



COMMUNITY OF RESPECT

Survey Results for

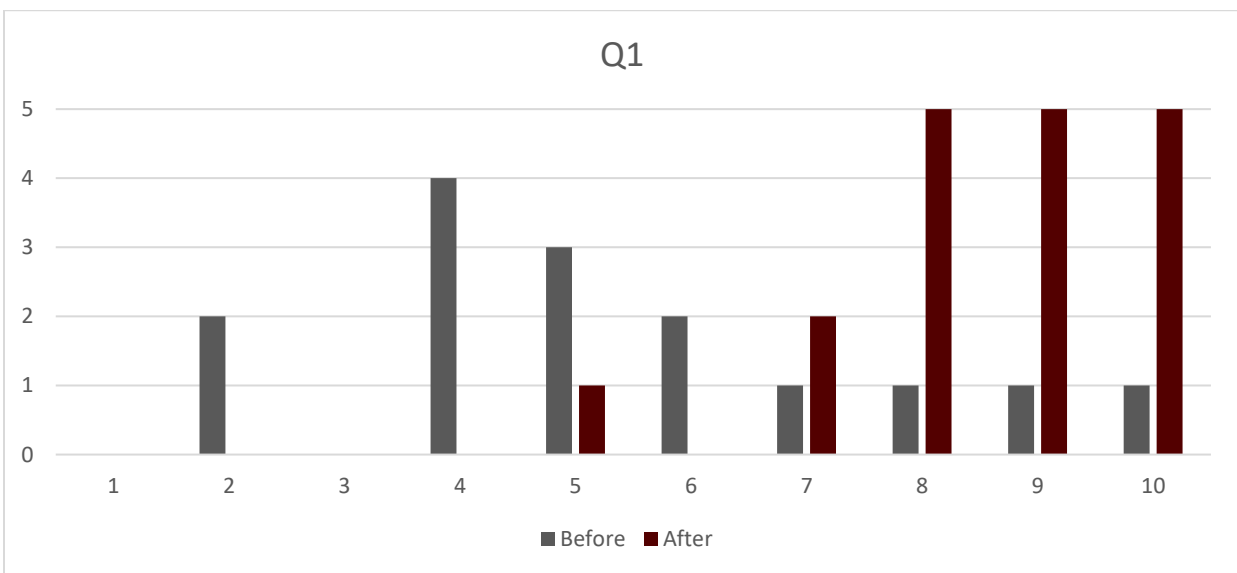
February 20, 2020

On November 23, 2019, a Community of Respect Seminar was on the campus of Texas A&M University with 20 participants attending and 19 of those in attendance responding to the anonymous feedback survey. Participants are asked to complete an anonymous survey at the end of the seminar to help gauge perceptions of cultural understanding prior to and after the seminar.

Questions Asked and Survey Responses:

“This class helped me to improve my understanding of culture.”

Participants were asked to rank their level of understanding of culture on a 10-point Likert Scale with 1 being the lowest level of understanding and 10 being the highest. To avoid problems seen in traditional pre- and post- surveys where participants over-rate their skills prior to taking the seminar and then rate themselves lower after the seminar concludes, this survey was structured so that participants were asked both questions after the seminar. This allows participants to reflect on what they learned and better judge their knowledge level both pre- and post- survey. The chart below shows the results, with blue bars capturing the ranking of pre-seminar knowledge and red bars depicting the post seminar understanding.



Conclusions:

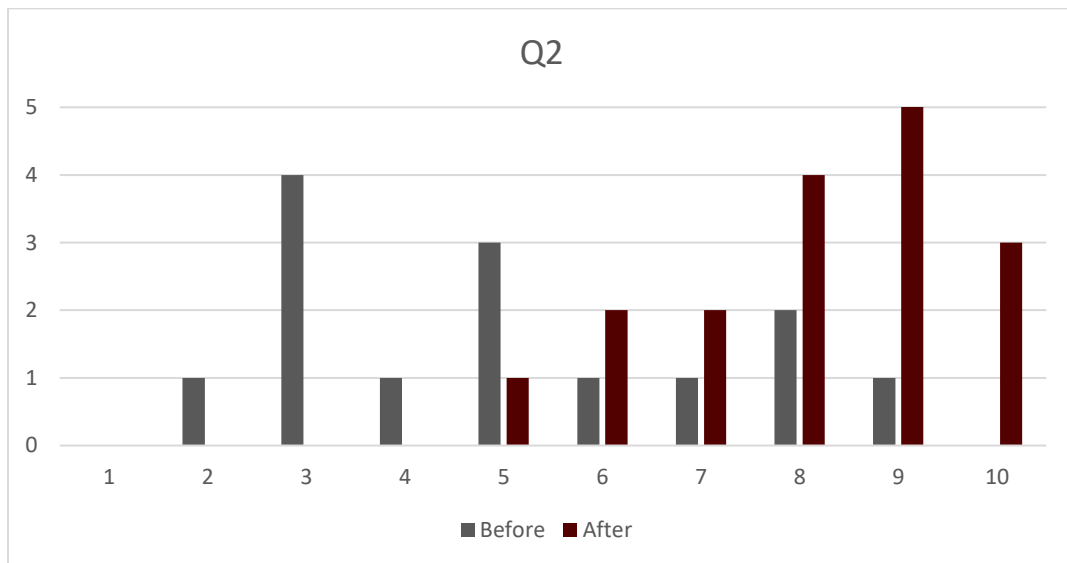
Results suggest that information provided during the seminar was informative and lead participants to improve their understanding of culture.

Among all questions in the survey, participants scored 'improvement of understanding of culture' with the highest ranking scores of 8, 9 or 10, making it the most well understood concept of all.

The sharp increase in rankings on the 10-point Likert-scale indicate that after training, participants felt much more comfortable and confident about their understanding of culture.

“This class helped me to identify several value driven behaviors associated with my culture”

Results were mixed at the beginning point of understanding on this question. There was a fairly even spread of responses before the seminar, however the Likert-scale indicated an increase or higher-trending responses after the seminar.

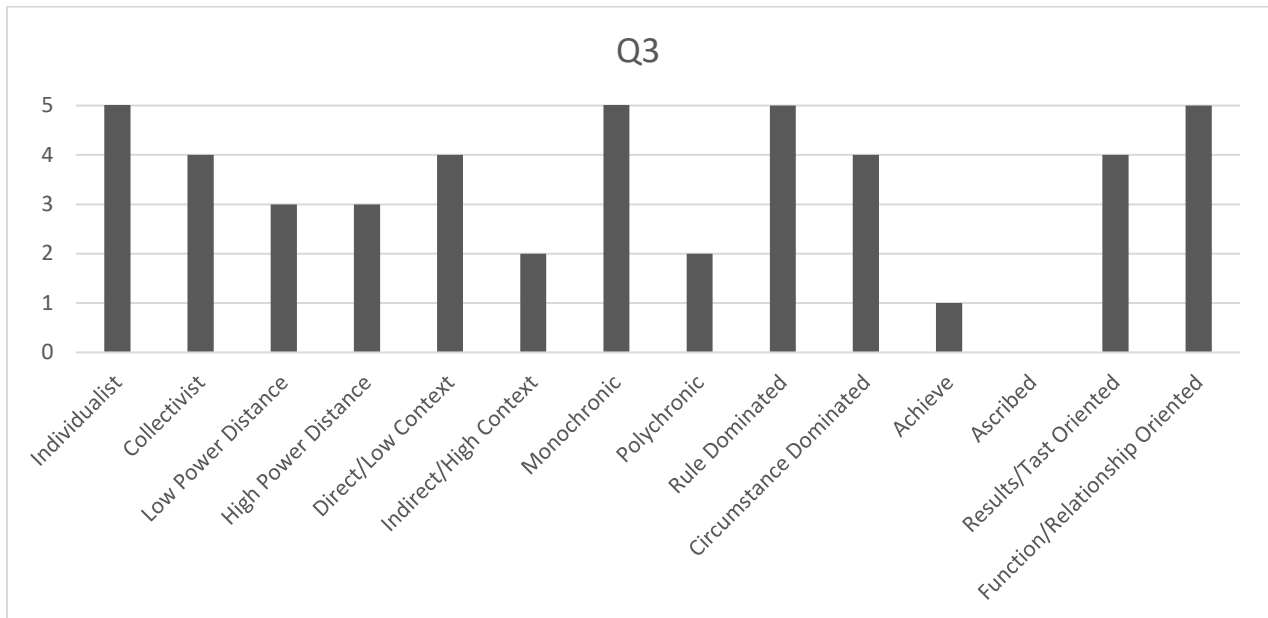


Conclusions:

Scores demonstrate increased understanding in 'value driven behaviors' within a participants' respective culture rating understanding at the beginning a 3 or a 5 on the 10-point Likert-scale as compared to many selecting a 6 and higher afterward.

“Check at least two value driven behaviors that you can associate with your own personal culture values”

Value driven responses were distributed fairly evenly, with “Individualist”, “Monochronic”, “Rule Dominated”, and “Function/Relationship Oriented” all having the most votes.

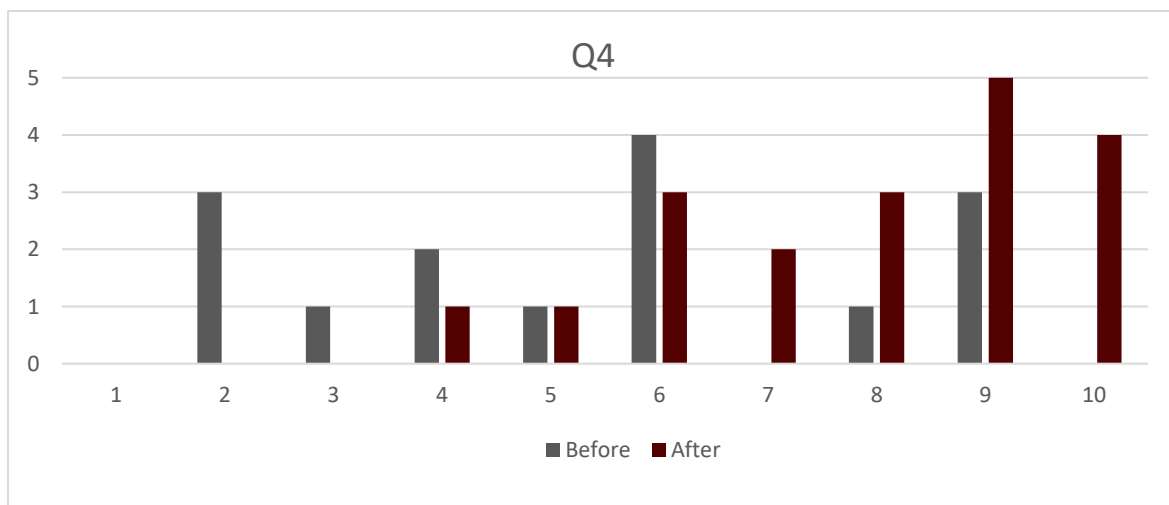


Conclusions:

It is not unusual for a large group to select so many options. Each individual is unique and focused on different behavioral values. More important than patterns, is the fact that all participants were able to identify 47 value driven behaviors, with each person identifying more than the two minimum requested by the question. It is important to note that the only value not selected was not covered in the session.

“I am able to articulate either verbally or in writing how my culture differs from other cultures”

Participants were asked about their level of understanding of how their culture differs from others on a 10-point Likert scale, with 1 being the lowest level of understanding and 10 being the highest. As the table shows, there were mixed results prior to the seminar but participant selections changed to much higher-trending results afterward.

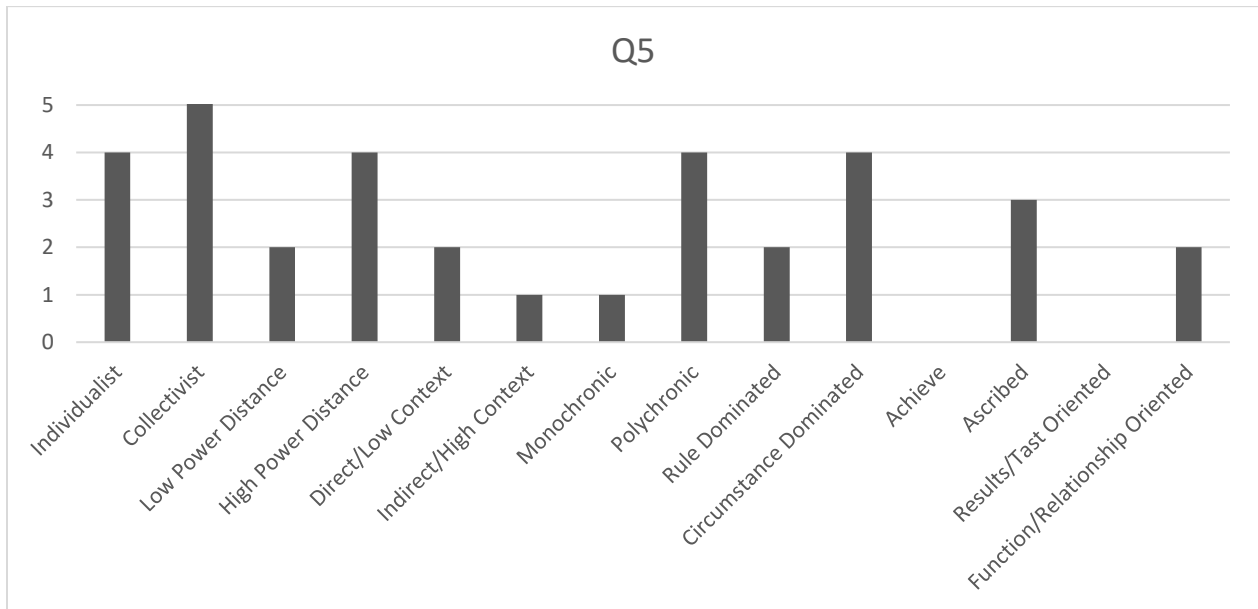


Conclusions:

Again, information provided during the seminar either by the trainer or through peer to peer discussion during the seminar, was informative enough to lead participants to improve upon their understanding in how their culture differs from others.

“Check at least two value driven behaviors that you can associate with a culture different from your own personal culture values”

Responses to associating with value driven behaviors with a different culture were more evenly distributed than on Question 3, but the value driven “Collectivist” behavior was selected more than any other behavior.

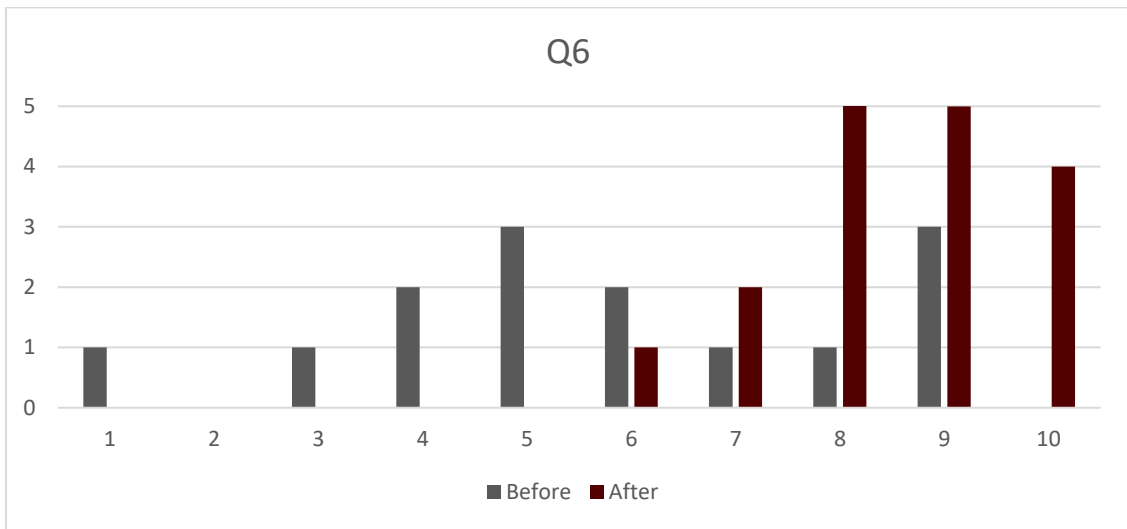


Conclusion:

There were 14 possible responses to select from in this question and the fact that a Collectivist value was the highest ranked value selected by the majority of participants indicates is understandable considering that the majority of participants indicated during the seminar that they preferred individualist values. Indeed, the longest discussion of values occurred around collectivism. Value driven responses were distributed fairly evenly between High Power Distance, Polychronic, and Circumstance Dominated value-driven behaviors.

“When I see different behaviors, I am able to think through how the behavior might be related to a cultural background”

Participants were asked about their level of understanding of behaviors related in cultural backgrounds and to respond using a 10-point Likert Scale with 1 being the lowest level of understanding and 10 being the highest. The chart below indicates participant selections indicated mixed results before the seminar, with a level of much higher-trending outcomes after the seminar.

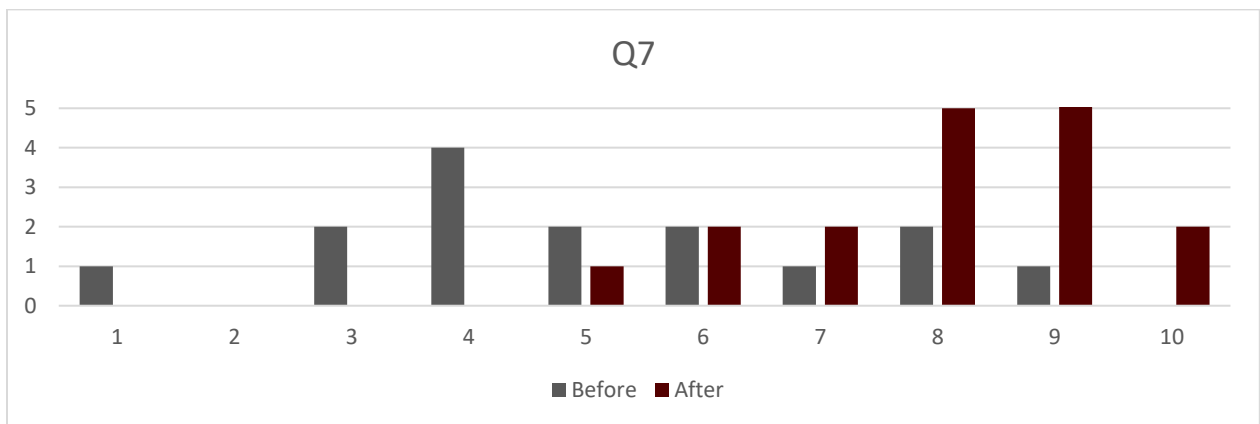


Conclusions:

Once again, the chart demonstrates that the seminar provided participants with gains in understanding how the concepts discussed throughout the seminar may influence cultural behaviors in people who are not from the same cultural background as themselves.

“My confidence in dealing with cross-cultural situations that might arise has increased”

Mixed results were noted at the beginning point of understanding on the Likert-scale on confidence in dealing with cross-cultural situations but participants indicated a much higher-trending results afterward.



Conclusions:

The results indicate that information provided was absorbed, leaving participants with the confidence to deal with future situations where a cross-cultural difference is concerned.

Participants largely ranked their understanding with a 7 or higher score on the Likert-scale in the after-training assessment regarding their confidence in being able to deal with cross-cultural differences. This increased ranking more than doubled from their pre-workshop self-assessment scores. The benefit of receiving Community of Respect training is demonstrated in the high-ranking scores given after the seminar.