



PEACE FOR CHANGE,
CHANGE FOR PEACE

Evaluation report

* *Peace with Others* training course (19-25 May 2022)

* *Inner Peace and Peace with Nature* training course (13-19 October 2022)

by SCI Switzerland

Preface

This report includes a summary and analysis of the answers from the questionnaires received from participants from two training courses - ***Peace with Others*** and ***Inner Peace and Peace with Nature***, that were implemented as part of the Peace for Change, Change for Peace project. Both courses gathered as many as 56 participants from 14 countries.

Even though it is not the first project we have organised, we were very interested in learning about the level of satisfaction of the course participants with various aspects of the training courses, as well as we wanted to read opinions and proposals for improvement for future courses of this type.

Moreover, we wanted to check the impact of our courses on the participants' knowledge and skills.

Evaluation process

We decided to measure the results of the courses twofold:

- by evaluation surveys, shared with the participants straight after each training course;
- by impact surveys, which the participants filled in before and after each training course.

The evaluation surveys measured the satisfaction level with the training course and it also collected ideas for improvement, whereas the impact surveys measured the self-assessment of participants related to their knowledge, skills, and attitudes relevant to the course.

In this document, we explain the results of the *Evaluation Surveys*. Please consult *the Impact Report* for the full picture of the changes that occurred in the participants' level of knowledge, skills, and attitudes.

Both evaluation surveys are summarised in the following report. We received 43 responses to the evaluation surveys (the response rate being 77%), which was even more than expected, taking into consideration the “survey fatigue” by the survey length and both questionnaires.

Key findings

Both training courses received extremely positive evaluation results. More than half of the participants - **56%** - said they were *extremely happy/satisfied* with the training courses, with the further **33%** being *very happy/satisfied*, and **9%** - *rather satisfied*. One participant - or **2%** - was neither satisfied nor dissatisfied, and **nobody** was dissatisfied with the experience.

When it comes to more detailed aspects of the course, they were also very positively rated. The following numbers illustrate the *combined percentages of participants* who agreed or strongly agreed that they were satisfied with the following aspects of the course:

- preparation stage: the communication before the training courses: **95%**
- the training content: **95%**
- the diversity of methods of the programme: **93%**
- meeting needs and expectations: **91%**
- enjoying the group atmosphere: **91%**
- actively participating in the training: **91%**
- communication and support by the trainers' team: **93%**
- participant's level of understanding for the follow-up activities: **98%**

The exact measurement method and all answers are provided in the next chapter of the report.

One can note from the above breakout of the various training aspects that the level of **the overall training satisfaction is very high**.

From the detailed answers, we learn that the participants **liked the courses and learnt a lot about peace, its different dimensions**, and how to **be a changemaker and put in practice** the newly acquired competences in personal and professional life. Many of the participants shared that they found **new friends, expanded their network** and **feel motivated and inspired** to be a changemaker and build peace in the community.

The participants see themselves as **capable of putting the acquired knowledge and skills into practice**, and they are **confident about the follow-up actions**.

The participants also **felt safe** during the course and were mostly very **keen to share their opinions**, especially in smaller groups. Some of the participants liked the moments we were all together, while others enjoyed the work in small groups, the little talks and the laughter. Some participants pointed out the specific topic workshops that were part of the training, others - the energisers. And most of the participants shared that **they enjoyed all the moments and the overall experience during both training courses**.

The **trainers' team** received only positive, heart-warming comments, and their guidance during the courses was assessed as outstanding.

Regarding **recommendations for improvements**, we received some ideas, however, they always based on personal preferences, and therefore **often they were contradictory to the comments of others**. E.g. some people wanted more time in small groups (for discussion), others – exactly the opposite, some asked for more theory, others were happy with the theory-practice balance or even wanted more practice time.

Recommendations for more activities to be implemented outdoors were given after the first training. This is something that we took into consideration and already implemented for the second training in October 2022. Still, it is a good recommendation to keep in mind and plan more activities in nature for future similar projects.

All in all, the content and process of both training courses were evaluated very positively by the participants, and the proposals for improvement can help us to plan the next similar activities on the topic of peace-building even better.

On the next pages, we present all the evaluation statistics and the participants' additional feedback.

EVALUATION SURVEY – COMPLETE ANSWERS

The next section of the report presents the statistical measurement of the satisfaction indicators and a compilation of all answers and suggestions (impersonalised, if needed) provided by the participants.

Overall satisfaction with the trainings

The participants first answered the question:

“Please rate your satisfaction level with the training course”.

With 1 - *Extremely unhappy/dissatisfied* and 7 - *Extremely happy/satisfied*

The results were:

Choice	No. of answers	% of answers
1	0	0%
2	0	0%
3	0	0%
4	1	2%
5	4	9%
6	14	33%
7	24	56%

Modal value (most common result): **extremely happy/satisfied**

Satisfaction level with various aspects of the courses

Next, participants rated 8 statements on the “strongly disagree-strongly agree” scale.

1. I am satisfied with the information and support I received from the organisers BEFORE the training.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	2	5%
Agree	10	23%
Strongly agree	31	72%

Modal value (most common result): **strongly agree**

Average result* in %: **92%**

**The average result calculation is based on assigning a number to each answer and then calculating the average result as a percentage of the possible maximum. “I don't know” answers are omitted.*

Strongly disagree = 0, disagree = 1, agree = 2, strongly agree = 3

E.g. if everybody answers “strongly agree”, the result will be 100%, and all persons voting “disagree” would be 33%. The higher the percentage, the bigger the satisfaction level.

2. I am satisfied with the training content.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	2	5%
Agree	13	30%
Strongly agree	28	65%

Modal value (most common result): **strongly agree**

Average result in %: **89%**

3. I am satisfied with the training methods.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	3	7%
Agree	11	26%
Strongly agree	29	67%

Modal value (most common result): **strongly agree**

Average result in %: **91%**

4. The training course met my needs and expectations.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	4	9%
Agree	18	42%
Strongly agree	21	49%

Modal value (most common result): **strongly agree**

Average result in %: **85%**

5. I enjoyed the group atmosphere.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	4	9%
Agree	11	26%
Strongly agree	28	65%

Modal value (most common result):

strongly agree

Average result in %: **91%**

6. I actively participated in the training.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	4	9%
Agree	14	33%
Strongly agree	25	58%

Modal value (most common result): **strongly agree**

Average result in %: **88%**

7. I am happy with the trainers' team.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	3	7%
Agree	7	16%
Strongly agree	33	77%

Modal value (most common result): **strongly agree**

Average result in %: **94%**

8. I have a good understanding of what is expected from me for the follow-up activity.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	1	2%
Agree	15	35%
Strongly agree	27	63%

Modal value (most common result): **strongly agree**

Average result in %: **88%**

The following explanation was received regarding the above rating:

- THANKS FOR EVERYTHING!
- Maybe think of a continuation course to get deeper into the theory and Practice. I understand this was a beginners course, but know that there is interest in getting into more detail.
- Thank you very much for the opportunity to enrich my experience in peaceful communication. I enjoyed my time during these.
- I really enjoyed this course and I am very happy to have been chosen among so many candidates, I feel it like a privilege to have be allowed to participate to it. Tanks to all the persons that made it possible.
- Overall it was all good time and learning a lot, only that the time of the training was a bit too much sometimes. I did enjoy learning new methods and I was constantly thinking of how I can start using them and also share with others.
- being located next to the forest was awesome; the rooms were too crowded for such a long training, especially in regard to the window situation in the smaller dorms
- It was well organized. Thank you Natalia & Goska and the organizers and coordinators for the arrangements
- I was very happy to meet all participants, coming from different cultures.

Learning outcomes

Below you will find answers to the question *What have you gained / learned / developed during the training?*

- Knowledge about peace
- Knowledge on peacebuilding and NVC
- Skills 1-to hold your emotions, 2-to avoid NVC
- NVC and that I wasn't using it even when I was sure I am doing it and I am good at it. I can be vegan. Sharing room and the shower with 20 people and not being so much stressed about IT.
- Gained knowledge about NVC much needed and Conflict resolution
- new methods
- Gained weight...:) I'm good. Serious talk now I gained knowledge on NVC/ learned about new methods, new energizers, and I developed an idea on how to deal better with problems.
- I learned more about non-violent communication

- Knowledge about different concepts, tools, methods and approaches that I was not familiar with or was not applying as accurate as I wish. Ability to think about my needs in a broader spectrum. Opportunity to meet inspiring people from many different backgrounds and cultures.
- I've gained a deeper understanding about NVC and it's use in the daily life, a lot of good peace building practices and activities that I'm planning to implement during the dissemination phase.
- Learn about emotions and how to manage different situations
- There some new concept, energizer that I will take it with me.
- I gained a lot of confidence and knowledge related to peace. I can understand my emotions and emotions from othes way better then before.
- Most importantly - motivation and inspiration
- How to make a difference between emotions and feelings. How to use non-violent communication in different situations
- Communication skills also how to teach in a non-formal way. Team building NVC Stepping out of comfort zone
- What's peace, non-violence communication, 5 methods of dealing with conflict.
- I've learned new things about nvc and volunteering and it was really inspiring to me
- Appreciation for my work I work for peace in the world.
- I think that I overestimated my knowledge before the training course. I've learned a lot, especially on the topic of non-violent communication and expressing needs. This is knowledge that I will use in my personal life as well as on workshops.
- Lots of examples on Non-violent communication. Way of dealing with conflicts with people
- This trading helped me remember, that thinking of peace from time to time, might make the world a better place..
- Although the content wasn't new to me, I learned new ways to approach and teach it. The interactive and playful activities were super! I also gained new friends and possible networkers for our projects.
- I actually got back to the informations that I learned before. But the program was proper and I liked the way that trainer's organized the topics.
- Networking, some methods and games to apply
- I'm much more calm and connected with myself
- Many tools to help me find inner peace and lots of experiences from participants
- I met beautiful people, I have a clearer idea of peace, inner peace, peace with nature, happiness, stress, gratitude and how they are connected.
- a lot of new techniques, methods
- I gained knowledge, learned techniques, made new friends.
- I think that during the training I gained knowledge regarding peace as a broad topic; it's one of my most needed things nowadays. I haven't been in peace for a long time and I think that with our daily routines we hardly know how it is to live in peace. I enjoyed the activities, which I believe will help me live a more fulfilling life.
- friendships; inspiration to implement techniques for inner peace in my daily life; motivation to put my ideas into action; curiosity to try more gong meditations; a break from the outside world = surrounded by this wonderful group of people
- We got to know the concept of inner peace with nature, techniques and methods
- _ The concepts of inner peace and peace with Nature.
 - _ Develop my knowledge and skills about extracurricular activities.
 - _ levels of peace
 - _ work with team as family members

_ how to save the forests

_ the meaning of nature.

- I learned a lot about my inner peace, my silent time and how I needed to go on ..
- There were many useful sessions during the training, including ones about happiness, gratitude and stress, which I appreciate a lot. They made me think more about my life and the way I behave. I learned more about myself for sure!
- Realized how important the inner peace and how the nature and meditation helps in attaining it
- Useful (and easy at the same time) tools and methods to evoke & provoke inner peace when needed; practical knowledge when it comes to spending meaningful time in nature.
- New experience, skills and friends 😊
- concept of peace
- I think I learned a lot about being in peace with myself, having done the exercises and practices during the training I consider myself capable of developing more in this sphere.
- I feel that I have gained a lot in knowing other realities, about peace in other countries. I have learnt a lot of different tools to find peace, to practice it on a daily basis. I have also learnt how an uneasy situation may be the inner core for a peaceful solution.
- How to deal with Stress (methods , meditation, happiness plan, how to be more peaceful.

Most enjoyable moments of the courses

The following moments were named the most enjoyable ones:

- Training workshops, evening activities
- When we shared our experiences and it was a safe space
- Discussion and sharing conflict stories
- Group work games, Zurich with friends
- Working groups and open space
- group activities
- Every moment ❤️
- Different activities and energizers
- Energizers; the arrival of the participants and their introduction; Pascal's stories over dinner; the food; Mela dancing.
- The hot showers, exchanging ideas with the others, the evening, less formal sessions.
- The meals
- Every moments was very good and make me feel like in a small family.
- Free time in Zurich with my friends
- Most of them. The whole week was Wonderful
- The last day activities when participants organized workshops by themselves.
- Activities NVC day, Sunday afternoon was important. Talking with everyone singing night
- When everyone in the group was sharing personal information impressions or feelings
- Group was amazing and I enjoyed exchanging energies and ideas with all participants
- Everything.
- Whole Saturday and Sunday! Coffee breaks :) helping in the kitchen, walks in the neighborhood, gathering together
- The evenings talk about peace, mimics, theater roles per group (something less theory), the energizers, laughing

- Everything from the sessions to the group parties after them.
- Energizers, the activities on Day 3, the breaks and meals to meet and talk to different people.
- Staying at the stone tables, the day off and getting to know each other.
- Group activities, common materials creation, various kind of activities.
- The gong concert and the silent hours
- All about inner peace and silent time
- The silence afternoon and the gong meditation.
- Forest bathing, gong bathing, company
- Working in groups, getting to know and understand the participants perspectives during the different workshops.
- Forest bathing was the cherry on top.
- gong meditation; the general group atmosphere - open-minded 6 warm-hearted people; free hugs; raisin-exercise; listening exercise; the recipe for happiness collection; family reflections
- meditation and forest activities
- Meditation
Shinrin yoku
Silent time
- Meditation, silent time , methods for inner peace , actually all the activities were so nice I enjoy it a lot .. I wish I join the next training course again.
- Almost all of the sessions I really enjoyed! Maybe I would choose meditations, yoga in the morning, silent time, forest bathing. Also everyday moments with other participants were precious, even the dishwashing was a useful time, which we used to talk about ourselves and meet each other. :)
- Almost all the activities are the best especially the Gong meditation and forest bathing
- Time affluence; shinrin-yoku; morning yoga; energisers; meeting the individual participants; "theatre play" on the last day.
- Our activities, socialising with other people, 'silence time', nature, music evenings,etc.
- forest bathing, gong bathing, evenings
- The Forest Bathing
- I loved the forest bathing, all the little practices after the theoretical parts, doing the land art session, the meditation, ...reuniting with the family :)
- Group meditation

Suggestions for improvements for next training courses

In this section of the survey, we asked about suggestions for improvement for next similar training course.

We collected the following feedback:

- More practices in nature/outside, fewer phones
- Accommodation
- Better accommodation, more free time for exploring
- Apart from accommodation and food nothing
- No specific comments on the training, except the food options.
- More activities in nature if possible
- At least one more shower, please.

- Clarify the goal of each session and it's possible implementation in practice. Why we are talking about it and how it's gonna be useful for us?
- Change the environment of some activities, not to stay always in the Scott house
- More practical information that we can implement at work.
- Im not sure, other than venue everything was amazing.
- More outdoor activities and better accommodation with more showers.
- Shower, vegan diet should be optional. More examples for conflict resolution
- Include more psychological knowledge/ information about the tendency and the motivation of the nonviolent communication.
- If you need anything, count on me and Tierra de Paz.
- Nothing to improve, it was perfect.
- More standing up activities, more deep conversations during the day (less during the evenings), more theater roles, spending more time outside, bigger space to sleep and the training room, a rule of no music (beginning of the evening and starts at 10pm so we can have a quiet moment)
- 1. A pet around the house.
2. Maybe a more organized accommodation; although we had fun as it was.
3. Having Goska and Natalie both there!
- Accommodation with heating and enough indoor space, in October it may already get cold!
- To find a scout house but with max.4 people in a room and to be able to move properly and to have more toilets and bathrooms of course and to maintain them! Regarding the topics to escape maybe some games (warm up-s) and to have more professional info).
- Forest bathing in small groups. More development to act for peace with nature, going deeper on this subject
- smaller groups for forest bathing and maybe split this training in two separate trainings
- Maybe to have more outdoor activities.
- At times I found the programme was too tight, especially regarding the evenings. Even though the sessions were optional, they were too interesting to miss. Towards the end of the training, I felt quite exhausted, also due to the lack of sleep.
- The session about techniques on how to find and sustain inner peace seemed chaotic. I had expected more input from the trainers for this session (similar to how it was later done for the happiness session). I found the info beforehand on what is inner peace was too short. Here, some science or quotes would have been good.
- In regard to the follow-up actions I would have found it more helpful to learn about practical topics (how to get started, how to overcome obstacles, how to convince people etc.) rather than concrete ideas (which were mostly not new to me).
- More sessions
- I'm not sure you should change anything at all, it was perfect for me! Especially your attitude and kindness towards us ❤️
- They had done a very good job, need no suggestions :)
- More outdoor activities
- I was very impressed by the quality of the elements you taught us. I think one could encourage the participants to prepare themselves (not many people had read the documents), and maybe think about the follow-up activity not only on the last day.

Feedback to the trainers

In one of the last questions, we invited the participants to provide feedback to the team of the trainers: Natalie Jivkova from CVS Bulgaria and Goška Tur from SCI Poland. These are the comments we received:

- Great
- They were very friendly and very interactive.
- Amazing as always 😊
- Keep up the good work ❤️
- I really enjoyed that both of them were very understanding and kind. And communicating with them was easier.
- I think they got the proper balance that I need and am willing to receive from trainers. I never realized it until I started thinking about it now.
- Both of them respecting and treating us like friends, and colleagues. Understanding that pandemic and a lot of things happens this last two years, this training was more than need.
- They were great! Lovley, friendly, full of understanding.
- The ONLY activity i would change is the playing Chinese whispers (where groups are in line and act different emotions and try to guess what was the correct one). For me it was fun, but i didnt get any insight from it. Otherwise i really enjoyed the programme. Good job guys.
- The teamwork between both of you were very smooth and productive. Both of you supported participants where they needed some help. I do not have anything to add because for me as trainers you were very professional.
- You are great! Good connection between you two, you complete each other.
- They were the best, I loved their methods and energy 💕
- Wonderful job and training! Thank you and I long to be able to coincide and work together in the present-future. Congratulation and thanks again!!
- Nothing to improve
- The food was amazing. The organisation and the way of presenting the topic as well. Everyone was on time and were interested by the topic of peace. We had small responsibilities each day :)
- I enjoyed almost everything. I of course know that this is not science. What we learn in these kind of trainings needs interpretation. I believe the training made us think; and that definitely is important.
- You are great trainers Natalie and Goška! Thank you so much for all your work and dedication!
- Natalie and Goska are great. They did their best in each session. They managed perfectly all the situations and transfered as many infos as they could. I loved both of them. They are amazing team.
- Amazing! 💕 Thank you, girls, for the energy, flexibility and the vibe. You are really professionals
- professionals
- Very friendly and professionals
- They were amazing, warm , caring and wonderful
- They are so good in their work, always so nice and joyful. Thank you so much for everything
- Maybe more strict rules about being on time and food sharing. Otherwise fantastic workshop and plenty of space to share our own experiences. You did great!
- Thank you very much. I think that you make a really good team. You complement each other really well.

- you were very nice, polite and professional
- They were both really good!
- You are both wonderful human beings :-) I found that you complemented each other very well during the training with your different personalities, interests and approaches. I really loved the interactive approach with many different exercises and games both in groups and as individuals plus the option to go outdoors sometimes. And I liked the visual approach with flipchart sketches, videos etc. I found that you seemed as a part of the group (no feeling of hierarchy) and at the same time you were always available if anyone needed support - thanks for that! The mix between science and personal experience was good.
- Very professional, friendly and cheerful. They have flexible, interesting and cooperative training methods. Excellent preparation for the course of activities and information.
- Friendly, professionals, helpful, qualified.
- They were amazing, warm and caring
I have to thank them for everything
I wish I meet them again in a training course
- Natalie and Goška, you are one of the best trainers I encountered! And I mean it for real. Thank you for your dedication. I like the style of leading the sessions, your kindness and knowledge, it is obvious that you do what you love and with passion, otherwise it wouldn't look like this! Thank you for sharing your knowledge with us, I have a feeling I gained a lot of inspiration to live with peace and to be grateful for everything I have, thanks to you :)
- They are the best trainers one cannot ask for more :)
- Dream team. They complement each other in the best way possible. Wouldn't change anything even if I could.
- Natalie and Goska are just perfect! I enjoyed mostly every part of the training.
- They were both friendly and understanding to the point I felt free to talk to them about even more personal issues.
- I was really impress of the quality, the way you balanced and completed each other with your competences, personalities and experiences. You gave us a beautiful and very free frame to develop ourselves. My only point would be to maybe have been a bit clearer with the rules that maybe each one of us does not understand the same (presence / seriousness during the training, alcohol consumption...), but I guess it is not an easy task as we are all grown up :)
- Everything that you do was amazing and a really like it, you were so cool and tolerant to us and thank you so much for the amazing experience and sessions.

Other comments and impressions

In the last section of the evaluation survey, dedicated to remaining comments and impressions, apart from numerous thank-you's we received the following input:

- Please organize more trainings like this and let me know ❤️
- Thank you for a lovely experience
- Thank you so much for this project. It was just what I needed at this point in my life. I hope I can use my new skills in motivation in a meaningful way.
- Wishing you all the best :)
- Thank you all for giving me some very special and unforgettable days here in Switzerland! ❤️
- Thank you for choosing us to be part of this training!
- <3

- More personal space for the participants next time
- I'm happy to participate in this great training course, and the training team are qualified and experienced.
- I am very glad and happy that I attended this event. Thank you once again for selecting me :)
Looking forward to more such projects from SCI to participate
- One of the best experiences in a well-chosen place
- Thank you so much for putting some much effort and offering me this life-changing opportunity!
Take care, and looking forward to meeting you again sometime!
- See you on some other project