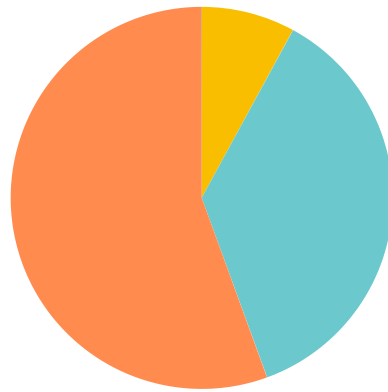


Q1 Overall, how would you rate the webinar session with Galen?

Answered: 63 Skipped: 0

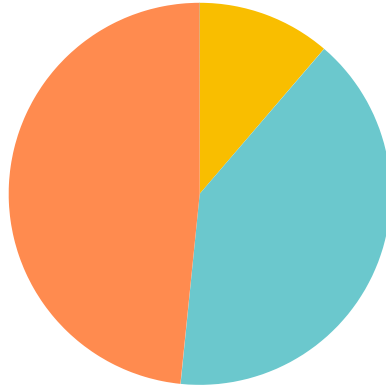


■ Not at all effective
 ■ Slightly effective
 ■ Moderately effective
 ■ Very effective
■ Extremely effective

	NOT AT ALL EFFECTIVE	SLIGHTLY EFFECTIVE	MODERATELY EFFECTIVE	VERY EFFECTIVE	EXTREMELY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	7.94% 5	36.51% 23	55.56% 35	63	4.48

Q2 How useful did you find the content presented by Galen to you and your team?

Answered: 62 Skipped: 1



■ Not at all useful
 ■ Slightly useful
 ■ Moderately useful
 ■ Very useful
 ■ Extremely useful

	NOT AT ALL USEFUL	SLIGHTLY USEFUL	MODERATELY USEFUL	VERY USEFUL	EXTREMELY USEFUL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	11.29% 7	40.32% 25	48.39% 30	62	4.37

Q3 How likely are you to implement the tools and resources into your work and the work of your team or department?

Answered: 62 Skipped: 1



■ Not at all likely
 ■ Slightly likely
 ■ Moderately likely
 ■ Very likely
■ Extremely likely

	NOT AT ALL LIKELY	SLIGHTLY LIKELY	MODERATELY LIKELY	VERY LIKELY	EXTREMELY LIKELY	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	9.68% 6	46.77% 29	43.55% 27	62	4.34

Q4 We would be eternally grateful if you would share your thoughts, personal takeaways, or a testimonial about your experience. (Not required, but we'd love the feedback)

Answered: 42 Skipped: 21

Inspire Development Centers

#	RESPONSES	DATE
1	I thought it was great, and I can't wait to see the resources. Thank You!	4/24/2020 2:52 PM
2	Great material and enjoyable presentation. I liked his concepts and useful information. He was good with eye contact with the camera (which can be difficult) and made lots of appropriate gestures, which helped.	4/23/2020 6:00 PM
3	I like the 3 questions posed but for myself not to use with a co-worker.	4/23/2020 4:42 PM
4	good positive vibes	4/23/2020 2:03 PM
5	I feel the training was good and makes you stop and think sometimes we need reminders and a little help from these training since our work has to do with so many different people.	4/23/2020 1:09 PM
6	Thank you for the helpful information in the training yesterday; it made sense and it will be useful to me not only at work but also with my family.	4/23/2020 12:17 PM
7	The emphasis on internalizing constructive criticism more as a way to improve one's job, rather than taking it personally. Along with outside input, I liked the idea of checking in with co-workers/supervisors to get feedback. Definitely ways to improve one's productivity and communication overall.	4/23/2020 12:15 PM
8	I enjoyed it very much. It was very positive, something I needed to here especially now with all that's going on. "THESE THINGS WILL PASS" very powerful message to me. Like you mentioned its like grief- good days & bad days. Allow those and have them pass. Have them be ok! Its like Mindfulness being in the present moment, taking time to breath and move on, especially during difficult times. I enjoyed all your presentation-on the way we show up for ppl. That is very important and how we look up to our leader and it made me think of how teachers & FA's may look up to us as Program Support Specialists too. Feedback- on why its important. If waiting too long (easier to turn off a match than a Forrest fire) that makes so much sense. "its for YOU not me concept. 5 tenents are great. What I enjoyed or the takeaway was the 3 Elements (Clarity, Commitment & Consistency) how you broke it down ex; values-unpack it....do we do this? Commitment-Do we mean this? Consistency- How do we reinforce this.	4/23/2020 11:54 AM
9	I will defiantly implement how to create a culture at my center!	4/23/2020 10:58 AM
10	Great information, resources to share with staff.	4/23/2020 10:40 AM
11	I really liked how Galen kept it real from a perspective of typical things that do happen in the regular day to day interactions with others at work co-workers and colleagues. I personally know I'm not perfect, but I've certainly take pride in what I do and try my best to stay focus on what I need to do for my job. I had different positions in my life and none come with a tutorial, so you rely on other to help you build your skills on whatever it is you need to accomplish for that specific role. I personally can count on my hand the people who have been true role models or leaders in my life journey. And some of the traits I really liked about this Mentors was how they listen to me and really saw all the little things that helped me build to my big accomplishments. Although, I have learned a lot about traits from leaders or mentors that use power, or bullying to get the job down not caring for the emotional stability of the people they work with. My journey and life experiences helped me really reflect on what type of leader I want to be and how that culture may look like when interacting with other at work. Because sometimes you see people just falling asleep at work, doing the basic, but getting praised. But then you get compared to what there doing right and you are just doing the average. One thing I have observed is that at times evaluations are rushed and not really taken in consideration all the hard work you do throughout that whole year. Only what they want to see about you as they need to complete this other task. And its not really thought out to how can I help you be more effective and enhance your skills in order for you to do more than the average.	4/23/2020 10:16 AM
12	Thank you for sharing all of the techniques and ideas along with the resources.	4/23/2020 10:06 AM
13	Presenter's attitude was very positive so this made my experience pleasant. Although he was presenting virtually, he kept the viewers involved. Towards end of the session, I felt that presenter was explaining things in a rush so for future reference, perhaps session can be scheduled to last longer than 1 hour.	4/23/2020 9:42 AM
14	My thoughts are that giving feedback regularly is great... I just need to remind myself to do it regularly vs. occasionally and/or at the yearly review. I do believe that getting feedback whether positive or negative, the goal is to be successful and grow from the input. Another, is asking the	4/23/2020 9:42 AM

Inspire Development Centers

employee for feedback... I will do that more intentionally. Overall, it was a great training and a reminder of what we need to be doing and being consistent. :)

15	It was a great presentation. I have really enjoyed all the trainings that Glen has provided us.	4/23/2020 9:41 AM
16	I was very intrigued in the information given regarding creating a culture of feedback and how feedback does not mean criticism, but is a moment to coach and celebrate success.	4/23/2020 9:41 AM
17	Really enjoyed the training, especially the 5 Tenets of a Culture of Feedback. Totally recommend this training to everyone. Thank you IDC for providing us these trainings.	4/23/2020 9:36 AM
18	Enjoyed presentation style. Liked how he spoke about a topic then went over the resources available at the end but just as an overview. Appreciate his focus on our company and how he personalized not just focusing on business as a whole. Great ability to answer questions and bring information to audience level. A+ training	4/23/2020 9:33 AM
19	Very good information and very good strategies and how to word questions to get from your team the information you need to be supportive and a leader that includes.	4/23/2020 9:25 AM
20	I loved the Captain analogy. I had the opportunity to try it yesterday and it worked!!	4/23/2020 9:21 AM
21	I love all the ideas and techniques.	4/23/2020 9:16 AM
22	This was such a great opportunity to be a part of. It gave me a chance to reflect on some topics that I often forget due to the rapid pace of work. It was very mind-opening and I really enjoyed the recommendations given, especially in regards to having those tough feedback conversations. I look forward to reading the book recommendation and also digging into the resources that were covered. Thank you!!	4/23/2020 9:13 AM
23	In reading the questions/comments yesterday I could already see some people becoming defensive. I hope that we All put this training into exercise and leave our egos at home. I like what he said " It's NOT about ME ." Right now its....what can I do to make thing better/more efficient.	4/23/2020 9:12 AM
24	Galen is great presenter. He is engaging and fun to watch!	4/23/2020 9:07 AM
25	Asking or receiving feedback from my team is an opportunity to grow as a leader.	4/23/2020 9:05 AM
26	I really Liked that he mentioned that you need to meet with staff and give them feedback more than once a year they need to have feedback on a monthly basis.	4/23/2020 9:03 AM
27	I really enjoyed the way her carries himself and presents in a positive and subtle way. He transmits a positive and reassuring feeling.	4/23/2020 9:02 AM
28	Than you for all the things you shared. It will be very beneficial to my work. I am looking forward to read the book you recommended and also watch some of your youtube videos.	4/23/2020 8:59 AM
29	Well it is crucial to be able to communicate with other in a effective way. I really liked the strategies that he shared with us.	4/23/2020 8:58 AM
30	I like that Galan cuts out all the bull and gives you information NOW, not two hours later as do so many trainers.	4/23/2020 8:58 AM
31	I remember his presentation from 2017 in prosser, and remember taking away so much! He reiterated the importance of having those feedback sessions with staff and how impactful these can be.	4/23/2020 8:54 AM
32	We need more of these motivational trainings, so that we are able to have strategies to work with our staff. There are not enough of these.	4/23/2020 8:51 AM
33	When he said: - "It's good to have bad days!" - "Feedback is giving as coaching not feedback. Consistent feedback gives you growth". - "What do you think your great at, stuck at,or you can grow up even better"?	4/23/2020 8:44 AM
34	great information and resources	4/23/2020 8:43 AM
35	I appreciated having him present, I gave me time to reflect on my present feelings, I even cried during the first part of the presentation, I made reflect that I'm not alone feeling, sad, angry, frustrated specially navigating in learning about technology in new ways. thank you again.	4/23/2020 8:43 AM
36	I found information very useful and will be using some of the Leadership DNA codes as well as	4/23/2020 8:41 AM

Inspire Development Centers

the questions for myself as a leader as well as with my staff in hopes to build a stronger team.

37	What I learned was that he was able to see the other side to one of the comments about taking feedback personally. That when there is an issue it should be discussed before it gets big. there have been times when that doesn't happen it end it bad.	4/23/2020 8:41 AM
38	The information presented was very good. I learned how important the feedback from your staff can be in letting me know how effectively I am doing as a leader.	4/23/2020 8:41 AM
39	It would probably been better in person, some of the words could not hear.	4/23/2020 8:40 AM
40	Very informative information.	4/23/2020 8:39 AM
41	This webinar reminded me of a lot of recent feedback received and at time people forget and need to remember communication is the key element and stay positive and not critique new ideas.	4/23/2020 8:39 AM
42	The information provided will be used with my staff. I always look for improvement at the center that I worked with.	4/23/2020 8:37 AM

Q6 Anything else that you'd like to share with us?

Answered: 32 Skipped: 31

Inspire Development Centers

#	RESPONSES	DATE
1	Can't wait to share with my teacher's	4/24/2020 2:52 PM
2	Thanks.	4/23/2020 6:00 PM
3	not at this time	4/23/2020 2:03 PM
4	training was very helpful.	4/23/2020 1:10 PM
5	Thank you again!	4/23/2020 12:18 PM
6	Thanks for providing with this opportunity	4/23/2020 12:07 PM
7	thank you	4/23/2020 11:55 AM
8	It was powerful message.	4/23/2020 11:55 AM
9	Thank you!!	4/23/2020 10:40 AM
10	I have never liked being compared to anybody else and I think its a personal thing I carry with me, for then I think that the person I work with really doesn't see me for my true self and how I'm part of this whole cultures. I tent to be a quiet person, observe, and listen and when I speak up its cause things have accumulated or I really care about whats being discussed. Not a good thing, but I'm working on it. What you shared I feel will help build a culture of understanding of each others strengths to help each other build skills needed to continue our organization mission to serve our families, children and community, one child, and one family at a time.	4/23/2020 10:28 AM
11	I enjoyed the enthusiastic that Galen had during the webinar.	4/23/2020 10:22 AM
12	It was a great presentation!	4/23/2020 10:07 AM
13	I already enrolled in the #shiftyestribe	4/23/2020 9:52 AM
14	The training was wonderful... as it hit many points we tend to forget as we are caught up on the daily duties and running on fast forward. Very motivating... eye opener. :)	4/23/2020 9:47 AM
15	Very inspirational specially at a time like this and where I feel we need to be more united than ever and no one is exempt.	4/23/2020 9:44 AM
16	Great information.	4/23/2020 9:42 AM
17	Awesome training!!!!	4/23/2020 9:37 AM
18	I hold a MS Management and Organizational Leadership, so I have had many similar training experiences but found this one to be very easy to relate to my workplace and I would recommend highly to others.	4/23/2020 9:37 AM
19	Loved his presentation	4/23/2020 9:22 AM
20	I love it!!	4/23/2020 9:18 AM
21	Great talk! Thank you for taking the time to enlighten us :)	4/23/2020 9:14 AM
22	Already practicing what was trained on.	4/23/2020 9:12 AM
23	It was a great presentation.	4/23/2020 9:04 AM
24	Thank you for letting us be part of this presentation. I really enjoyed it.	4/23/2020 9:01 AM
25	thank you for the great information	4/23/2020 8:59 AM
26	Thank You !	4/23/2020 8:45 AM
27	n/a	4/23/2020 8:44 AM
28	I enjoyed listening to everything Galan shared, it was an eye opener as to the little things we as leader can do daily, with our employees and self in making the workplace a positive environment.	4/23/2020 8:43 AM
29	When will Galen be back for another session . I came away from this meeting with a more positive sense, I believe that I need that. Thank you Galen you were ray positive in my world.	4/23/2020 8:43 AM
30	Good training. Thank you for putting this all together. Very Helpful information.	4/23/2020 8:42 AM

Inspire Development Centers

31	Refreshing and great information ... thank you!	4/23/2020 8:42 AM
32	Great presentation and information.	4/23/2020 8:37 AM