# 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 change<sup>1</sup>. 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.<sup>2</sup>

- more -

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



<sup>1</sup> 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

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

## **PRE-WORKSHOP ASSESSMENT**

The answers to these questions are confidential and anonymous. Individual responses will not be disclosed to party leaders, members, or other individuals or groups. This pre-workshop assessment has two purposes. First, to provide facilitators with valuable information on your expectations and knowledge of gender norms and political masculinities so we can adjust the pace of the workshop sessions accordingly to tailor the workshop to your group. Second, as baseline data for the post-workshop evaluation to assess changes in knowledge and attitudes after the workshop as a group. We will not compare data at the individual level. Thank you.

PART 1: BACKO	ROUND INFORMAT	ΓΙΟΝ		
1. My sex is:				
<ul><li>O Male</li><li>O Female</li><li>O Prefer not to a</li></ul>	nswer			
2. I have been wor	king in politics for:			
<ul><li>O-2 years</li><li>3-4 years</li><li>4+ years</li></ul>				
PART 2: WORK	SHOP EXPERIENCE			
organization.	e talking about gender i 2=Agree, 3=Neutral, 4=[			litical party or
1	2	3	4	5
reinforce gender i	e intervening when I se nequalities. 2=Agree, 3=Neutral, 4=[			organization that
1	2	3	4	5
	litics is the purview of n 2=Agree, 3=Neutral, 4=		ngly Disagree)	
1	2	3	4	5
political activities.	it politically-active wom 2=Agree, 3=Neutral, 4=	·	•	while participating in



organization.			word about decisions	s in the party or
(1=Strongly Agree, 2=	=Agree, 3=Neutral, 4	=Disagree, 5=Strongl	y Disagree)	
1	2	3	4	5
women in the politic	cal parties or organiz			ment or violence against
1	2	3	4	5
		ainly a women's issue = Disagree, 5=Strong		
1	2	3	4	5
		otypes negatively aff = Disagree, 5=Strong	ect both men and wo gly Disagree)	omen.
1	2	3	4	5
organization stronge	er and more success		ition makes my polition	cal party or my
1	2	3	4	5
	• •	equally in political pa =Disagree, 5=Strongl	arty or organization le y Disagree)	adership.
1	2	3	4	5
or violence.		rty or organization co =Disagree, 5=Strongl		narassment, abuse, and/
1	2	3	4	5
		ssment and violence = Disagree, 5=Strong	against women in po gly Disagree)	litics appropriately.
1	2	3	4	5



$\circ$	My view regar	ding hu	sbands h	itting th	eir wives	is that i	t is [Pid	ck one]			
0 0	Their right to Acceptable al Acceptable in Common, but Unacceptable	though certain socially	circumst unaccep	tances otable							
	I believe that a ply]	a husbaı	nd is justi	ified hitt	ing or be	eating h	is wife ir	n the foll	owing sit	uations: [Pick all	that
0000	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 v	voman ı	may [Pid	ck one]							
0	Only do her d Work outside Engage in po Engage in wo May freely ch	the hor litics if s ork and p	ne with t he has pe politics as	he perm ermissio s long as	nission of n from h her don	her hus er husb nestic du	band or and or fa aties ren	family amily nain a pi	riority	uties	
	To what degre ganization? (ci			ent that	you will	be able	to apply	what yo	ou learne	d in this course ir	n your
org		cle one)		ent that	you will	be able	to apply	what yo	ou learne	d in this course in Totally confid	
org	ganization? (ci	cle one)		ent that	you will 5	be able	to apply 7	what yo	ou learne 9		
org No	ganization? (ci	rcle one) ent 2	3	4	5	6	7	8	9	Totally confid	
No	ganization? (cii t at all confide 1	rcle one) nt 2 gree are	3	4	5	6	7	8	9	Totally confid	dent
No	ganization? (cii t at all confide 1 (a). To what de	rcle one) nt 2 gree are	3	4	5	6	7	8	9	Totally confid 10 rcle one)	dent
No 17 (	ganization? (cin t at all confide 1 (a). To what de t at all confide 1	rcle one) Int 2 gree are Int 2	3 e you com 3	4 nmitted 4	5 to try to 5	6 apply w 6	7 nat you 7	8 have lea 8	9 rned? (ci 9	Totally confid 10 rcle one) Totally confid	dent
17 (No	ganization? (cin t at all confide 1 (a). To what de t at all confide 1	rcle one) Int 2 gree are Int 2 yourself	3 e you com 3 f at 7 or b	4 Amitted 4 Delow, plo	5 to try to 5	6 apply w 6	7 nat you 7	8 have lea 8	9 rned? (ci 9	Totally confid 10 rcle one) Totally confid 10	dent

