

Training workshop participant evaluation activities (low literacy settings)

As many of the farmers who do the Family Farm Teams training have low education levels, the following simple activities can be used to gain feedback during the training.

Group activities

At the start of the training day you might like to identify one woman and one man who you would ask to speak at the end of the day about what worked well and what could be improved. In some communities, there are cultural leaders who would do this, in other cases it might be people who have the experience to do this, for example church leaders, school or health staff or committee leaders. During the day they can check in with others and report on their behalf. After they have spoken you can invite others if they have anything they want to add. Record the key points for reporting.

Individual activities

These are important as in many cultures not everyone is permitted to speak and in most cultures many people do not like to say negative things publicly.

At the end of each day or at the end of each module

All participants are given a piece of paper (quarter of an A4 is usually big enough). Mark a dot in one corner and give these to the men. Give the women a paper without a mark. Tell people you really need honest feedback so that the workshops can be improved.

‘How did you feel about today’s workshop?’

Smiley face symbols are shown on a poster and explained. Ask people to draw which face fits their feelings and then add any explanation comments or ideas for improvement

Very happy	All right	Not happy
		




‘What was the most valuable/number one idea today?’

Ask them to turn the paper over and write their answer

Presenting results

Workshop reactions

Record the smiley faces results by gender. Additional comments can also be added.

Very happy		All right		Not happy	
					
Female 16	Male 16	Female 3	Male 2*	Female 1*	Male 0

*no exercise books provided



Most valuable ideas

Sort the comments into themes for women and themes for men. It is best to list the results with the highest number first, down to the lowest number last

Table 9: Participant evaluation of module 4, ‘What was the most valuable idea?’, by gender

Idea	Female responses	Male responses
Everything	11	6
Financial decision-making	4	2
Understanding and managing anger	3	2
Body language	2	1
Communication circle	1	-
One-way communication	-	1

It is also good to record comments that tell a story. These types of comments may also be recorded from the end of the day speeches and discussion.

Female comments

- *This module helps me big time . I am now able to avoid anger, my own anger and help others avoid anger. Moreover, the financial decision making cards help me a lot.*
- *I am very happy with this module as it helps me in my family, my community and the constituency.*
- *This is very important as we all need to know how to manage money in our associations and in our family*

Male comments

- *I know now how to control my family finances after learning about the different behaviours we have*
- *The most important part of the day was the last part covering financial decision-making. It sums up the day with the concluding part so that now I know where I stand, what I need to take up, diagnosis and treatment.*

Other comments

It is not uncommon for people to come up to the trainer after the group and give feedback. These comments can be recorded as ‘informal feedback’

- *I want to be a leader of young mothers and this gave me good examples (F)*
- *Sometimes anger leads to consumption of alcohol and drugs which some people think is a way to ease the problem. This however at most times ends up in a totally worse situation (M)*