



# FROM DREAMS TO ACTIONS

TOGETHER FOR A PEACEFUL FUTURE



## “From Dreams to Actions” Online Training Course by Service Civil International 15 September – 3 October 2021

### Evaluation report

#### Preface

This report includes a summary and analysis of the answers from questionnaires received from the From Dreams to Actions Online Training Course participants.

The training course gathered as many as 29 participants from 13 countries.

Even planned to happen in person, the pandemic forced the preparatory team to move it to an online space. Therefore, we were very interested in learning about the level of satisfaction of the course participants with various aspects of the training, as well as we wanted to read opinions and proposals for improvement for possible future courses of this type.

Moreover, we wanted to check the impact of the course on the participants’ knowledge and skills.

#### Evaluation process

We decided to measure the results of the Course twofold:

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

The evaluation survey measured the satisfaction level with the training 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 for the course topics.

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

We received 19 responses to the evaluation survey (the response rate being 66%), which was a bit less than expected, but we are taking into consideration the “survey fatigue” by internet users and the survey length as well as the busy life of each participant in the current situation, combining the training with everyday duties such as work and study.

## Key findings

From Dreams to Actions Online Training Course received very positive (and sometimes: extremely positive) evaluation results. **58%** of participants said they were *very satisfied* with the whole online training (with a further **36%** being *extremely satisfied*, and **6%** - *rather satisfied*), and **nobody** was dissatisfied with the experience.

When it comes to more detailed aspects of the course, the course received even better average *satisfaction level* results (100% being the highest grade):

- preparation stage: the communication before the course: **100%**
- the content and the diversity of methods of the program: **100%**
- the intensity and structure of the program (working days/sessions): **68%**
- meeting needs and expectations: **94%**
- enrichment and usefulness of the parallel sessions: **78%**
- easiness and usefulness of the online communication channels and tools: **94%**
- participant’s level of understanding for the follow-up activities: **84%**
- enjoying the group atmosphere: **100%**
- actively participating in the training: **84%**
- communication with the trainers’ team: **100%**
- support provided by the trainers’ team: **100%**

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 answers to the first question on the overall training satisfaction were more modest/cautious (it could be also because the question was posed at the beginning of the survey), and further answers brought even better results.

From the detailed answers, we learn that the participants **liked the course and learnt a lot about peace, its different levels, peace activism, peace education and peacebuilding, advocacy, campaigning, street actions and civic engagement**. Additionally, they acquired a better understanding of the learning process and online facilitation. 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 **capable of putting the acquired knowledge and skills into practice**, and they feel ready **about the follow-up actions**.

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 energizers. And **most of the participants shared that they enjoyed all the moments and the overall training**.

The **trainers' team** received only positive, heart-warming comments, and their guidance and support during the course were assessed as professional and amazing.

Regarding **recommendations for improvements**, we received various ideas, however, they were always based on personal preferences, and therefore **often they were contradictory with 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.

One suggestion, however, was repeated by almost everyone is **to make the parallel session NOT parallel** but at different time slots so if participants want, they can join all the workshops. This is something we kept from the original plan for the training to be in person but is definitely something that could be done when training is organized in online settings.

Participants also suggested having **more time for homework assignments and the organization of the campaign** for the International Day of Peace. It was a very short period between the session for the preparation and the campaign itself.

The other main comments were in the direction of **when the sessions to be run** - some participants are with preferences to have more sessions during the week and a less intensive weekend schedule, while others prefer to meet more in the weekend due to work and study duties during the week time. So this is still something to be explored in the future of how to find the efficient balance of sessions structure and daily program to answer the participants' needs and personal situations.

And last but not least, even if participants were grateful for this opportunity to join the online course, they also recommend and wish that training can be organized **in real, in-person settings**.

All in all, the content and process of the From Dreams to Action Training Course were evaluated very positively by the participants, and the proposals for improvement can help us to plan the next online activity on the topic of peace activism 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 training participants.

### Overall satisfaction with the online training

The participants first answered the question:

“Please rate your satisfaction level with our online FDTA training.”

The results were:

Choice	No. of answers	% of answers
Extremely dissatisfied	0	0%
Very dissatisfied	0	0%
Rather dissatisfied	0	0%
Rather satisfied	1	6%
Very satisfied	11	58%
Extremely satisfied	7	36%
I don't know	0	0%

Modal value (most common result): **very satisfied**

Average result\* in %: 86%

*\*The average result calculation is based on assigning a number of points to each answer, summing them up, and then calculating a percentage of points reached in comparison to the maximum possible result. Extremely satisfied = 5 points, very satisfied = 4 points, rather satisfied = 3 points, rather dissatisfied = 2 points, very dissatisfied = 1 point, extremely dissatisfied = 0 points. The higher the percentage, the bigger the satisfaction level.*

### Satisfaction level with various aspects of the course

Next, participants rated 11 statements on the “strongly disagree-strongly agree” scale.

**1. I am satisfied with the preparation of the training - the communication and the information I received before the start of the training.**

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	0	0%
Agree	4	21%
Strongly agree	15	79%

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

Average result\* in %: **93%**

*\*The average result calculation is based on assigning a number of points to each answer, summing them up, and then calculating a percentage of points reached in comparison to the maximum possible result.*

*In the above question and the next ones, strongly agree = 3 points, agree = 2 points, disagree = 1 point, strongly disagree = 0 points. 100% means the highest possible result (extreme satisfaction, happiness, engagement etc., depending on the nature of the question).*

**2. I am satisfied with the content and the diversity of methods of the programme.**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	0	0%
I don't know	0	0%
Agree	4	21%
Strongly agree	15	79%

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

Average result in %: **93%**

**3. I am satisfied with the intensity and structure (working days/sessions) of the programme.**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	1	6%
I don't know	5	26%
Agree	8	42%
Strongly agree	5	26%

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

Average result in %: **76%**

*People who answered "I don't know" were not calculated in the average result's calculation, for obvious reasons.*

**4. The training content met my needs and expectations.**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	1	6%
I don't know	0	0%
Agree	8	42%
Strongly agree	10	52%

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

Average result in %: **82%**

**5. I find the possibility to choose sessions from the parallel ones according to my interest useful and enriching.**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	1	6%
Disagree	2	10%
I don't know	1	6%
Agree	9	47%
Strongly agree	6	31%

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

Average result in %: **70%**

**6. I am satisfied with and it was easy to use the online communication channels and tools used during the training (Zoom, Whatsapp, Trello, Padlet, Jamboard, etc.)**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	0	0%
I don't know	1	6%
Agree	7	36%
Strongly agree	11	58%

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

Average result in %: **87%**

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

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	1	6%
I don't know	2	10%
Agree	7	37%
Strongly agree	9	47%

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

Average result in %: **82%**

**8. I enjoyed the group atmosphere.**

<b>Choice</b>	<b>No. of answers</b>	<b>% of answers</b>
Strongly disagree	0	0%
Disagree	0	0%
I don't know	0	0%
Agree	2	10%
Strongly agree	17	90%

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

Average result in %: **96%**

### 9. I actively participated in the training.

Choice	No. of answers	% of answers
Strongly disagree	2	10%
Disagree	1	6%
I don't know	0	0%
Agree	3	16%
Strongly agree	13	68%

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

Average result in %: **81%**

### 10. I am happy with the communication with the trainers' team.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	0	0%
Agree	0	0%
Strongly agree	19	100%

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

Average result in %: **100%**

### 11. I am satisfied with the support provided by the trainers' team.

Choice	No. of answers	% of answers
Strongly disagree	0	0%
Disagree	0	0%
I don't know	0	0%
Agree	1	6%
Strongly agree	18	94%

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

Average result in %: **98%**

### The following explanation was received regarding the above rating:

- The training course most certainly met my expectations and helped expand my knowledge on the concept of peace. Natalie, Goška and Hasna, as well as trainers like Thomas, Genti and Chantal, did an excellent job in maintaining a friendly and positive atmosphere throughout the three weeks.
- The training was designed perfectly. This was the only online course I have ever enjoyed.
- I loved being a part of the group and sharing many ideas with open-minded people.
- Everything was great. In my opinion, it will be good to have the opportunity to participate in all sessions. That is maybe something to think about for the next training.
- Everything was ok.
- I wasn't very present due to some new jobs and the need to do them but you were always ready to help and to include me in every activity. Thank you so much.
- I would have loved to participate in every parallel session since they all seemed very interesting.

## Learning outcomes

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

- Knowledge, developed skills in advocacy and civic engagement
- I have a deeper knowledge about campaigns and civic engagement
- Meet new people, have fun time, learn more about peacebuilding
- I learnt about inner peace and how to militate for peace in general. And I met interesting people =)
- Lots of very concrete advice, tips, experience-based knowledge. Good tips and tools for online training/facilitation and learning from the example of some very very competent facilitators. The whole team did a really good job!!!
- I have learned how to be in peace with myself and my environment.
- I have learned a lot about peace, advocacy, street action, campaigning
- I gained so much knowledge and insight and also hopefully gained friends :D
- I've learned a lot about peace, peace activism, advocacy, how to organize workshops and teach on this topic. The opportunity to talk with great educators and participants, and connect with them was also great. Now I feel empowered to do more things about peace in my community.
- Except for expanding my network with people from around Europe, I did learn new concepts and developed new ideas.
- Firstly I gained new skills in digital tools, secondly the Peace levels, organizing campaigns and also Nuclear Weapons banning campaign and the threat that was new for me.
- I meet a group of wonderful people, activists and I learned about the process of learning
- Motivation to start and take action as part of civic activism.
- I've learned a lot about how to think and teach about peace. Very valuable lessons were with Goška and Chantal. I have got more courage to organize street action in my country.
- I have learned how to live in peace with myself and my environment.
- From what I have the possibility to see and to be part of, I gained communication skills with other people from other parts of the world and knowledge regarding activism
- Inner peace, street actions
- I have learnt how to organise street actions and I have a clearer idea about advocacy, which I think is important for a person that wants to work in the field. I feel more ready to organise actions after this course and to work with others for these actions.
- The feeling that I am on the right track.

## Most enjoyable moments of the course

The following moments were named the most enjoyable ones, answering the question *Which moments did you enjoy the most?:*

- The advocacy sessions and the training overall
- The sessions where we were all together!
- Breakout rooms when we had time to talk in a more informal way and laugh
- The breakout rooms because I could bond with people.
- In general discussions around concrete specific topics e.g. concrete peace activities, of personal reflections on specific topics. Personally, I liked Thomas's sessions the most but all were good, very diverse curriculum!! :)
- I enjoyed it all the time.
- All of them, I would say a bit more breakout rooms because we were able to talk more with each other
- I enjoyed the energizers :D



- Training sessions in the specific topic (advocacy, education).
- I enjoyed the engaging presentations as well as the icebreakers and energisers.
- the energizers )
- The small talk with the people, energizers.
- Opened classes where everyone could have shared what they've done and what they plan to do
- Everything was really enjoyable.
- All the time I enjoyed.
- The all-time sharing!
- laughter, group energy
- The extra session where we talked about the job possibilities and fieldwork because I think it is a subject that we all care about and want to explore and give advice to others.
- The first day - when I saw on the diagrams everything that I had been thinking about since summer 2019.

## Suggestions for the next online course

In this section of the survey, we asked about suggestions for improvement for the next similar online training. We collected the following feedback:

- To me everything was perfectly planned
- A better distribution of the sessions
- A plan how we can meet and know each other better from the beginning
- I would have loved to have the possibility to follow all the sessions of the parallel training.
- I would maybe spend less time on general reflection about peace on a personal level and dedicate more time to concrete actions. Would it be possible to allow taking part in all 4 thematic sessions at different times? (not compulsory to all though!) I would give all tasks to break out rooms in writing, so people don't forget/get confused. Also, there is maybe not so much time/energy for the homework and campaign efforts after sessions on short notice, cause people have their everyday lives. This probably cannot be helped but maybe one could get some heads up or give longer preparation times?
- To be alive, not online.
- Pay more attention to the time and also do not divide into 2 parallel sessions because I would have loved to be part of both of them
- Sometimes it was hard to concentrate after two hours of training, but maybe I have a short attention span :)
- Create a schedule that will enable participants to enrol in all sessions. I'm sorry I didn't have a chance to participate in sessions about communication and inner peace.
- Perhaps have a less intensive schedule on the weekends.
- Much more evidence-based materials and topics
- The sessions not to be a whole day long, it's exhausting.
- Maybe organizing more paired or team chats/ conferences for likewise topics of interest.
- Give participants the opportunity to participate in all sessions.
- Not to choose between sessions.
- I wasn't that present so I don't think I have the power to pass this on to you!
- nothing more
- Please keep it the least possible during the week and more on the weekend. Maybe on Friday evenings would be better instead of Tuesdays Thursdays.
- Make parallel sessions not parallel. :) Also, I think that the pacing of the training could be a little bit faster next time. With this, I do not mean it was too slow, but sometimes I personally could have gone faster.

## Feedback to the coordination team and the trainers

In one of the last questions, we invited the participants to provide feedback to the coordination team and any of the trainers: Chantal Doran, Claudia Strambini, Genti Behramaj, Goška Tur, Natalie Jivkova and Thomas Schallhart. These are the comments we received:

- 🙏
- I am thankful to you because you organized a good training
- Natalie and Goska are great!
- They are simply super nice and extremely well prepared :)
- You are all great, very warm, patient and knowledgeable trainers, also it takes a lot of prep to create all the tools, forms, materials, and do all the communication this kind of online training takes, your efforts show!!
- They are all great and very kind.
- They were the best. It was my first online training and I loved it because of these guys
- Thank you, everyone, everything was amazing!
- Thank you for your patience, kind spirit and all the knowledge you shared with us. Looking forward to some new training events and collaborations.
- The team did an amazing job in communicating everything clearly and making sure each of the participants is welcome to share anything they wanted to!
- Natalie and Goska were super! I really liked them. They are professionals in their job and highly motivated me. I'll be happy to do much more projects with them in the future.
- Very good, the communication was great and they were available.
- Loved them :3
- Keep up the good work. You're a great team! Everything was impeccable.
- You were all great.
- Always, always, always very helpful
- all trainers were nice and competent in their workshop parts
- I think they were all great and made their point in their own way.
- Very nice job!

## 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:

### *Comments*

- Hopefully there will not be any longer online TC but in person instead :)
- Less papers for the microgrant, please :)
- This limitation with the grants really sucks (sorry). Absolutely not the organizers' fault but I would have much to say about how such strict rules limit young people from actually realizing their ideas. Maybe some heads up about this at the beginning, so people don't start dreaming about e.g. advocacy campaigns where you really don't have control over who will participate :)
- I hope we will see each other once again.
- I hope we could meet again, in other training events Online or Offline
- It was a great experience and I'm grateful I was part of it. Keep up the good work.
- The parcel was very thoughtful and I absolutely love the peace cards. They make for a great activity to do with family/friends.
- Thank you for everything. I hope that the next TC will be in live mode and we will meet somewhere on Earth and become real global peacemakers.

- Hope to see you at future conferences.
- Let's make peace happen!

## ***Impressions***

- Keep up the good work and thank you for the positive energy you convey 🙏
- Very versatile and interesting training, recommended!
- I really enjoyed this TC. The mentors were great and the whole atmosphere was positive. I met wonderful people from all over Europe with whom I hope to stay in touch. I appreciate the opportunity to be here and I'm grateful to SCI and everyone else who made it possible for me.
- This was an amazing training led by some amazing people. Thanks a lot to everyone for making me believe that I can make a change & that I'm not alone in this Dream.
- Great educators, well-taught content of the training, positive atmosphere and a lot of space to share your own opinion and discuss it with other participants. I highly recommend this training! If you wish to make a change in your community dare to dream big and start turning your dreams into reality. FDTA training is a great starting point!
- Joining this training course was an excellent decision! The enthusiasm of trainers, coordinators and participants as well as the thought-provoking sessions and presentations included in the course all add up to make this a wonderful experience!
- The training was organized ideally, and the online tools used during it were chosen perfectly, the topics were interesting and motivating, the trainers were also good, especially Natalie and Goska, who are highly qualified specialists with a positive image- like real peacemakers. My expectations were all met during this training course.
- "Best thing to learn about civic activism for peace is fully understanding what means peace. I learned it, I saw it, I met people likewise".
- Well organized and taught out training. Trainers are patient, knowledgeable and always ready to help. If you want to learn new things, gain some experience in an international environment, make new friends and learn how to make the change in your community - FDTA is a way to go!
- A training that prepared us to get to the action.

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