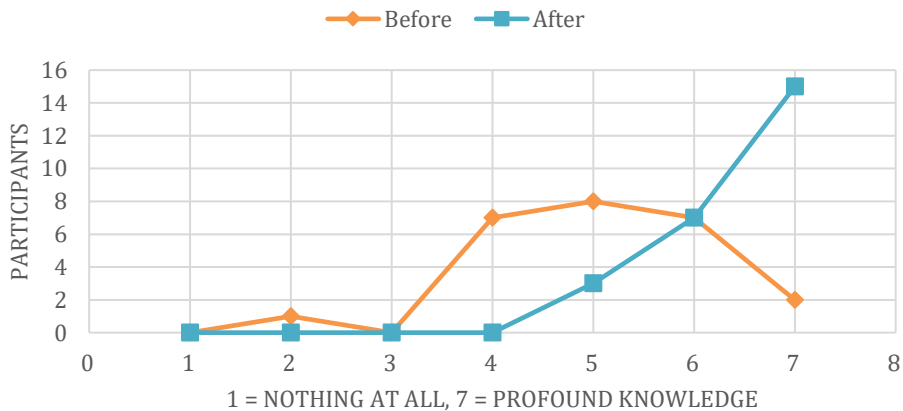
HOW MUCH DO YOU KNOW ABOUT PEACE?



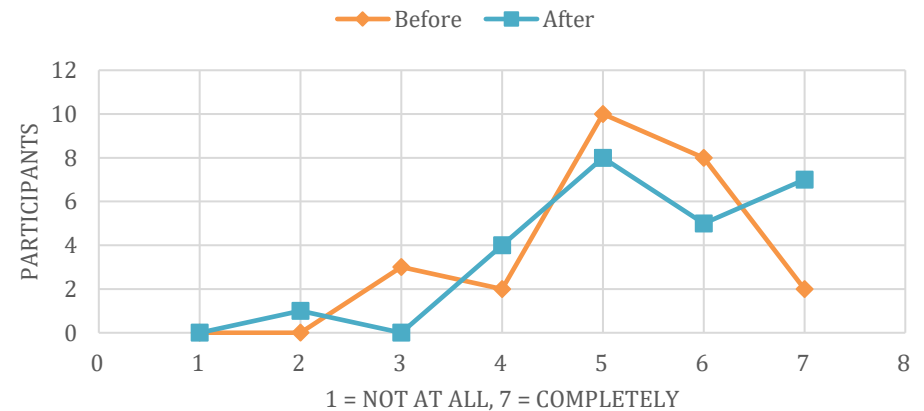
HOW HOW MUCH DO YOU FEEL YOU LIVE IN PEACE IN YOUR EVERYDAY LIFE?



HOW MUCH DO YOU UNDERSTAND WHAT PEACE WITH OTHERS IS?

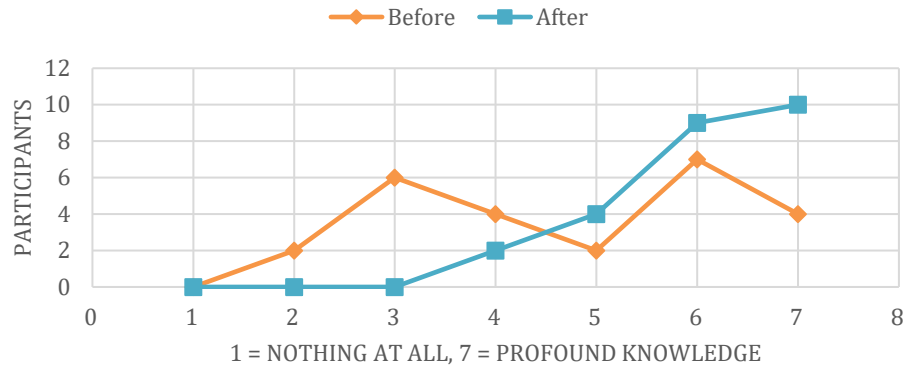


HOW MUCH DO YOU THINK YOU LIVE IN PEACE WITH OTHERS?

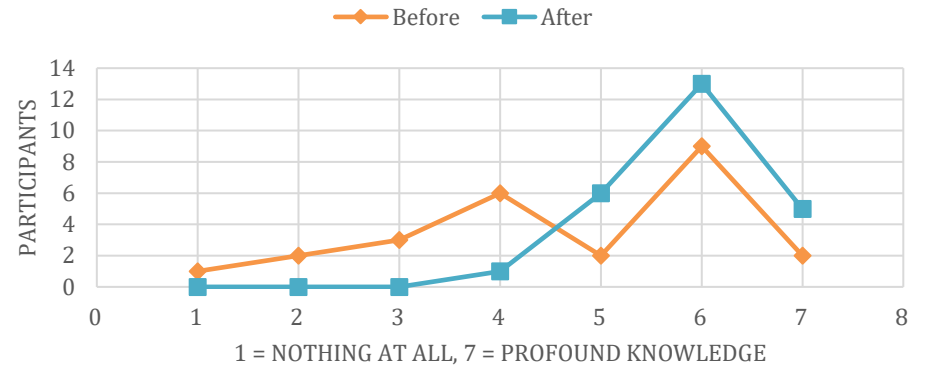


“PEACE WITH OTHERS” TRAINING COURSE, MAY 2022

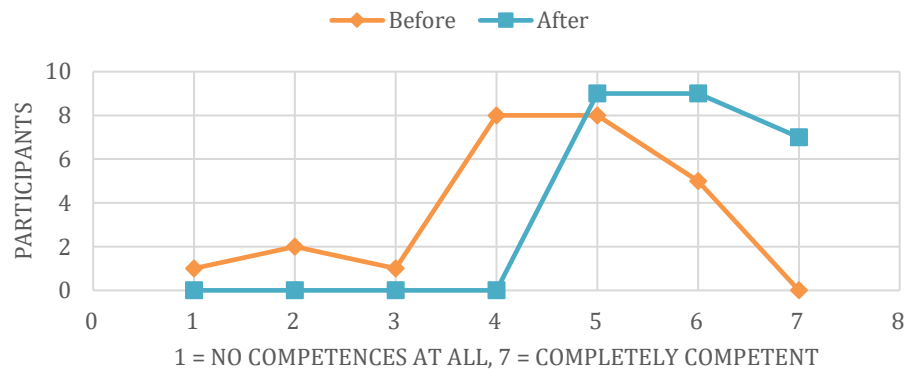
HOW MUCH DO YOU KNOW ABOUT EMOTIONAL AND SOCIAL INTELLIGENCE?



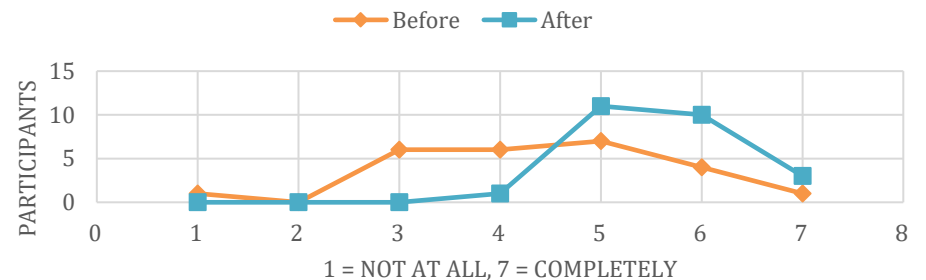
HOW MUCH DO YOU KNOW ABOUT NONVIOLENT COMMUNICATION?



HOW DO YOU RATE YOUR NONVIOLENT COMMUNICATION SKILLS?

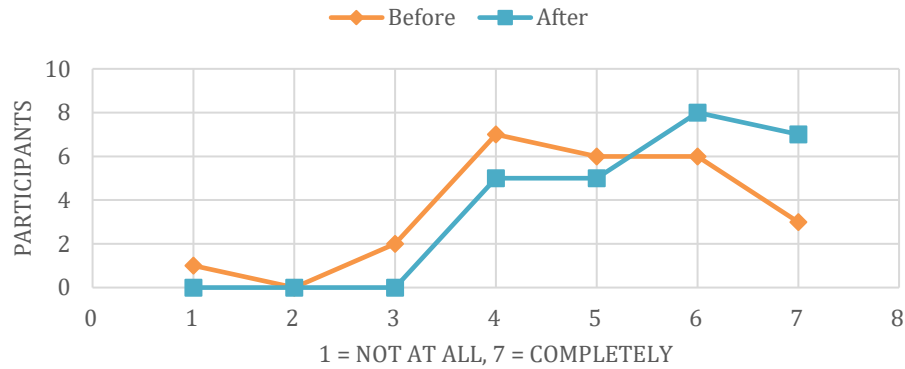


DO YOU THINK YOU HAVE ENOUGH KNOWLEDGE AND SKILLS TO LEAD A 2-HOUR PEACE EDUCATION WORKSHOP, E.G. FOR A GROUP OF STUDENTS OR VOLUNTEERS?

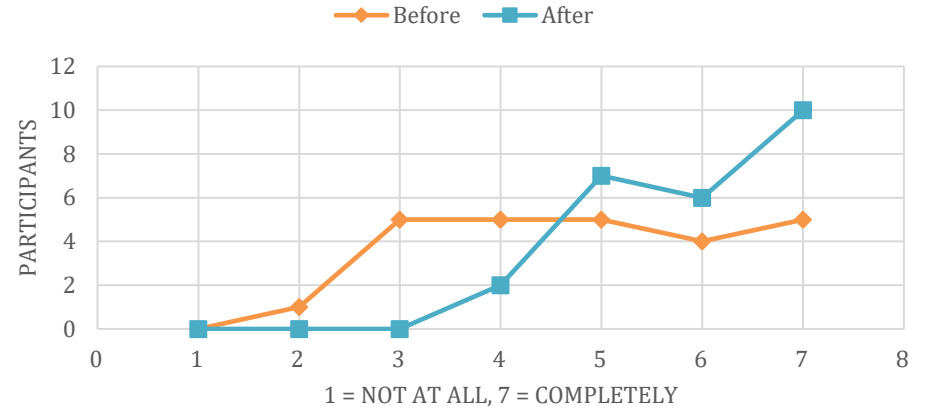


“PEACE WITH OTHERS” TRAINING COURSE, MAY 2022

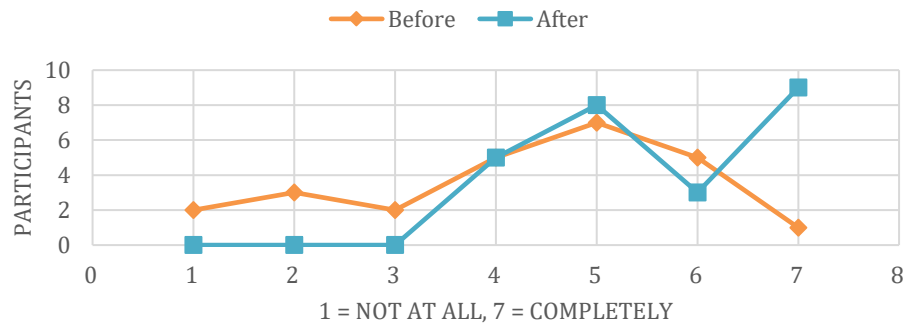
DO YOU HAVE A CLEAR VISION OF HOW YOU WANT TO BE ACTIVE AND WORK FOR PEACE?



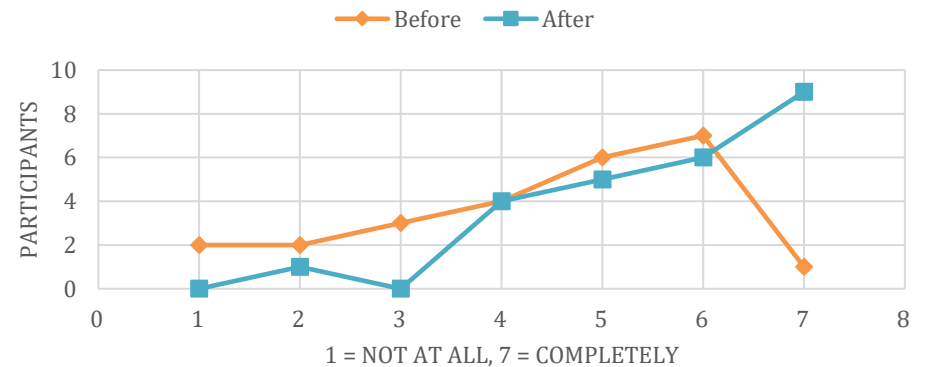
HOW CONFIDENT DO YOU FEEL ABOUT PROMOTING PEACE?

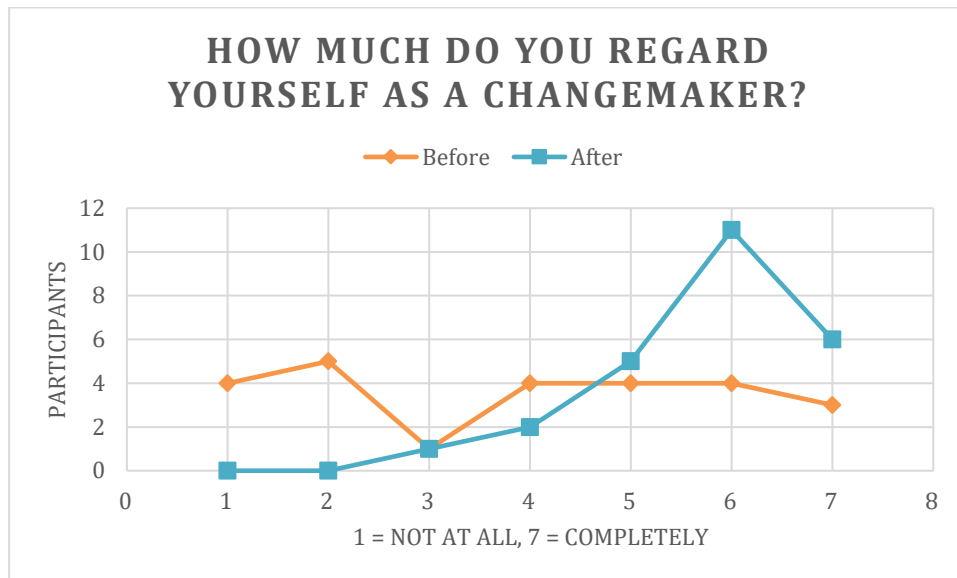


HOW MUCH ARE YOU WILLING AND MOTIVATED TO ORGANISE A FOLLOW-UP ACTIVITY AFTER THE TRAINING COURSE?



HOW CONFIDENT ARE YOU TO ORGANISE A FOLLOW-UP ACTIVITY AFTER THE TRAINING COURSE?

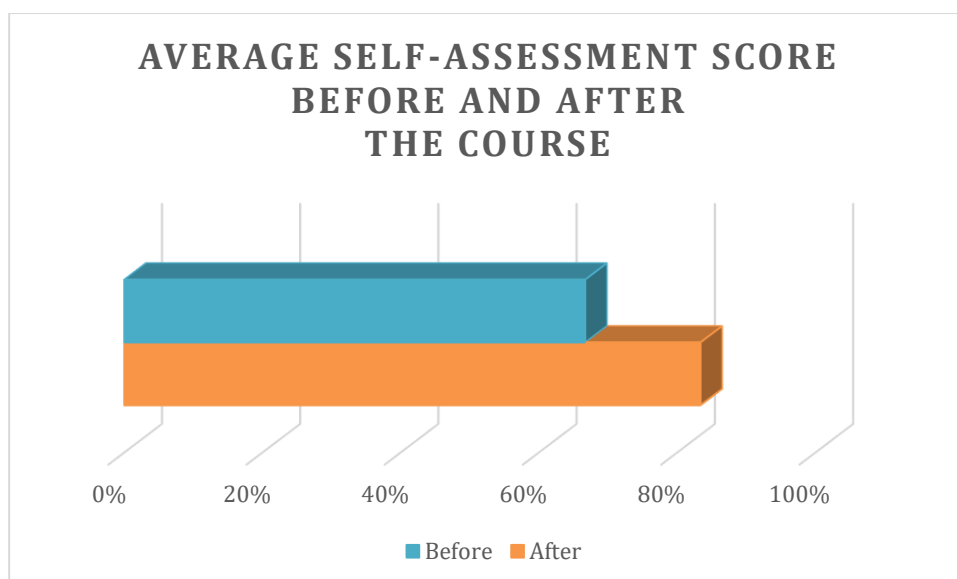




In addition to the above graphs, we checked **the average self-assessment score before and after the course.**

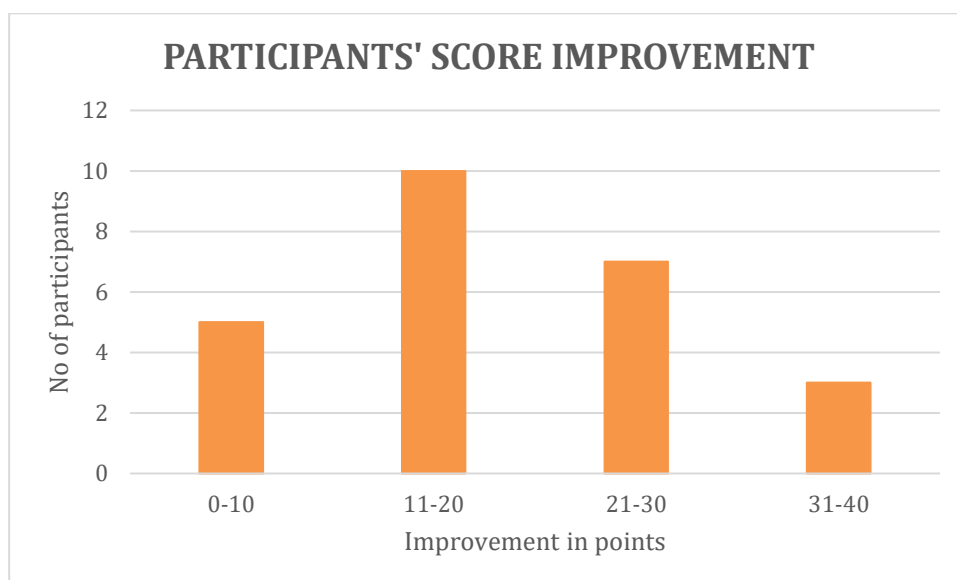
For the “Peace with Others” Training Course, the (imaginary?) **ideal peacebuilder** with profound knowledge of peace, fully competent in all types of skills related to peace work, and with the model attitude toward his/her work, would score here altogether **105 points (15x7)**. This constitutes 100%.

Our course participants rated themselves **70 points** before the course, and **87.5 points** after, which means respectively 67% and 83% – an **improvement of 16 percentage points (pp)**.



Obviously, not every participant experienced the same level of improvement, and it ranged from 0 to 34 points (on the 105-point scale), in general depending on the entry-level. There were some participants (e.g. the person with reported 0 points’ change) who rated themselves as very experienced in the peace topic in the ex-ante survey and who then went more humble (or realistic) in the ex-post survey.

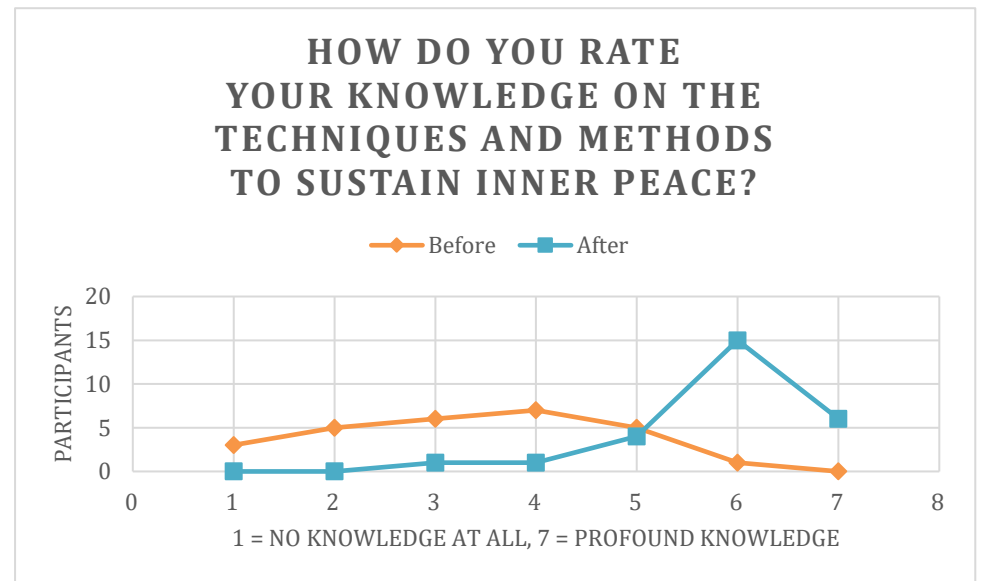
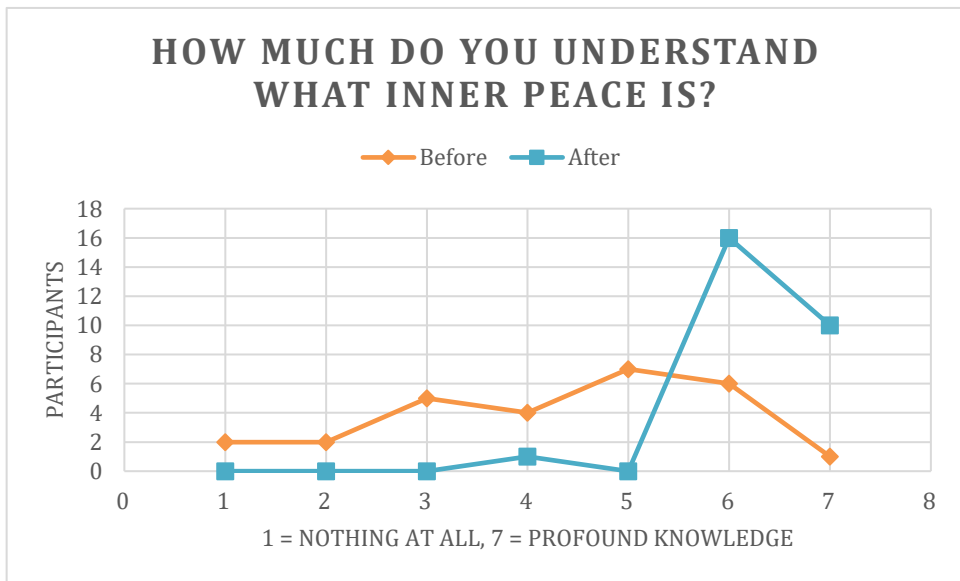
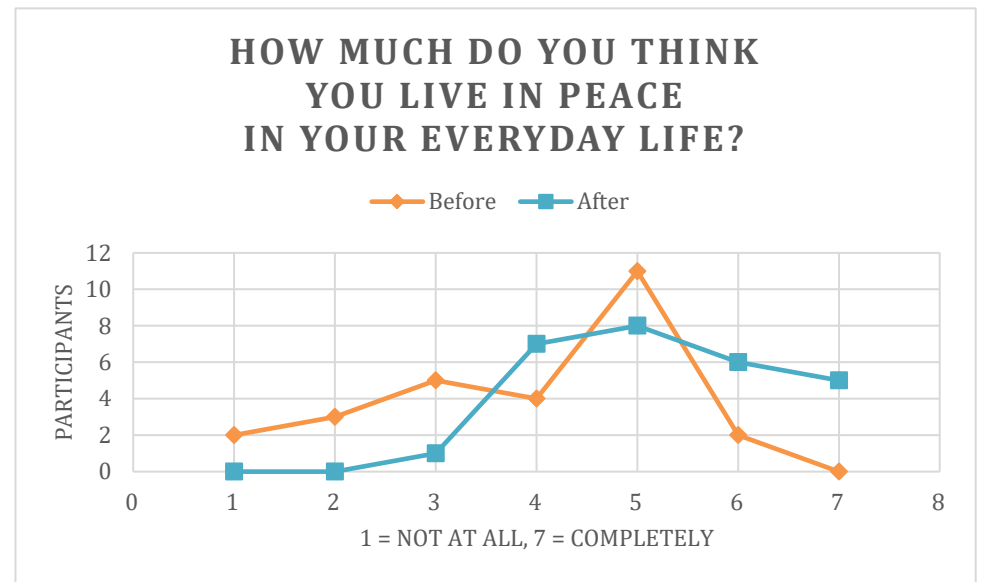
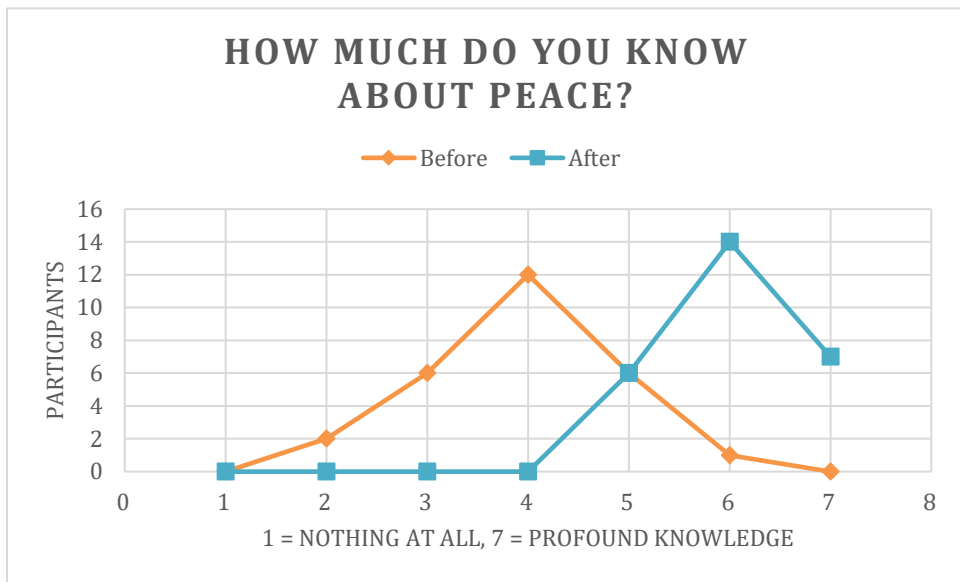
The graph below presents the improvement of the group's self-assessment score.



Summary of the key findings – “Peace with Others” Training Course

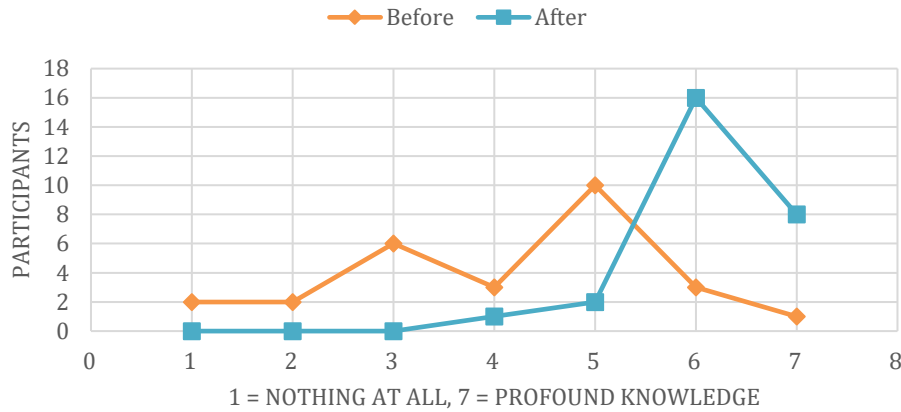
- The “Peace with Others” Training Course brought **positive results** to both the knowledge, skills, and attitudes of the participants.
- The analysis of ex-ante and ex-post surveys shows an **average improvement of 16 percentage points** (from 67% to 83%) on the way to the “ideal flawless peacebuilder”.
- The course **increased the knowledge of participants**, especially in the following aspects:
 - Understanding of Nonviolent Communication – an increase of 35%;
 - General knowledge about peace – an increase of 30%;
 - Understanding of peace with others – an increase of 29%;
 - Understanding of emotional and social intelligence – an increase of 29%.
- When it comes to the **increase in the self-perception of skills and implementation of the knowledge**, the biggest improvement was noticed in the following areas:
 - The ability to lead a 2-hour peace education workshop – an increase of 47%;
 - Nonviolent Communication skills – an increase of 28%;
 - Emotional and social intelligence skills – an increase of 27%;
 - Living in peace in everyday life – an increase of 21%;
- The group demonstrated **high motivation and commitment** to the follow-up activity already at the beginning of the course, therefore, a less significant change was observed here:
 - Motivation to organise a follow-up activity – an increase of 12% (from 5.6 to 6.2);
 - Confidence to organise a follow-up activity – an increase of 28% (from 4.8 to 6.1).
- The participants graduated from the course:
 - **Perceiving themselves as peacebuilders and peace activists/educators** – an increase of 33% (from 4.2 to 5.6);
 - **Perceiving themselves as changemakers** – an increase of 16% (from 4.9 to 5.7);
 - **Much more confident** about promoting peace – an increase of 23% (from 4.8 to 6);
 - With a **much clearer vision** of how they want to be active and work for peace – an increase of 29% (from 4.4 to 5.7).

“INNER PEACE AND PEACE WITH NATURE” TRAINING COURSE, OCTOBER 2022

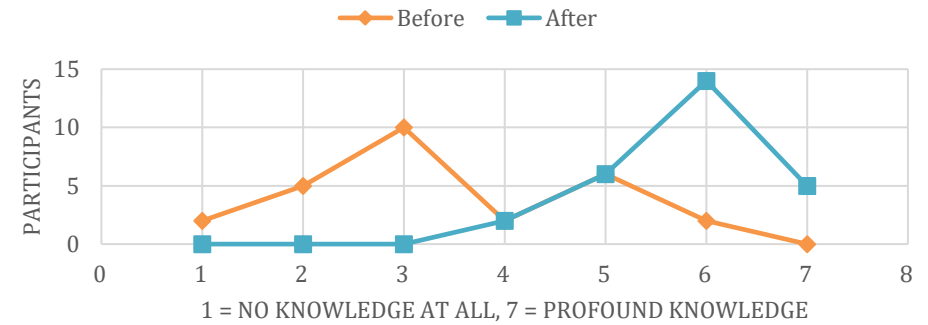


“INNER PEACE AND PEACE WITH NATURE” TRAINING COURSE, OCTOBER 2022

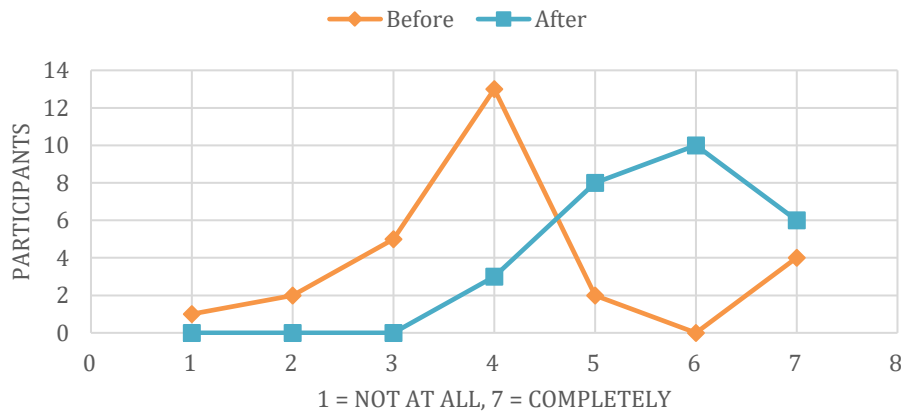
HOW MUCH DO YOU UNDERSTAND WHAT PEACE WITH NATURE IS?



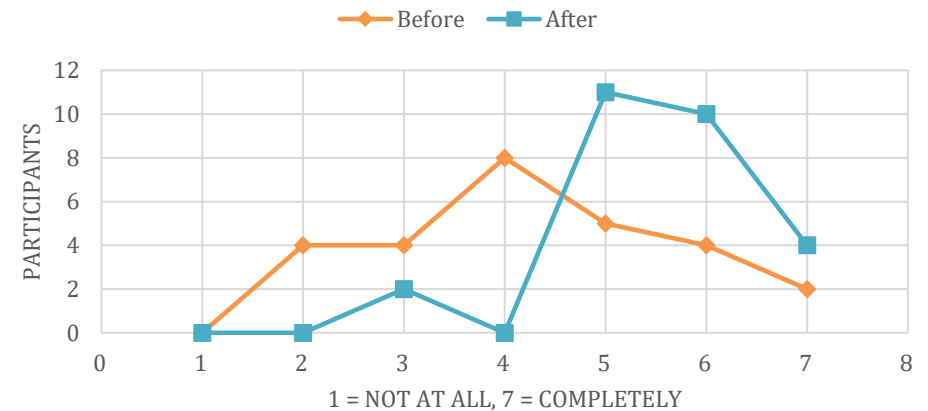
HOW DO YOU RATE YOUR KNOWLEDGE ON THE TECHNIQUES AND METHODS TO EXPERIENCE PEACE WITH NATURE?



HOW CONFIDENT DO YOU FEEL ABOUT PROMOTING PEACE?

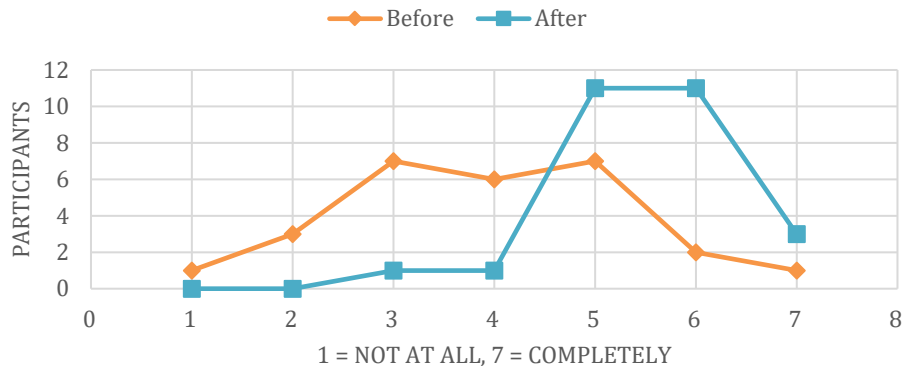


HOW MUCH DO YOU REGARD YOURSELF AS A CHANGEMAKER?

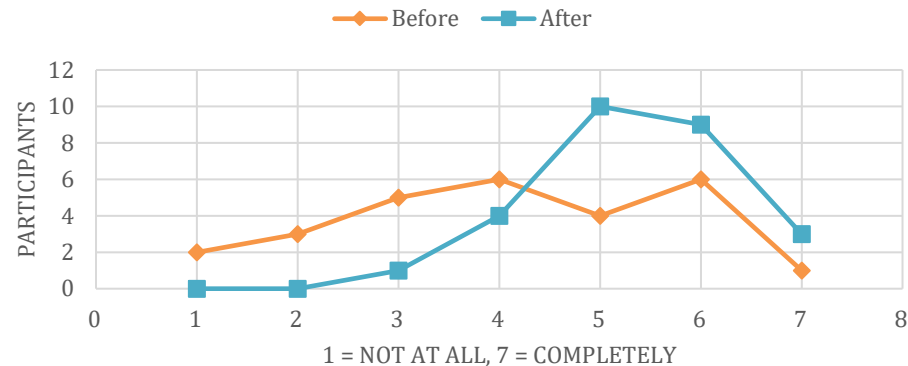


“INNER PEACE AND PEACE WITH NATURE” TRAINING COURSE, OCTOBER 2022

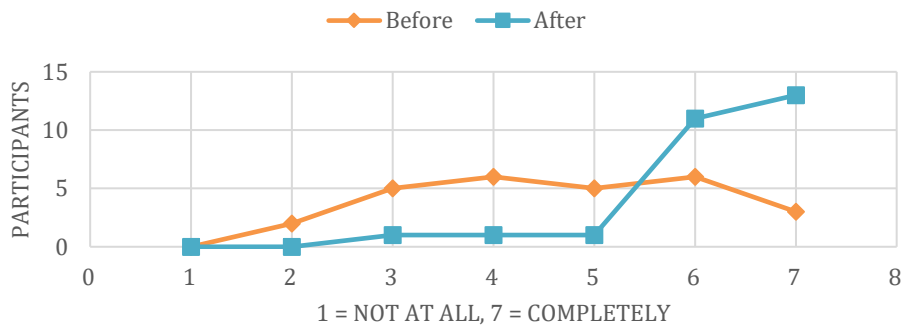
HOW MUCH DO YOU REGARD YOURSELF AS A PEACEBUILDER / PEACE ACTIVIST / PEACE EDUCATOR?



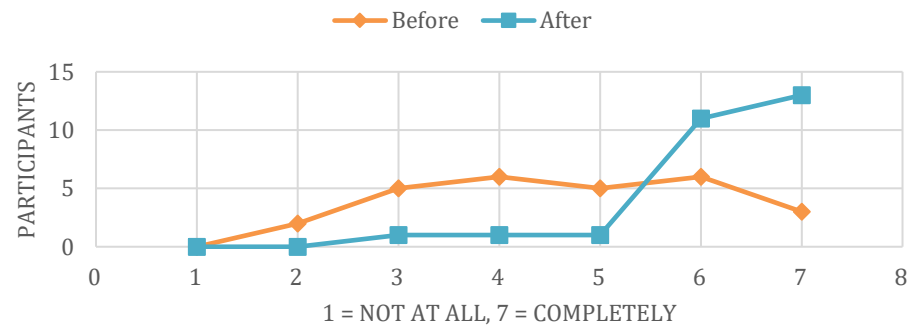
DO YOU HAVE A CLEAR VISION OF HOW YOU WANT TO BE ACTIVE AND WORK FOR PEACE?



HOW MUCH ARE YOU WILLING AND MOTIVATED TO ORGANISE A FOLLOW-UP ACTIVITY AFTER THE TRAINING COURSE?



HOW MUCH ARE YOU WILLING AND MOTIVATED TO ORGANISE A FOLLOW-UP ACTIVITY AFTER THE TRAINING COURSE?

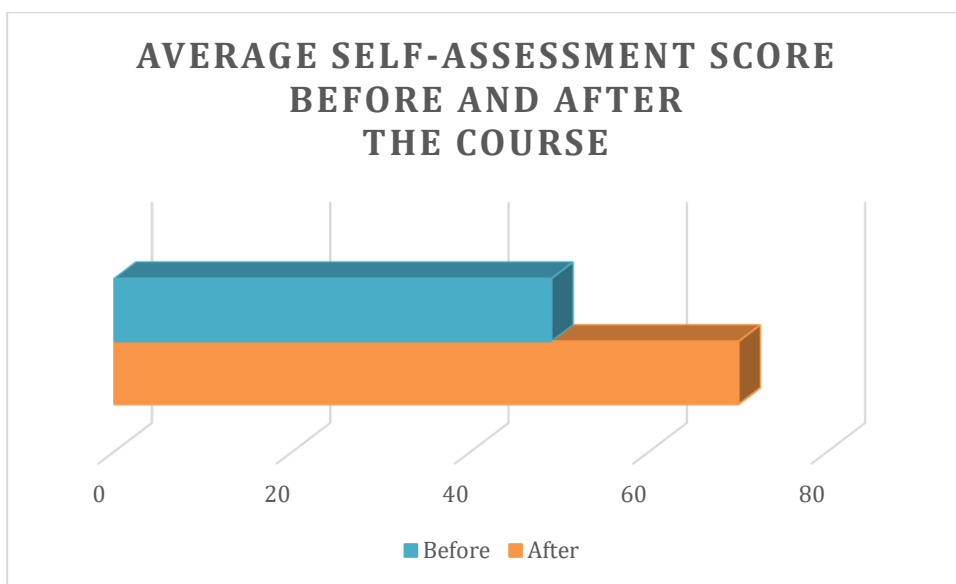


In addition to the above graphs, we checked **the average self-assessment score before and after the course.**

For the “Inner Peace and Peace with Nature” Training Course, the (imaginary?) **ideal peacebuilder** with profound knowledge of peace, fully competent in all types of skills related to peace work, and with the model attitude toward his/her work, would score here altogether **91** points (13x7). This constitutes 100%.

Please note that the survey had fewer 1-7 scale questions than the one used at the previous training course, hence the maximum result is different here! It was 91 points and *not* 105 points.

Our course participants rated themselves **49** points before the course, and **70** points after, which means respectively 54% and 77% – an **improvement of a staggering 23 percentage points (pp)**!

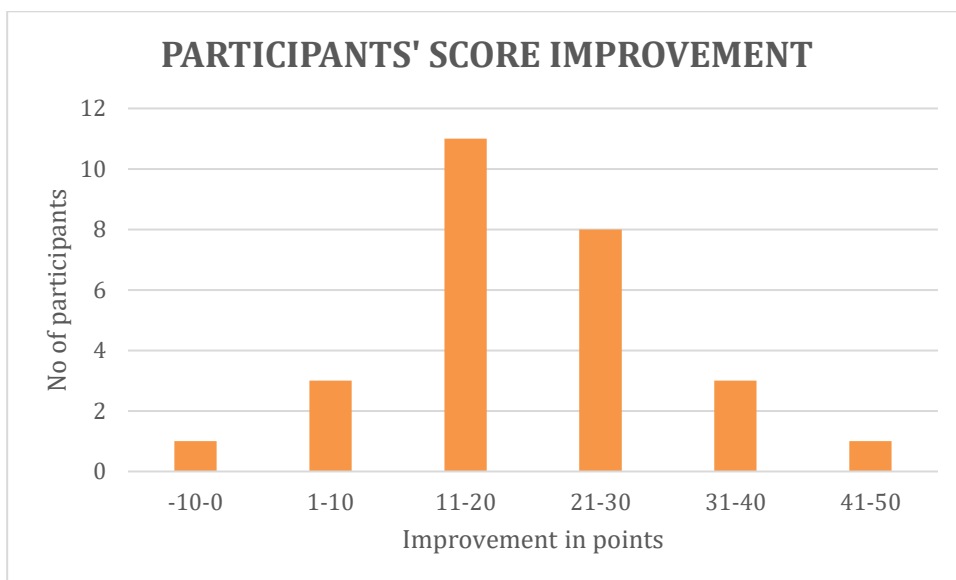


Obviously, not every participant experienced the same level of improvement, and it ranged from -2 to 41 points (on the 91-point scale), in general depending on the entry-level.

We were curious about the **participant with a lower score** for the ex-post survey (a change of -2 points) and we examined this person’s answers. In the ex-ante survey, they rated themselves as experienced and confident in the peace topic (66/91 points, much more than the average). In the ex-post survey, they rated themselves almost the same, apart from being less confident about promoting peace (drop from 7 to 5) and less clear about how they want to be active and work for peace (drop from 5 to 4). One interpretation could be that the person got overwhelmed with the many possibilities of promoting peace and was unsure of their way forward. Still, there could be also other factors.

There were also some **spectacular changes**, e.g. one participant went from 32 points to 73 points in one week! That’s an increase of 228%! But we are also happy with the average general improvement, which, in percentage (not to be confused with before-mentioned percentage points!), reached a 42% increase!

The graph below presents the improvement of the group’s self-assessment score.



Satisfaction with life – “Inner Peace and Peace with Nature” Training Course

Because of the course character, we also decided to measure the **participants’ satisfaction with life**. For this, we used the validated Satisfaction with Life Scale (SWLS) from 1985 by Diener, Emmons, Larsen & Griffin.

The participants reacted to the following 5 statements before and after the course:

- In most ways, my life is close to my ideal.
- The conditions of my life are excellent.
- I’m satisfied with my life.
- So far I have gotten the important things I want in life.
- If I could live my life over, I would change almost nothing.

They chose between answers on a scale of 7 possible answers from “strongly disagree” (1) to “strongly agree” (7), where the middle option was “neither agree nor disagree”. The answers were then coded into numbers, summed up and interpreted.

We present the results below.

Participants’ General Satisfaction with Life before and after our training course

RESULT	% OF PARTICIPANTS	
	BEFORE	AFTER
5-9 Extremely dissatisfied	3,7	3,7
10-14 Dissatisfied	7,4	0
15-19 Slightly below average in life satisfaction	7,4	3,7
20-24 Average score	33,3	18,5
25-29 High score	44,4	55,6
30-35 Very high score; highly satisfied	3,7	18,5

This result can be also presented as a graph. The higher the number, the greater the satisfaction level.



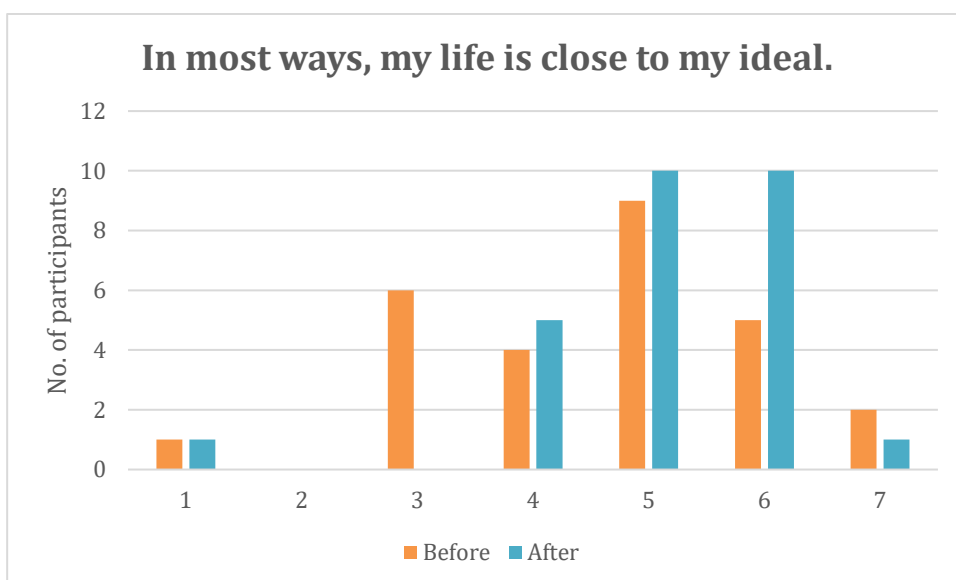
We can observe a sharp increase in persons with high and very high satisfaction levels with life. All of this thanks to a one-week training course!

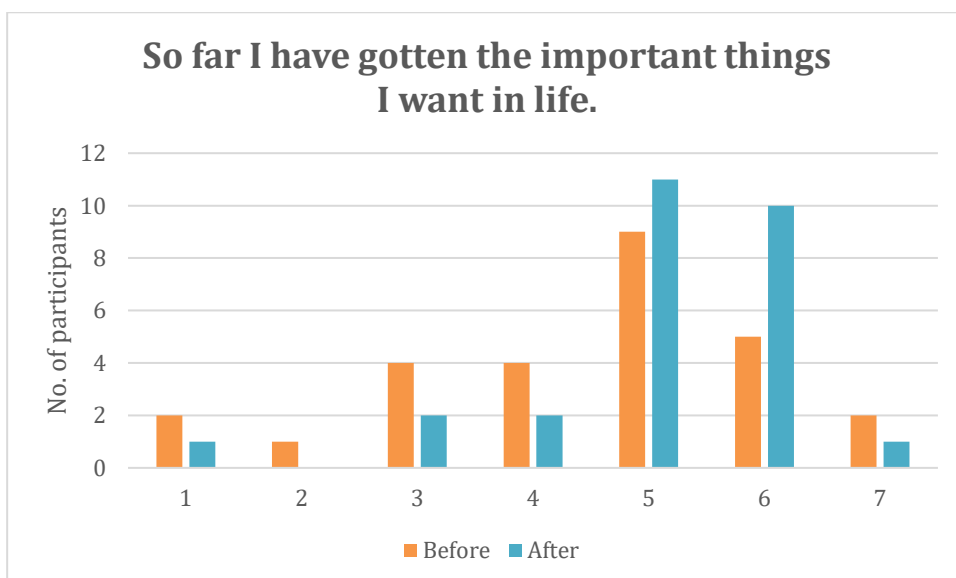
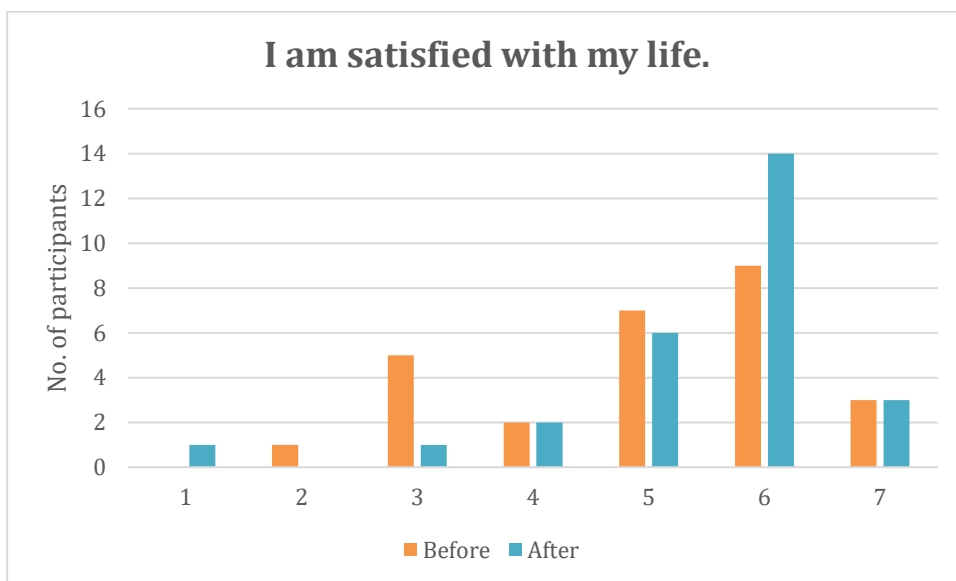
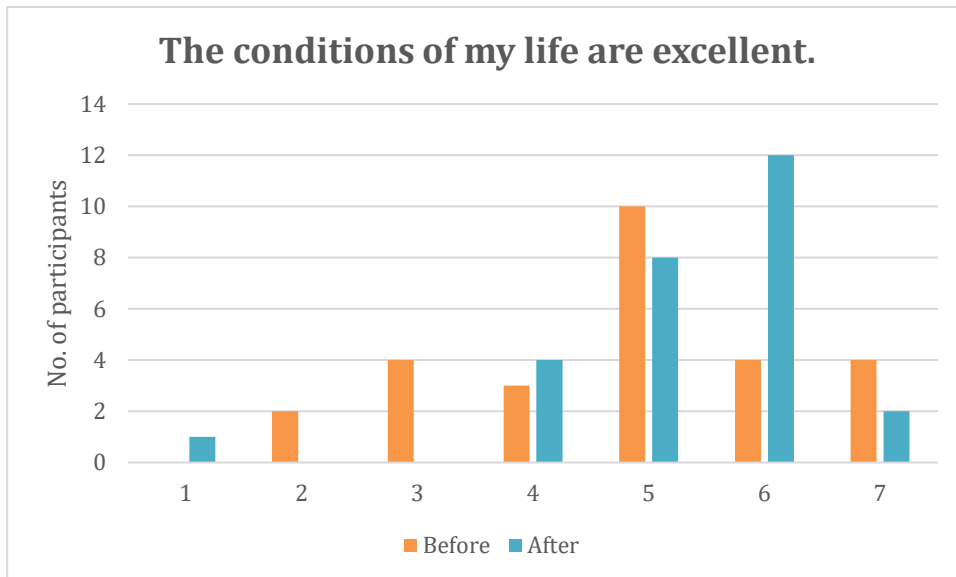
For those curious readers who would like to see also the changes concerning each question, and not only the general result, we present the 5 breakdowns below.

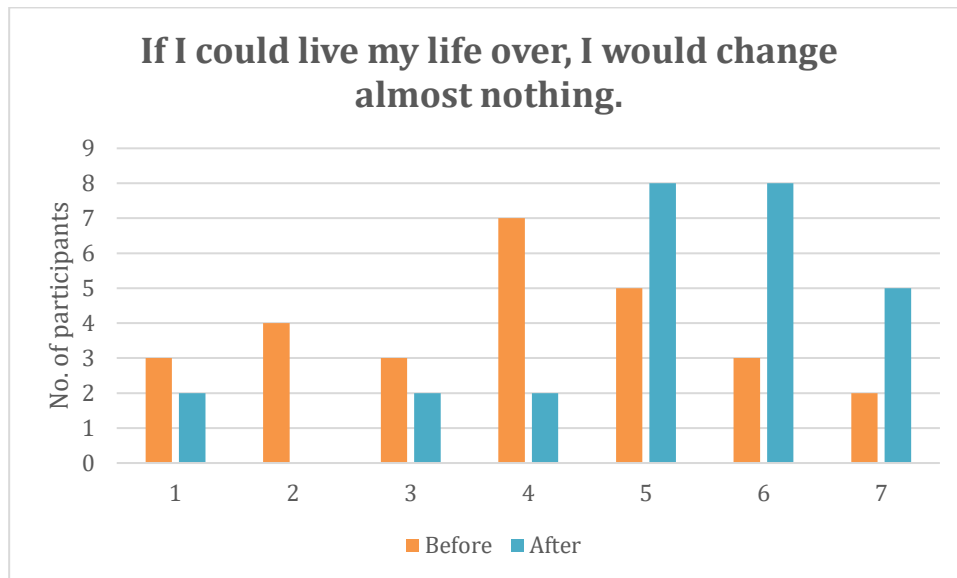
The scale used in the graphs is:

- 1 - Strongly disagree
- 2 - Disagree
- 3 - Slightly disagree
- 4 - Neither agree nor disagree
- 5 - Slightly agree
- 6 - Agree
- 7 - Strongly agree

In simple words – the higher the number at the bottom of the graph, the more satisfied a person is.







All in all, the results in all 5 questions indicate a sharp increase in life satisfaction as a result of the training course.

It can raise questions about the reasons for such an abrupt change. In the end, the training course neither changed the participants' past nor their material status or any other aspect of their life situation.

What could change, however, is the *perception* of the life situation by the participants, as well as their outlook on the future, with newly acquired skills, revised values, new attitudes and new plans.

We do not have more data to draw definite conclusions but in the future, it could be interesting to deepen this aspect of our impact research to understand the reasons for these changes and examine how long-lasting they are.

Summary of the key findings – “Inner Peace and Peace with Nature” Training Course

- The “Inner Peace and Peace with Nature” Training Course brought **positive results** to both the knowledge, skills, and attitudes of the participants.
- The analysis of ex-ante and ex-post surveys shows an **average improvement of 23 percentage points** (from 54 to 77%) on the way to the “ideal flawless peacebuilder”.
- The course brought an **increase to the knowledge of participants**, especially in the following aspects:
 - General knowledge about peace – an increase of 54%;
 - Understanding of peace with nature – an increase of 50%;
 - Understanding of inner peace – an increase of 48%.
- When it comes to the **increase in the self-perception of skills and implementation of the knowledge**, the biggest improvement was noticed in the following areas:
 - Techniques and methods to sustain inner peace – an increase of 77%;
 - Techniques and methods to experience peace with nature – an increase of 71%;
 - Living in peace in everyday life – an increase of 34%;
- The group demonstrated **high motivation and commitment** to the follow-up activity already at the beginning of the course, but even here, we observed a significant change:
 - Motivation to organise a follow-up activity – an increase of 17% (from 5.3 to 6);

- Confidence to organise a follow-up activity – an increase of 29% (from 4.6 to 6.3).
- The participants graduated from the course:
 - **Perceiving themselves as peacebuilders and peace activists/educators** – an increase of 41% (from 3.9 to 5.5);
 - **Perceiving themselves as changemakers** – an increase of 30% (from 4.3 to 5.5);
 - **Much more confident** about promoting peace – an increase of 40% (from 4.1 to 5.7);
 - With a **much clearer vision** of how they want to be active and work for peace – an increase of 29% (from 4.4 to 5.7).

Discussion points

It must be again underlined that the above results strive from a self-assessment score. An ideal way to scientifically measure the progress would be to combine self-assessment with an **observational study** – following the participants through their day and checking how they apply the new knowledge and skills in practice. This type of study is however difficult and costly to implement even within one company/department. Obviously, with our group living in over 14 countries, it was not an option.

In the future, it could be interesting to organise **additional focus groups** to understand the changes and dynamics behind the measured improvements – especially when it comes to the noticeably increased life satisfaction of the participants.

For projects where time and funds allow for a longer study, it would be interesting to measure the **sustainability of the changes** – are they short-term, e.g. lasting several weeks, or do they become permanent improvements?

Conclusions

Both training courses, organised within the “Peace for Change, Change for Peace” project by SCI Switzerland, brought a **positive change** to its participants at the levels of knowledge, skills, and attitudes relevant to the course, and regarding all levels of peace – intrapersonal, interpersonal, and with nature.

The **motivation** to be engaged in peace work stayed high with the group, and the participants developed a clear **vision** of how they wanted to work for peace and nonviolence.

It can be concluded that even if organising such a complex project, with international mobilities involved, is time-consuming and requires substantial funding, it is **definitely worth the effort**.

We know from many first-hand sources that the training courses offered by SCI Switzerland change the professional and private lives of our participants. We are happy that the science-backed methods confirmed this for the “**Peace for Change, Change for Peace**” project!

Goška Tur and Natalie Jivkova
Contact us at peace.practice@scich.org

Acknowledgements

We are very grateful to Movetia, which promotes exchange, mobility and cooperation within the fields of education, training and youth work – in Switzerland, Europe and worldwide¹.



Movetia provided financial support to our project and helped to educate and inspire a new generation of peacebuilders and changemakers.

This support was substantial for us to realise our ideas and turn dreams and plans into activities!

¹ This report reflects the views only of the authors, and the donor cannot be held responsible for any use which may be made of the information contained therein.