



## Training Day Appreciative Inquiry

Summary of the Feedback Questionnaires and Evaluative Remarks Through an open feedback inquiry, the participants were asked the following questions:

- What have the coaching sessions meant to you?
- Is there something that you appreciated especially?
- What have you learned about yourself?
- What did you learn about coaching by being a client?
- How did the NOPRA-structure work for you?
- Open feedback

### Key findings:

- (1) Splitting the workshop into three smaller virtual sessions, rather than one long event, was a consequence of the pandemic and the related restrictions. Still, the participants evaluated this setting as positive since it allows for reflection of the newly learned contents and to try out newly acquired methodologies in between meetings. Moreover, this setting allows workshop participants to discuss their experiences in the group and get back to open questions.
- (2) The NOPRA method has been perceived as helpful by most participants. It allows to, at the same time, evaluate the past, consider existing resources, and find out how to best exploit these resources for which goals. Some partners suggested to apply this method also for the project-internal evaluation workshop (GoA3.5)
- (3) The work in pairs, and especially distributing roles as coaches and clients, has been evaluated positively. It was particularly helpful to learn which situations could benefit from coaching, and which ones not (and what coaching actually means).
- (4) Learning neuroscience background, such as the SCARF model, was useful to understand the reasoning of different methods and instruments that we use in the work with our micro project members.