

**DIALOGUE  
IN THE  
DARK<sup>®</sup>**

DIALOGUE SOCIAL ENTERPRISE

**BUSINESS WORKSHOP  
LONG TERM SURVEY  
Evaluation Report  
March 2012**



## FRAMEWORK

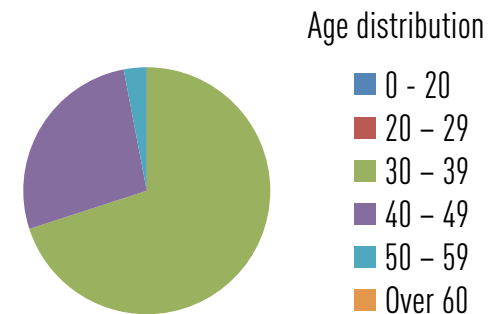
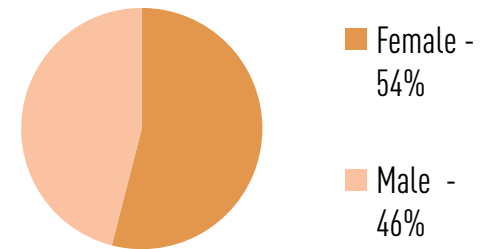
In September 2011, a survey was sent via email to 300 former participants of Dialogue in the Dark Business Workshops.

The workshop experience of the participants dates back between 1 and 4 years. They came from different companies, countries and continents.

90% of the questions of the survey were identical to those asked just after the workshop.

We had a rate of return of 10% (30 people) with comprehensive answers to our questions.

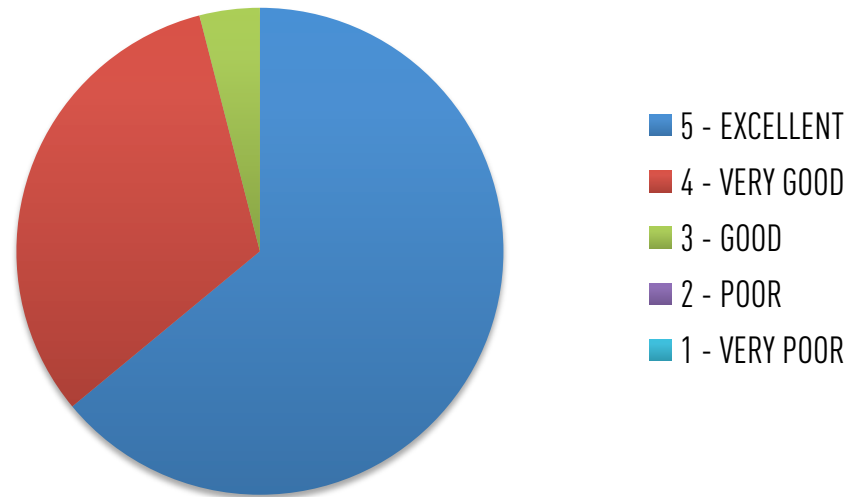
As a result we worked out a qualitative analysis, compared it to the results of the short term survey and could identify several clear findings of a long-term impact of Dialogue in the Dark Business Workshops.



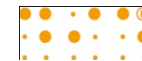


## OVERVIEW OF RESULTS

Please evaluate the event as a whole on a scale from 1 (inadequate) to 5 (excellent)



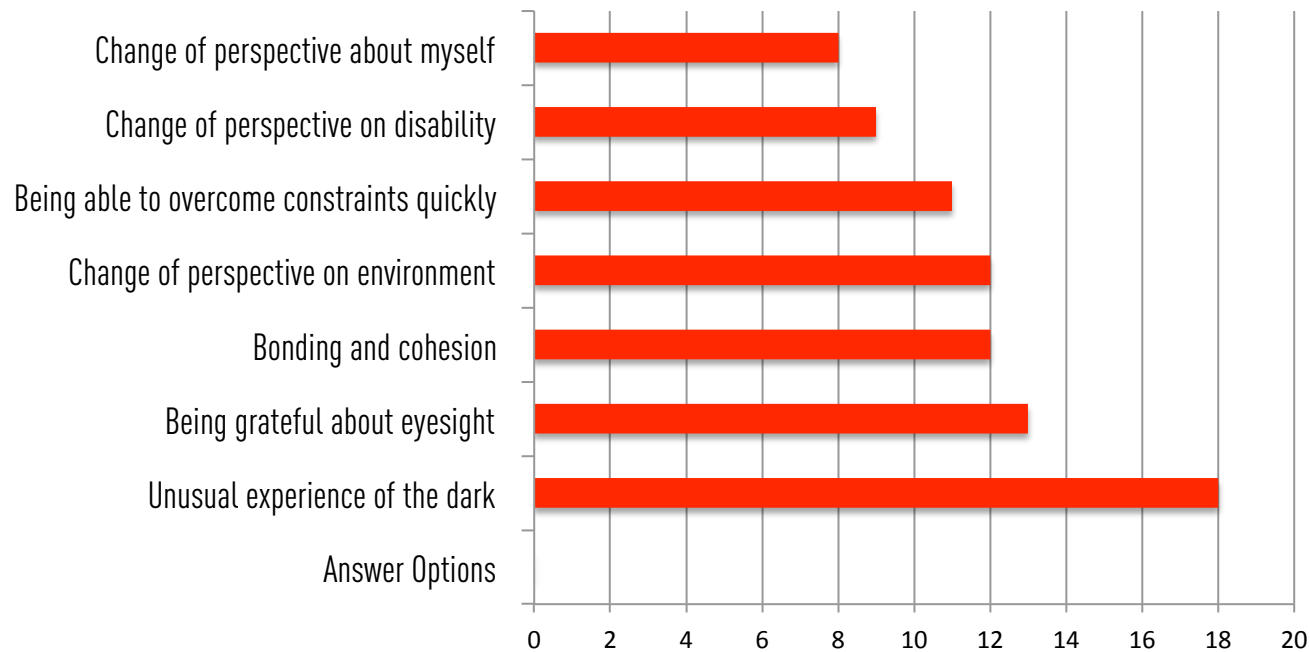
**AVERAGE NOTE: 4,6**



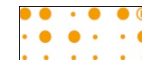


## MOST IMPRESSIVE EXPERIENCE

What was the most impressive experience you had during the workshops?\*



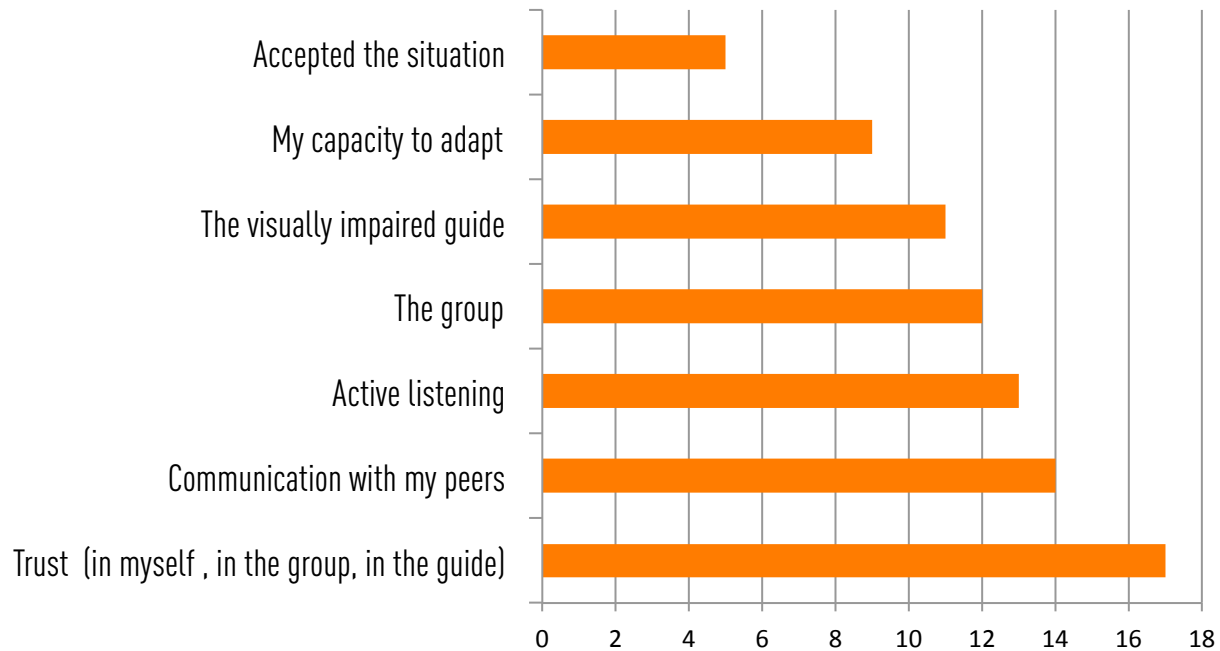
\*Multiple-choice question: the results do not add up to 30



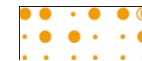


## COPING WITH DARKNESS

What helped you to cope with darkness?\*



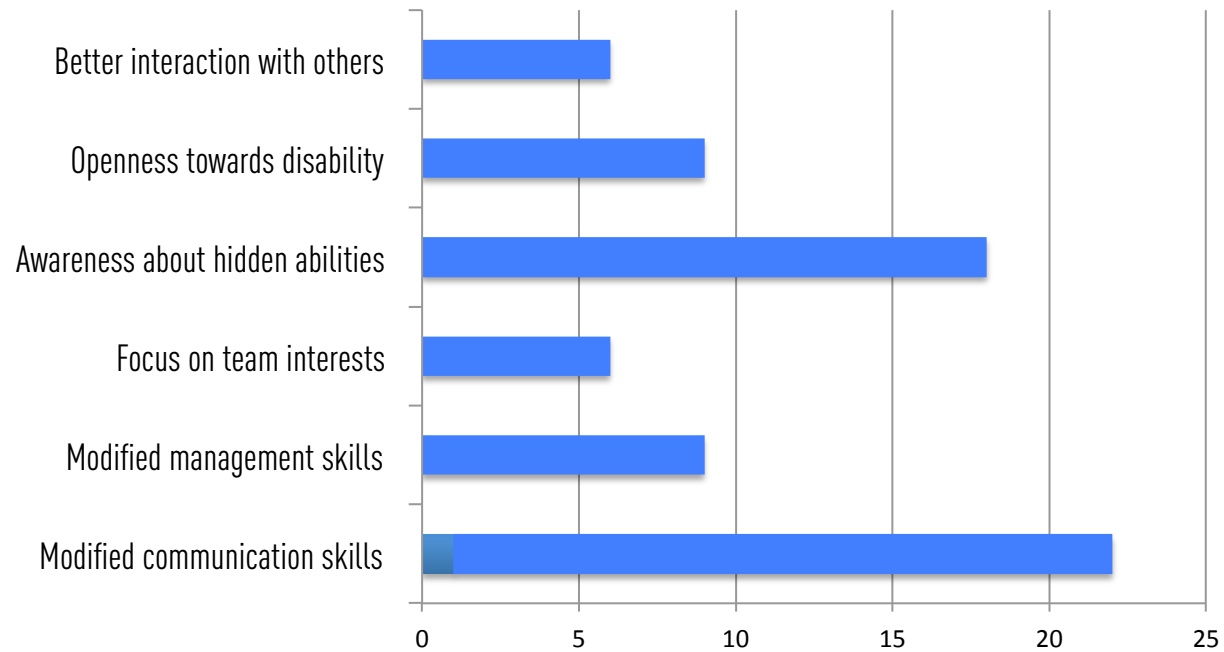
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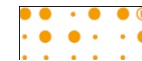


## INSPIRATION

In which ways have you been inspired by the workshop regarding your professional career and/or personal development?\*



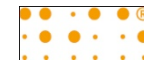
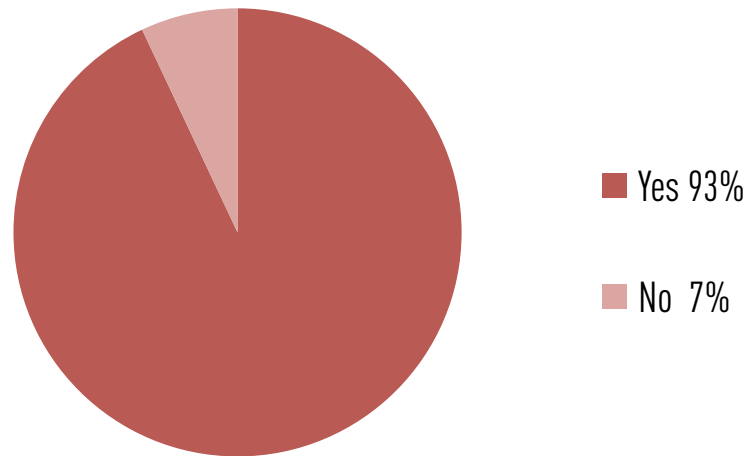
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## RECOMMENDATION

Have you recommended this Workshop?



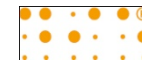


## WHAT ARE THE REASONS FOR YOUR RECOMMENDATION?\*

The workshop is a unique and unforgettable experience, because:

- *this experience is something very different / truly unique*
- *it is unusual, challenging / you will never forget*
- *different style for UNFORGOTTEN*
- **The workshop is a valuable program, gratitude to be part of it, wish to share the experience with other colleagues:**
- *I am very proud that my company is investing in this area*
- *FANTASTIC hope our companies will further partner moving forward*
- *I wish all my colleagues to have the chance to live this experience*
- *It is highly recommended to everyone*
- *this sort of experience should be more widely available*

\*Open question







## WHAT ARE THE REASONS FOR YOUR RECOMMENDATION?\*

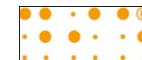
The workshop improves management skills such as communication skills “and team work:

- *its highly recommended to everyone especially for those who don ‘t listen well*
- *unique way in which to learn about different means of communication*
- *it's a good group experience / it improves team working /relationships / trust / bonding“*

The workshop develops capacity to adapt and manage changes:

- *it is a unique experience that enhances the understanding of the rapid changes in environment*
  - *it provides a new perspective of learning skills mainly in terms of coping with any situation at time of crisis*
  - *it emphasis on management in times of crisis and the importance of focusing on the ultimate goal*
- “

\*Open question





## WHAT ARE THE REASONS FOR YOUR RECOMMENDATION?

The workshop is an eye-opener / change of perspective:

- *the experience was truly unique and an eye-opener for new situations and challenges*
- *it provides a new perspective / it changes your way in looking at things.*

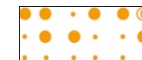
Especially regarding the way to see myself:

- *being in the dark opened my eyes to seeing many qualities in me and others that I didn't know / also learning the importance of relying on my sense of hearing and touch / ...*

And regarding the way to perceive diversity:

- *acceptance of the difference ... / and understanding abilities of someone who might perhaps not be so vocal in a regular environment/ ...*

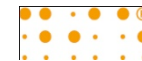
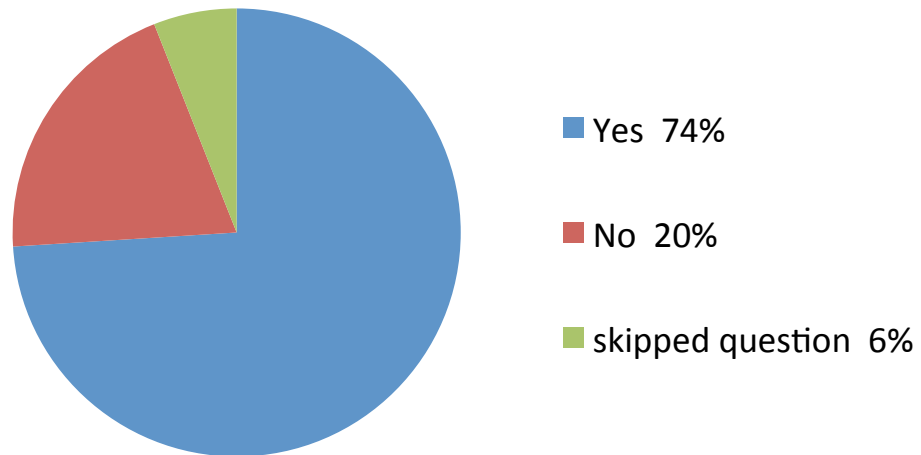
\*Open question





## LONG TERM IMPACT

Do you apply what you have learned at the workshop to your everyday life?





## WHAT IS THE LONG TERM IMPACT?\*

The workshop improves management skills on three levels:

### 1. Capacity to adapt and reframe:

- *to always adapt to any negative situation we are in and always find a way to solve the problem as a team*
- *being able to overcome constraints quickly / find...how we can change the cannot situation*
- *being able to manage with the resources I have / to adapt to any situation*

### 2. Better communication:

- *I do communicate everything now, and I encourage the same for my team*
- *by listening before I start talking / to hear well more before any action*
- *I think I am now giving more details when trying to express my idea,*
- *as much as possible to listen to others*

\*Open question





### WHAT IS THE LONG TERM IMPACT?\*

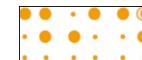
#### 3. Capacity to have empathy with the team and colleagues:

- *focusing more on the hidden abilities of people /and trusting people I work with*
- *making sure I involve everyone, thinking about essentials*
- *I always put my self in others shoes*
- *to look for hidden qualities and capabilities and not to make assumptions*

#### The workshop improves also

- **Team work:** *interact with my colleagues more to achieve a better result / as much as possible work with team"*
- **Awareness about one capacities and weaknesses:** *getting self confident, / ask for help when I feel in the dark*

\*Open question

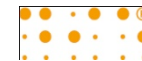




## COMPARISON BETWEEN SHORT AND LONG TERM SURVEY

There is no a significant difference between the answers of the participants immediately after the workshop and 1 to 4 years later.

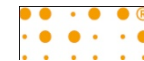
- The average score of the event doesn't decline. It stay stable. In both surveys the note is 4,6 (4 = very good / 5 = Excellent)
- The workshop is defined in the two surveys as a unique and unforgettable experience
- The same findings are in the both surveys with two additional main answers in the long term survey:
  1. The workshop is a valuable program and a can be used as a retention tool
  2. Dialogue in the dark develops the capacity to adapt and reframe





## MAIN FINDINGS

- The highest appreciation remains over a longer period. The average score doesn't decline.
- The workshop is defined as a unique and unforgettable experience. It is an eye-opener and leads to a change of perspective.
- 3 main reasons to recommend the workshop:
  - It improves management skills especially on the communication and the teamwork level
  - It develops the capacity to adapt and manage changes
  - It is an awareness program for diversity and fosters self-reflection (strengths and weaknesses)
- 2 others reasons to recommend the workshop:
  - DID BW can be used as a retention tool
  - DID BW is a powerful team building tool





## IN A NUTSHELL

Dialogue in the Dark Business Workshops is a valuable tool to improve management skills on three levels:

- Capacity to adapt and reframe
- Better communication
- Empathy and openness towards a team and colleagues

