



DALE CARNEGIE®
TRAINING

Final Results Package

For

Teen Program

Graduated June 2012

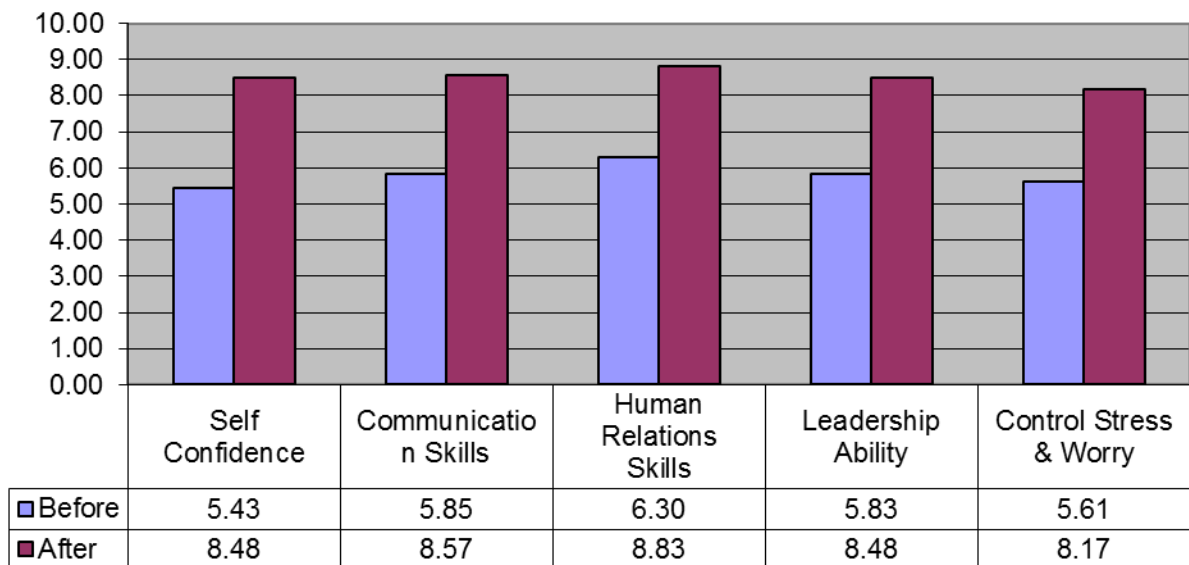
Final Assessment

Not Anonymous – Conducted June 2012

Participants rated themselves in the following categories

(On a scale of 1-10, with 10 being the highest):

	Before	After	% of Increase
Self Confidence	5.43	8.48	56.00%
Communication Skills	5.85	8.57	46.47%
Human Relations Skills	6.30	8.83	40.00%
Leadership Ability	5.83	8.48	45.52%
Control Stress & Worry	5.61	8.17	45.74%



What do you consider to be the major benefit of having participated in this program?

- Practice. “Practice makes perfect”. All the different speeches we said.
- I not only will have better success in my career but also my life all together.
- A major benefit would be coming out of comfort zone.
- I know how important it is to always be genuine with everyone you meet. People want to know that your care. And remember their names!
- Learning how to speak publicly and how to break my comfort zone.
- I learned now to communicate more effectively and appropriately.
- Stretching my comfort zone.
- Stepping outside my comfort zone.
- Stepping out of my comfort zone.
- Learning how to be a leader and step out of my comfort zone.
- Learning how to step out of my comfort zone.
- Stress helpers. Practice public speaking.
- Stretching my comfort zone and practicing my principles.
- More comfortable speaking publicly and stepping out of my comfort zone.
- Meeting people from all around.
- Human relations principles.
- Learning to step out of comfort zone.
- The major benefit of participating in the course would be getting to know people.
- Learning to be more outgoing and self-confident, and being a better conversationalist.
- Learned about pegging and stress relief.
- It will help me in life and future events.
- Social aspects.
- Public speaking.

How will this program help you achieve your future goals?

- It built more of my confidence. I now speak more like a leader, in a powerful and charismatic tone.
- It will help me to become a leader to one day become a captain in sports or even a manager in my career.
- It will help me be more social.
- All of the principles – the whole package – will help me to grow into a great communicator and a better all-around person.
- It will make me more confident in future situations, i.e. job interviews.
- It gave me techniques and principles of which I could bas my life off of in order to succeed and achieve my future goals.
- Make more friends, become friends with employer, get good job.
- It will help me take more risks.
- It will allow me to see all the things life has to offer for me.
- It will help me to speak publically in school and have more confidence.
- I am more confident to pursue new opportunities.
- I will be more confident in speaking with my friends, classmates, and in front of large groups.

- It will expand my opportunities.
- It will help on my college resume and when going to interview for a scholarship.
- By giving me the tools to succeed.
- It will help me become a better individual who is a leader.
- Better public speaker.
- I will get to know people better and step out of my comfort zone.
- By making me unafraid to take risks that could lead to major success.
- By communicating well, being able to handle stress and give me more confidence.
- Confidence
- Public speaking

What did you like about the training?

- It was fun, supportive and beneficial.
- Everything
- It was very personal and pushed me to my potential.
- It helped with confidence.
- Everything
- Everything
- The teachers really challenged me to succeed
- It was a very comfortable environment
- Activities
- Energetic
- The training was engaging
- People
- Meeting new people.
- Awards
- Lots of chances to speak
- It was cool.
- I liked all the practice of speaking and the acting exercises and the fun games like lazer tag.
- The information and friendly environment.
- Everything
- It used real life examples to help us more.
- It was not a long boring lecture, we did skits and games and activities.
- That it had a lot of opportunities to practice.
- All of the different activates.

What would you change about the training?

- Shorter classes
- Nothing
- Nothing
- Nothing
- Nothing
- The amount of time to (?) shorter.
- Make the day shorter.
- Shorter days
- Nothing
- More social interaction
- Ultimately, nothing needs to be changed.
- Not so long. Stop talking so much.
- Length of time.
- Length
- nothing
- too long
- Longer time out of the class. We are in the classroom too long.
- The length
- Nothing
- Nothing
- Shorter classes.
- Nothing really. It was good.
- The length of the days.

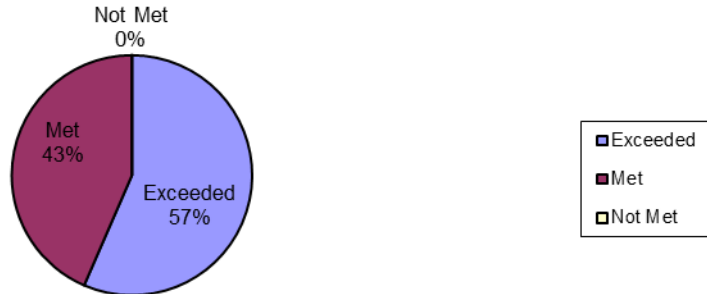
Additional Comments:

- I thought it was very helpful and fortified my different skills. Great program that covered a lot.
- YAY!
- It was a fun and inspirational course that will help me in all aspects of life.
- This was one of the most influential experiences in my life!
- Day could be a little shorter but overall a great experience.
- I like how it was a fun environment and made the public speaking easier.
- It was great!!
- Thank the graduate assistants.
- I liked the skits and outdoor activities best!
- I loved the activities and great food.

Level I Training Assessment

Anonymous Survey Conducted June 2012

The Extent to Which This Training Met Expectations



This program increased my capability to perform my current or future job



I intend to apply what I learned in this training in my job



Parent & Guest Responses

Did you enjoy the experience?

- Yes
- Yes!
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Fantastic
- Yes
- Yes
- Yes, very much
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Yes
- Most definitely
- Very much
- Yes
- Yes
- Yes

What did you like best?

- Seeing such young talented kids speaking.
- Watching the kids engage with the audience and improve upon their public speaking.
- I liked that my daughter was reluctant to attend yet showed outstanding breakthrough.
- Having the students report out.
- Seeing the kids present themselves.
- Seeing the way all the kids talked about their changes.
- All the kids' speeches.
- Seeing how honest and well the participants did with their speeches.
- The honesty and humor and consistency
- Seeing a higher level of confidence amongst the kids.
- I enjoyed hearing all of the kids give a speech so well.
- The courage displayed by all.
- Speeches.
- The presentations and the introductions.
- The confidence of most students.
- Hearing the kids speak.
- Student speeches.
- Watching every kid step out of comfort zone and having positive results.
- The individual speeches.
- I enjoyed watching the kids as they gave their speeches. They seemed to be so relaxed and proud of themselves.
- Opportunity for presentation by each kid. Positive reinforcement.
- The confident speakers willing to take principles they learned forward in life.
- Kids appeared positive about things learned in sessions.
- Seeing how successful the program is. Knowing for some of the young adults this was one of the most difficult things they've done and not being able to tell which ones.
- Introductions of participants, hearing from the participants.
- Students feeling better about public speaking.

- The confidence shown by the participants when they stood up to speak. It showed growth.
- Listening to the kids speak about their experiences and description by teachers of what they learned.

What did you like least?

- Uncomfortable seating.
- When presenting my child, she was recognized for having won a “spelling” contest which never happened. That one child was accidentally missed.
- 2 hours commencement seems long (maybe it is shorter?)
- Seemed to demonstrate that the program was general in nature and less individualized.
- Awards
- I’d like to see more balance between public speaking and other leadership training.
- The “awards” process.
- Long day #1
- Not sure if awards are necessary. I would eliminate.
- Nothing not to like.

Suggestions to make this session even more interesting, valuable and enjoyable for the guests:

- Pictures and perhaps short video from sessions.
- Networking period for parents.
- Clipboard
- Nice job Bob and your team.
- All good!
- It sounds like they really enjoyed the exercises and skits they did Thursday and Friday. Maybe more of those to help learn those points would be helpful.
- Watch students do an exercise.
- Might try PowerPoint presentations.
- Sharing the personal stories in more depth with guest.
- This guest was completely interested and satisfied.
- At the HOBY conference they had a short meeting for parents at the beginning of the conference so we would know what the kids would be doing before it started. I think that would help because we would have a better idea of questions to ask the kids each night.

What has been the most significant improvement that you have observed in your child?

- Actually having more conversation and talked about class which she hardly ever talked about what took place at school.
- Excitement from the very first day. Meeting new people, establishing new relationships, confidence in public speaking and competitive spirit.
- Her attitude, ability to speak freely and openly in public and willingness to participate in the program.
- More positive outlook, optimism and enthusiasm. Better attitude about making friends.
- I liked demonstration of new experiences and forcing them to get out of “comfort zone”. No one talked about how they better organized themselves/time management. Defining and accomplishing goals systematically.
- Closer communications.
- Speech preparation, organization.
- Eric has grown tremendously since he first participated in the program. Thanks for all that you did for him.
- Last night he actually talked to me about the day and is excited about the techniques.
- More open, more talkative.
- She seems well spoken, confident and focused.
- Confidence and determination.
- Ability to open up and participate.
- He thanked me for signing him up.
- The honesty of his goals.
- Attitude
- Change in attitude, acknowledging what to improve upon.
- More confidence
- His willingness to get up, speak, relaxed and to stay up there for 2 minutes.
- At first my son was extremely reluctant to come to the seminars. As the days progressed he seemed more confident and willing to be part of the program.
- More (?) in front of group.
- Smiles more. More cooperative with family. More sensitive to others.
- A bit soon to tell. She is asking us more questions re: our day. Hopefully will utilize the tool in engaging new people.
- That she was able to make new friends so quickly.
- Willingness to challenge herself in uncomfortable situations.
- Willingness to try. Better self confidence.
- The change in attitude about participating in the program.
- He definitely spoke more clearly and with more confidence. He often mumbles.

Challenges the Teens Face

Building relationships	Eye contact	Overcoming low self-esteem
Public speaking	Getting motivated	
Time management	Initiating conversation	Overcoming shyness
Procrastination	Communicate effectively	Overcome all types of organization
Organization		
Easily distracted	Impromptu speaking	Self-confidence
Stress		

Expectations of Participants

Participation	Open minded	Energy
Good attitude	Postivity	Fun!

Expectations of Trainer

Encouraging	Credibility	Help overcome stress
Confidence	Respect	Honesty
Good listener	Be challenging	Fun!
Trust	Persistence	

Traits of Successful People

Well spoken	Determined	Right tools
Outgoing	Curiosity	Positivity
Efficient	Innovative	Courage
Confident	Hard working	Knowledge