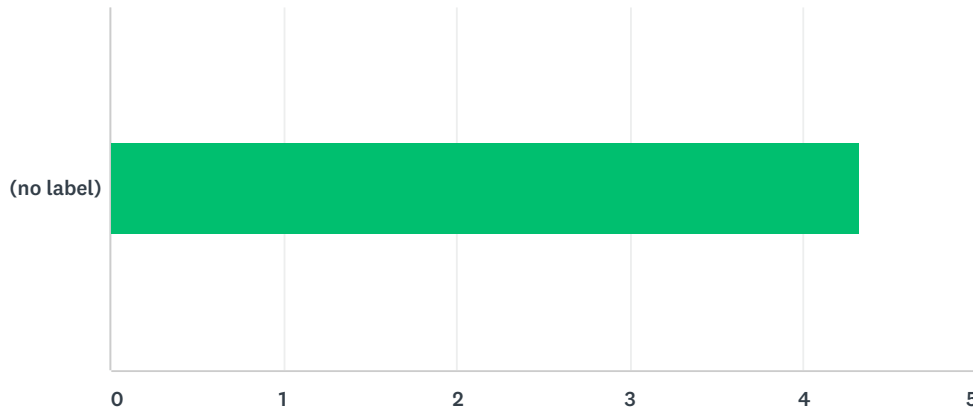


Q1 Overall, how would you rate the "Yes, And" workshop with Galen?

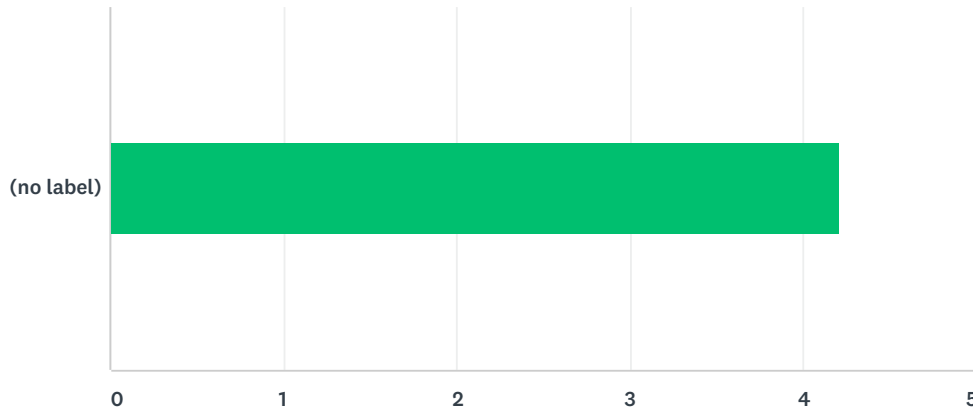
Answered: 62 Skipped: 0



	NOT AT ALL EFFECTIVE	SLIGHTLY EFFECTIVE	MODERATELY EFFECTIVE	VERY EFFECTIVE	EXTREMELY EFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	1.61% 1	14.52% 9	33.87% 21	50.00% 31	62	4.32

Q2 How useful did you find the content presented by the "Yes, And" workshop to you and your team?

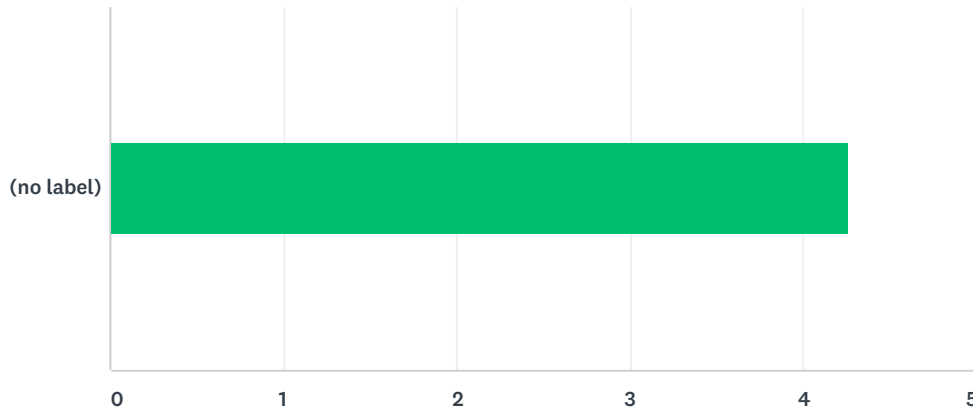
Answered: 61 Skipped: 1



	NOT AT ALL USEFUL	SLIGHTLY USEFUL	MODERATELY USEFUL	VERY USEFUL	EXTREMELY USEFUL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	3.28% 2	11.48% 7	47.54% 29	37.70% 23	61	4.20

Q3 How likely are you to implement the “Yes, And” tools and tenets into your work and the work of your team or department?

Answered: 61 Skipped: 1



	NOT AT ALL LIKELY	SLIGHTLY LIKELY	MODERATELY LIKELY	VERY LIKELY	EXTREMELY LIKELY	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	1.64% 1	14.75% 9	39.34% 24	44.26% 27	61	4.26

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: 34 Skipped: 28

#	RESPONSES	DATE
1	I've been in this industry for over 38 years and I have attended many, many, many 'similar' presentations for training, at conferences, for personal development - so I was not anticipating anything unusually useful from this one - however.... Galen's topic and the ease with which he presented and reinforced his teachings through non-threatening practice was fabulous, for me! At times I was distracted as I couldn't stop thinking of ways I could use this with my very large family, in my 37-year marriage and within this company. I was on vacation the remainder of the week of this presentation and was able to share the concepts I learned with a group of ladies with whom I was performing in an incredibly ill-planned skit which was intended to entertain a large group of women. With only 2 brief concept walk-throughs, we used the 'Yes and...' concepts and had a great time! The audience laughed and I have been officially requested to join this little troupe permanently (something I wouldn't have thanked them for in the past)! I'm really looking forward to seeing how this can help in my personal life, with my team and the credit union as a whole, as we move forward. Thanks, Galen! Diane Neyens Loan Services Director	1/22/2018 11:14 AM
2	Really great presentation. I feel I have always been a "Yes and" type. I really enjoy the work that I do and the presentation reinvigorated me on some of my projects that had gone by the wayside.	1/19/2018 3:15 PM
3	I found this to be very insightful, useful and entertaining. I highly recommend it!	1/19/2018 1:11 PM
4	I really enjoyed the interactive games and challenges. I am someone who learns by doing and truly appreciate the message the way it was taught through games and conversation. I did feel the presentation was too long. Not sure if I was just getting hungry as lunch was approaching but the last 45 min seem to go by slowly. Also more bathroom breaks throughout would possibly alleviate that feeling. I didn't want to miss anything but had to get up and go when nature called.	1/19/2018 10:30 AM
5	More examples of exactly 'how' to implement the lessons would be great. Motivational and positive thinking speeches are great in and of themselves and a certain responsibility lies on us to figure out how to best use the tools but more examples and situations would be helpful. I also think that there was message of personal responsibility that you can only change how you react and act and you have no control over others, but some sort of situational coping skills strategies could have been visited.	1/18/2018 12:10 PM
6	I really enjoyed everything about it! Thank you for sharing. I enjoyed the broken in pieces lessons that were learned as we "played" the exercises you prepared for us. I have no negative feedback at all. Keep it up!	1/17/2018 4:37 PM
7	There was a Lot of info given. Good stuff, hand outs would be helpful to trigger your memory on all that was covered. It was fun, interesting and insightful. There are things I can and will work on. Galen was a great speaker.	1/17/2018 3:51 PM
8	It was a very fun way to deliver the information, kept our attention well	1/17/2018 2:23 PM
9	I have always tried to have the mindset to be solution oriented and positive. Even with that, I found new ways to implement the "yes and" into my daily practices. Thank you for the confirmation and the way you engaged with the staff. Putting it back on the listener that they will take away from the presentation what they choose to take from it was a great way of holding each person accountable for their part in the Shift Yes culture. Thank you!!	1/17/2018 2:00 PM
10	Enjoyable and fun to listen to - very down to earth and can relate if only the world worked that way	1/17/2018 1:09 PM
11	We always talk about wanting to have a positive culture, but finding a way to actually make that happen seems like such an uphill battle sometimes. I like the simplicity of the rules and idea to achieve the result of creating an inclusive and positive environment. I look forward to seeing how this will work "in the real world" with the employees on my team!	1/17/2018 12:37 PM
12	learned to say yes and accept the offer.	1/17/2018 12:30 PM

Industrial Credit Union Participant Survey

13	Having the presentation in the morning created a safe environment. This paved the way for the afternoon sessions. People more willing to share concerns, how to improve things and what might require additional training.	1/17/2018 9:18 AM
14	I loved the energy. I like that he could relate to how many as I were feeling about being worried about being put on the spot. The activities were awesome. So simple but effective to the point that was being made.	1/17/2018 8:49 AM
15	These concepts apply to life and all relationships including work. Much enjoyed the presentation. It was eye opening to participate with fellow ICU employees. Thanks much for sharing your time with us.	1/16/2018 6:05 PM
16	What was effective was the way Galen would introduce an idea. Examples included how to say no for a block, but then how we as individuals can probe/ask, and be open to understand what the intent is from the person who has an idea or goal. Galen's delivery was excellent. By speaking in words that people can understand (ex: wow, that really sucks!) makes the message believable.	1/16/2018 5:08 PM
17	I absolutely loved your message. I never really thought about taking a negative comment and throwing a positive spin to it. It makes the outcome so much more enjoyable. All day yesterday when I heard a negative comment I would think Yes and try to turn it into something positive. Also, the thought of making others look better creates such a great environment to work in. It makes me feel like others will know to rely on me and they will know that I will always have their back. We spend so many hours in a day together that it does feel like we are family. If you consistently try to make others look better it can break down walls and barriers and it change your co-workers mindset towards you and they will learn to trust you in any situation. We are all here for the same purpose, because of this it is crucial that we all get along and help each other through every situation possible. I always tell people that we need to learn how to work with empathy and Shift Yes is just that. I loved everything about it. Thank you Galen and Thank you to ICU for providing us with this information on Ed Day. That is exactly why this is such a great place to work.	1/16/2018 5:08 PM
18	was a good morning- at least you were interesting and kept us on track- was not understanding why you spent 10 minutes plus explaining how this would not be boring and that what you were going to teach us would not "suck"- that deterred me a bit and I was skeptical listening to you... the short exercises were very interesting and once they were put into perspective with a explanation I had a better understanding of the purpose to you showing us this workshop	1/16/2018 3:37 PM
19	The "not having angry conversation , unless the person is there" really hit home for me. I often overthink and "replay" the conversation over and over again.	1/16/2018 3:23 PM
20	I thought the presentation was exceptional - It was extremely helpful to see how effective the positive us of the " yes and " can be. It is also nice to know what a "block" is - and how one "shows up" is so vitally important in open communication and in team moral. I really enjoyed the presentation!	1/16/2018 2:53 PM
21	I had heard Galen was great but he totally exceeded my expectations. He provided a safe environment for my staff to learn new skills and see how his concepts could work within our organization. His style bridges any generational gaps that are present. The youngest generation in the workforce listens to him and embraces his ideas. I believe having Galen work with my staff is the best investment I could make for their success in the future.	1/16/2018 2:09 PM
22	I especially agreed that so often when there is a change at work with a new system I am often thinking how well will I learn this and afraid of making errors but he brought out how so often others think this way too and it's okay ! So with that, not to worry so much about mistakes but be willing to venture forward !	1/16/2018 1:03 PM
23	I really enjoyed Galen and his positive attitude.	1/16/2018 12:49 PM
24	I think this training could be helpful in the work environment as well as in my personal relationships. It was not the "team bonding" type of training I was dreading and I got a kick out of the exercises he had us do, especially the one where we attempted to write a letter with our partner one word at a time.	1/16/2018 12:36 PM
25	Really loved the "tell me more about that" advice. I plan to implement it and my goal is to have that become my automatic response when approached. This will take some conscious work, but I already know will be extremely rewarding.	1/16/2018 12:32 PM
26	I thought Galen was amazing! He kept our attention. Loved the activities he had us do to keep us engaged. All of the info he presented was useful in work and every day life, even parenting. Definitely took away the "tell me more" concept and have "everyone's back" concept. Would highly recommend his presentation to others!!!	1/16/2018 12:05 PM

Industrial Credit Union Participant Survey

27	Galen was so energetic and fun! I really enjoyed everything he had to say and I think my biggest take away is that as individuals we have to take responsibility for the delivery of our "yes' and no's" b/c we can either make or break a persons day by how we speak to them. Also, on the flip side is that we can't control other people so we need to not take a negative personality personally. There are ways to say our no's or handle a negative response in a positive manner. Thanks Galen!! You're awesome!!	1/16/2018 12:03 PM
28	It was very enlightening. I walked away from the meeting feeling very empowered and confident and to be honest very excited. This will be something that I can and will use not only at work but through my daily life. Galen was a delight to have as our guest speaker.	1/16/2018 11:47 AM
29	I feel like there were several takeaways that will be helpful both at work, and in interpersonal relationships. Reminding ourselves to actively embrace the ideas of others, without looking to find fault with them, or improve them, is an easy thing to improve the tone of relationships, and morale. The encouragement to smooth other little fumbles and make other people look good, rather than tearing them down is another good lesson for home and work.	1/16/2018 11:25 AM
30	I thought that it was a decent day I don't think that everything he said we will use and that you cant always say yes but we try	1/16/2018 11:24 AM
31	It was amazing that you lit everyone up and captured their attention (from my point of view) within the first 5-10 minutes. I live by the mantra of taking into account how you're making others feel with the reactions/words you give/speak along with you being in power of your own reactions to things. It was sort of what I needed at this point in my life, so I'm so glad I was able to attend and look forward to hearing much more from you, Galen! Thank you.	1/16/2018 11:22 AM
32	I thought Galen was a great speaker, kept the audience captivated and was very funny. The fun activities helped too.	1/16/2018 11:19 AM
33	Good presentation but it could have been shortened a little bit.	1/16/2018 11:18 AM
34	I thought the training was great! Often it seems that people are quick to think of the "no" or the objection and not necessarily realize how that negativity is impacting another person or how that reaction is making them look to the other person. A gentle reminder to change the way we react, give others grace and truly listen is always useful. How much more productive could we be at work if we looked for ways to build up each other's ideas instead of shooting them down? I'm betting a lot more, and I can't wait to see a culture shift after this training!	1/16/2018 11:05 AM

Industrial Credit Union Participant Survey

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

Answered: 14 Skipped: 48

#	RESPONSES	DATE
1	Feel free to use my comments anywhere they may be helpful in promoting your program!	1/22/2018 11:15 AM
2	Thank you it made me think and was a lot of fun. I feel like there are a lot of take aways, I just have to put them in to practice	1/19/2018 5:35 PM
3	He seemed to be rushed - it may not have been him though	1/17/2018 1:11 PM
4	it was really good and energetic.	1/17/2018 12:31 PM
5	Thanks again.	1/16/2018 6:05 PM
6	It was a very good morning and education session. And yes, I did see you perform at the Up Front. You were my favorite improver (well.....Ryan wasn't that bad either)	1/16/2018 5:09 PM
7	perhaps next time skip the beginning of trying to explain why this workshop won't suck and just start fresh with the workshop and exercises- might retain a better mind frame and not have doubts about it from the beginning... just an observation	1/16/2018 3:39 PM
8	I think his speech was very helpful and will change the way I think about certain situations	1/16/2018 2:43 PM
9	Thank you, Galen. The credit union is still buzzing about your time with us.	1/16/2018 2:10 PM
10	I appreciated to hear what he does with so many companies and that he took the time to share his wisdom with us !	1/16/2018 1:05 PM
11	Thanks for being a guest at our meeting! I hope your speech helps people be the best employees they can be :)	1/16/2018 12:50 PM
12	It was wonderful and created a safe environment for our afternoon activities. Thank you so much for that!	1/16/2018 12:34 PM
13	I don't know about other branches, but listening to Galen made me feel extremely proud to be a part of the branch I work at. I feel like we are always really open with each other and we are able to communicate in this "yes, and" way. I always feel supported in my input or decisions I make, as well as I feel that it is easy for me personally to take my co-workers ideas and get excited with them. It was a good feeling when Galen said that there is someone in your life who is always a cheerleader and the first person I thought of was someone I work next to every day!	1/16/2018 12:16 PM
14	Galen is enthusiastic, and his energy is infectious. The high-energy activities to demonstrate the shift-Yes concepts made engagement easy, and learning feel natural, rather than forced.	1/16/2018 11:30 AM