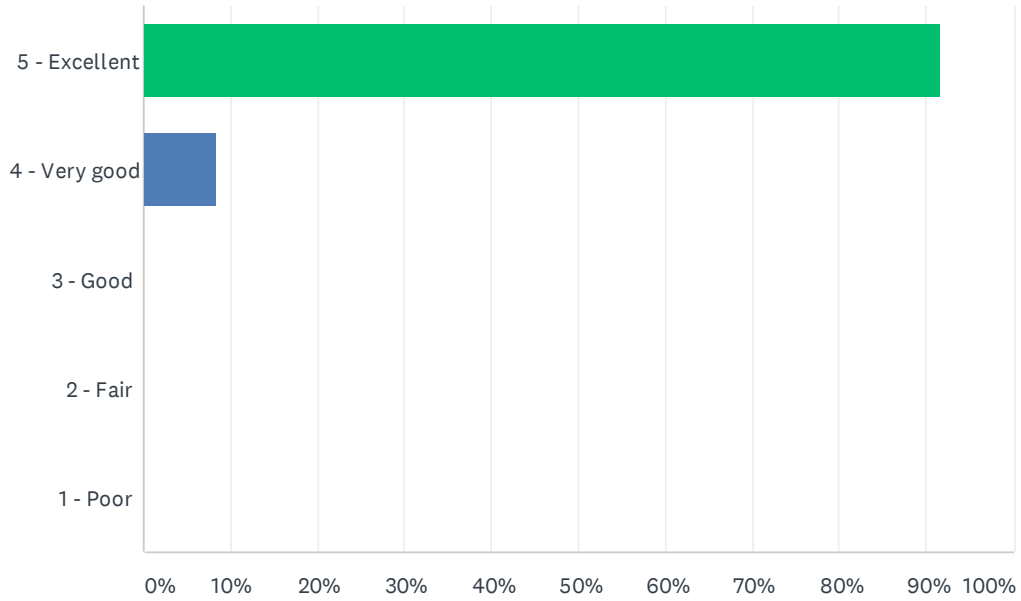


Q2 Overall, how would you rate the Workshop?

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
5 - Excellent	91.67%	11
4 - Very good	8.33%	1
3 - Good	0.00%	0
2 - Fair	0.00%	0
1 - Poor	0.00%	0
TOTAL		12

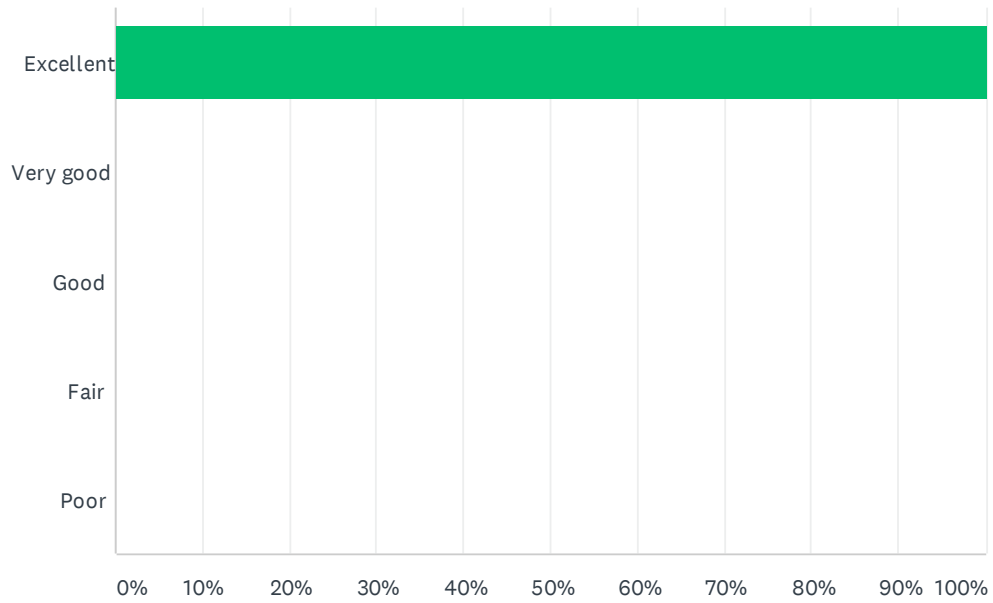
Q3 Would you mind providing feedback on the workshop (thinks you liked, disliked and any suggestions to help improve) - Please be as specific as possible

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	Very informative. Simon knew all the right answers to many problems put to him! Great advice given about conducting an effective appraisal	11/5/2020 5:55 PM
2	Really good to do some role playing appraisals, much as I hate role play usually, but this seemed more real.	11/5/2020 5:26 PM
3	Enjoyed interaction and breakout groups. Would of liked more scrutiny of being an appraiser perhaps with observed approach- that might be difficult though to do for everyone.	11/5/2020 5:21 PM
4	Useful precourse material meant less need for didactic teaching in the workshop leaving more time for discussion. Useful resources. Knowledgeable trainers who are also practising doctors was very important. Size of group overall was just right; breakout sessions into 2-3 people worked well too. I disliked sending part of my appraisal document to a colleague I didn't know (so only sent it today) but it was useful for the exercises being true to life.	11/5/2020 4:25 PM
5	I enjoyed the structure of the day. The break out groups and tasks were very instructive. The interactive discussions with Simon and Emily, the framework provided and the practical scenarios were all very useful.	11/5/2020 4:23 PM
6	Small group of 2-3 in break rooms has worked well. Delivering this course on zoom was absolutely fine, no issues at all. Pre-course preparation was spot on, available extra reading very useful. Course facilitators knowledgeable, genuine and enthusiastic.	11/5/2020 4:21 PM
7	Really liked it, think it's great as is	11/5/2020 4:21 PM
8	Zoom worked suprisingly well Simon's calm, careful interested and quietly leading delivery worked very well A little more time on actually how and when to halt an appraisal (rare though it will be hopefully!) would be good	11/5/2020 4:16 PM
9	all content relevant and insightful	11/5/2020 4:15 PM
10	Very good - very well structured and presented	11/5/2020 4:14 PM
11	Simon and Emily are very good at facilitating this and not making this too much of a cliché or repetitive which is impressive. The group work is also very interesting.	11/5/2020 4:10 PM
12	Really excellent how this course was managed effectively via zoom	11/5/2020 4:07 PM

Q4 Overall, how would you rate the facilitator(s)?

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	100.00%	12
Very good	0.00%	0
Good	0.00%	0
Fair	0.00%	0
Poor	0.00%	0
TOTAL		12

Q5 Would you mind providing feedback on the effectiveness and quality of the facilitator - Please be as specific as possible

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	As above	11/5/2020 5:55 PM
2	Very calm and knowledgeable.	11/5/2020 5:26 PM
3	Clear, open and welcoming.	11/5/2020 5:21 PM
4	As above- knowledgeable and experienced, put group at ease.	11/5/2020 4:25 PM
5	Very effective communicator who provided just the right amount of content, setting realistic and achievable tasks/goals in the break out group discussions.	11/5/2020 4:23 PM
6	Knowledgeable, enthusiastic, genuine	11/5/2020 4:21 PM
7	excellent, very engaging, gave time to everyone to give their thoughts	11/5/2020 4:21 PM
8	Very good, little to be able to add	11/5/2020 4:16 PM
9	very helpful approach highlighting positive and constructive rather than regulatory aspects of appraisal	11/5/2020 4:15 PM
10	Very clear and thoughtful. Knowledgeable and signposted course very well.	11/5/2020 4:14 PM
11	As above.	11/5/2020 4:10 PM
12	Very clear explanations and discussions	11/5/2020 4:07 PM

Q6 What are the 3 key things you have learnt from the Workshop?

Answered: 11 Skipped: 1

ANSWER CHOICES	RESPONSES	
1 -	100.00%	11
2 -	100.00%	11
3 -	100.00%	11

#	1 -	DATE
1	How to facilitate appraisal	11/5/2020 5:55 PM
2	Supportive nature of appraisal process	11/5/2020 5:21 PM
3	Appraisal framework tips	11/5/2020 4:25 PM
4	listen, encourage reflection	11/5/2020 4:23 PM
5	Framework to deliver good quality appraisal	11/5/2020 4:21 PM
6	how to structure PDPs	11/5/2020 4:21 PM
7	Active listening	11/5/2020 4:16 PM
8	its about the needs of the appraiser, not a tickbox exercise	11/5/2020 4:15 PM
9	Change in aim of focus of appraisal in recent years to PDP and wellbeing	11/5/2020 4:14 PM
10	Structure	11/5/2020 4:10 PM
11	How to structure an appraisal	11/5/2020 4:07 PM

#	2 -	DATE
1	Active listening	11/5/2020 5:55 PM
2	Need to have good listening skills	11/5/2020 5:21 PM
3	Importance of appraiser mainly listening	11/5/2020 4:25 PM
4	PDPs should be achievable, yet should challenge the appraisee	11/5/2020 4:23 PM
5	Preparing well pre appraisal provides helps a lots with the appraisal summary	11/5/2020 4:21 PM
6	function of appraisal (versus job planning/performance review)	11/5/2020 4:21 PM
7	NOT problem solving	11/5/2020 4:16 PM
8	important to listen but not take ownership instead of appraiser	11/5/2020 4:15 PM
9	Importance and skill of writing PDP	11/5/2020 4:14 PM
10	Aim	11/5/2020 4:10 PM
11	Dealing with problematic appraisee	11/5/2020 4:07 PM

#	3 -	DATE
1	Producing good PDPs	11/5/2020 5:55 PM
2	Improved my own appraisal preparation.	11/5/2020 5:21 PM
3	Importance of reflective practice over tick box approach	11/5/2020 4:25 PM
4	Introduce oneself at the start of the appraisal and reveal a little about yourself to encourage the appraisee to talk about him/herself in order to get to know the appraisee and his/her background which should facilitate the appraisal process.	11/5/2020 4:23 PM
5	The appraiser doesn't provide solutions but helps the e appraisee to find his/her own solutions	11/5/2020 4:21 PM
6	benefit of having appraisals with individuals outside your specialty	11/5/2020 4:21 PM
7	Positive supportive opportunity to use	11/5/2020 4:16 PM
8	defocus on paperwork checking and listen!	11/5/2020 4:15 PM
9	Importance of listening and let appraisee talk (and come up with solutions)	11/5/2020 4:14 PM
10	Challenge	11/5/2020 4:10 PM
11	Changes in appraisal during covid	11/5/2020 4:07 PM

Q7 What changes in your practice are you considering following this webinar?

Answered: 12 Skipped: 0

#	RESPONSES	DATE
1	As above	11/5/2020 5:55 PM
2	I will change my approach to appraisal and take more time over it.	11/5/2020 5:26 PM
3	Taking on becoming an appraiser and trying out techniques learnt.	11/5/2020 5:21 PM
4	Different preparation for own appraisals. Rapid write up of colleague appraisals.	11/5/2020 4:25 PM
5	Recognise that the role of the appraiser is not to jump and fix problems!	11/5/2020 4:23 PM
6	Prepare well prior to appraisal, be a good listener, be empathic, help the appraisee to find solution to issues raised	11/5/2020 4:21 PM
7	definitely changes to my own appraisal prep and structuring of PDPs - need to be more realistic in terms of achievable aims but also in challenging myself. I plan to ask for a person outside my specialty to be my appraiser for next appraisal round.	11/5/2020 4:21 PM
8	More reflection	11/5/2020 4:16 PM
9	doing my own next appraisal and my first role as appraiser!	11/5/2020 4:15 PM
10	Will look forward to appraisals and use them more effectively	11/5/2020 4:14 PM
11	As said now live, I look forward to the next time I am appraised as this gives very valuable insight as to how to prepare and also to the first time I am an appraiser as i do feel more confident in being one and also think it is really important.	11/5/2020 4:10 PM
12	Change in own appraisal paperwork	11/5/2020 4:07 PM

Q8 Please use this space for any other comments or suggestions

Answered: 9 Skipped: 3

#	RESPONSES	DATE
1	Nil	11/5/2020 5:55 PM
2	Thank you!	11/5/2020 5:21 PM
3	A very worthwhile training course. Thank you.	11/5/2020 4:25 PM
4	Nothing further to add	11/5/2020 4:23 PM
5	.	11/5/2020 4:21 PM
6	Great session	11/5/2020 4:16 PM
7	keep up the good work and stay safe	11/5/2020 4:15 PM
8	Thank you for very good course. Runs well on zoom Would be good to include details on how to navigate the system as an appraiser	11/5/2020 4:14 PM
9	This is very useful and genuinely more interesting and fun than expected.	11/5/2020 4:10 PM

Q9 Are there any further courses you would like to be provided in the future?

Answered: 9 Skipped: 3

#	RESPONSES	DATE
1	Managing problem trainees. Please bring this course to the Marsden!	11/5/2020 5:55 PM
2	No	11/5/2020 5:21 PM
3	Time management and prioritisation.	11/5/2020 4:25 PM
4	coaching/mentoring	11/5/2020 4:23 PM
5	coaching	11/5/2020 4:21 PM
6	I am on other courses with you already!	11/5/2020 4:16 PM
7	Updates and refreshers.	11/5/2020 4:14 PM
8	Coaching of course..	11/5/2020 4:10 PM
9	Do you do press training?	11/5/2020 4:07 PM