

SAMPLE PRE-WORKSHOP ASSESSMENT

INSTRUCTIONS FOR THE PRE-WORKSHOP ASSESSMENT

This pre-workshop assessment has two purposes:

- ▶ The first purpose is to provide facilitators with valuable information on expectations and knowledge of gender norms and political masculinities so facilitators can adjust the pace of the workshop sessions accordingly to tailor the workshop to the group.
- ▶ The second purpose is to provide baseline data for Part 3 of the post-workshop evaluation to assess changes in knowledge and attitudes after the workshop as a group.

Data will not be compared at the individual level.

PART 2: WORKSHOP EXPERIENCE

Note: Question number 1 (and similar questions) should be customized based on the audience. If working with political parties use “political parties.” If working with civil society organizations, use “organization.” If participants represent both, such as mixed-sex workshops keep both as options.

QUESTION 16

Note: If responses to this question are at 7 or below, facilitate a discussion during the Session D2: Visioning Change or Session D3: Gender at Work Strategies sessions about what they think it will be like to apply the new skills on the job. When anticipated barriers are mentioned, work collaboratively on solutions. You may need to make after-training mentoring, coaching, or support available to facilitate change¹. This is a time when action learning can assist by reconvening participants--face-to-face or online--four to six months after the training to reflect on how they have applied what they learned in their organizations and share successes, challenges, and solutions with other participants.

QUESTION 17

Note: Once the reasons for a lack of commitment are identified, the same methods used for enhancing confidence can be applied.²

- more -

¹ Kirkpatrick, Jim and Wendy Kayser Kirkpatrick. n.d. New World Level 2: The Importance of Learner Confidence and Commitment. Kirkpatrick Partners LLC.

<http://www.kirkpatrickpartners.com/Portals/0/Storage/New%20world%20level%202%207%2010.pdf>

² Kirkpatrick, Jim and Wendy Kayser Kirkpatrick. n.d. New World Level 2: The Importance of Learner Confidence and Commitment. Kirkpatrick Partners LLC.

<http://www.kirkpatrickpartners.com/Portals/0/Storage/New%20world%20level%202%207%2010.pdf>

13. My view regarding husbands hitting their wives is that it is... [Pick one]

- Their right to do so
- Acceptable although it is against the law
- Acceptable in certain circumstances
- Common, but socially unacceptable
- Unacceptable behavior in any circumstance

14. I believe that a husband is justified hitting or beating his wife in the following situations: [Pick all that apply]

- If she goes out without telling him
- If she neglects the children
- If she argues with him
- If she refuses to have sex with him
- If she burns the food
- None of these situations are justified

15. In my view, a woman may... [Pick one]

- Only do her domestic duties in the home and not be in public for any reason
- Work outside the home with the permission of her husband or family
- Engage in politics if she has permission from her husband or family
- Engage in work and politics as long as her domestic duties remain a priority
- May freely choose to engage in politics regardless of permissions or domestic duties

16. To what degree are you confident that you will be able to apply what you learned in this course in your organization? (circle one)

Not at all confident Totally confident

1 2 3 4 5 6 7 8 9 10

17 (a). To what degree are you committed to try to apply what you have learned? (circle one)

Not at all confident Totally confident

1 2 3 4 5 6 7 8 9 10

17 (b). If you rated yourself at 7 or below, please answer the following question. (check all that apply)

My commitment is not high because:

- I do not have the necessary skills
- I am not sure what is expected of me
- I have other, higher priorities
- I am not required to do so
- No one will care if I actually do or don't
- There is no incentive for me to do so
- Other (please explain): _____