



Reflection Survey #1

Instructions: Please circle a number to indicate your response to each of the following items.

Before today's workshop, did you know your conversation partner?

- No, I have never met this person
- Yes, we have met but have not interacted a great deal
- Yes, I know this person quite well

To what extent do you share common values with:

	Not at all						Very much
your conversation partner?	1	2	3	4	5	6	7
others in your field?	1	2	3	4	5	6	7

To what extent is leadership a trait people are born with or a skillset that people can develop?

Entirely a trait 1 2 3 4 5 6 7 Entirely a skillset

Please rate the extent to which you agree with the following statements:

	Not at all						Very much
Effective leadership is important for helping teams develop the best solutions to intellectually challenging problems.	1	2	3	4	5	6	7
Diversity and inclusion are important for helping teams develop the best solutions to intellectually challenging problems.	1	2	3	4	5	6	7

End of Reflection Survey #1.



Project **RISE**
Cultivating Collaborative Cultures

ID#: _____



Reflection Survey #2

The following questions ask about your conversations with your partner during the workshop:

	Very negative						Very positive
How would you describe the overall tone of your conversation?	1	2	3	4	5	6	7
	Not at all close						Somewhat close
How close did you feel to your conversation partner?	1	2	3	4	5	6	7
	Nothing at all						A great deal
How much personal information about yourself did you disclose with your conversation partner?	1	2	3	4	5	6	7
	Not at all						Very much
How much did you try to understand your conversation partner's thoughts and feelings by imagining things from their perspective?	1	2	3	4	5	6	7

During the conversation exercise, I felt:

uncomfortable sharing my ideas 1 2 3 4 5 comfortable sharing my ideas

inauthentic 1 2 3 4 5 authentic

During the conversation exercise, I think that my conversation partner:

felt uncomfortable sharing their ideas 1 2 3 4 5 felt comfortable sharing their ideas

was inauthentic 1 2 3 4 5 was authentic

Your dialogue partner's status or professional position, *relative to you*:

Much lower status	Moderately lower status	Slightly lower status	Equal status	Slightly higher status	Moderately higher status	Much higher status
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Survey continues on reverse.



How true is the following statement for you?

	Not at all					Very much	
	1	2	3	4	5	6	7
Over the past two weeks, when I'm at work, I have felt very aware of my gender.							

Please rate your agreement with the following statement:

I believe that, in the absence of bias, women and men have equal potential to succeed in STEM:

Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
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End of Reflection Survey #2.



Reflection Survey #3

Over the past week, I have acted as a leader by:

(Check all that apply.)

- spearheading the resolution of a technical challenge
- sharing my technical expertise with others
- actively managing the group dynamics of a team.
- connecting two or more people to facilitate their success.
- pitching an innovative idea to the team.
- devoting time to the larger vision of my team.
- assigning tasks for others to complete.
- directly supervising others' progress toward a goal.
- looking for opportunities to take on a leadership role.
- accepting a leadership role that was offered to me.

How true are the following statements for you?

	Not at all					Very much	
	1	2	3	4	5	6	7
I would like to take on new leadership responsibilities within my organization.							
I want to be an ally to female STEM professionals.							

Near the end of today's RISE Workshop, you created an action plan (if-then contingency plan) to achieve your leadership goals. What was it?

IF: _____

THEN, I WILL: _____

Did you commit to more than one action plan? (circle one) Yes No

Survey continues on reverse.



	Not at all likely				Very likely		
How likely are you to change some aspect of your behaviour as a result of today's workshop?	1	2	3	4	5	6	7

How true are the following statements for you?

	Not at all				Very much		
I feel like I know how to be an effective leader in my organization.	1	2	3	4	5	6	7

I feel like I know how to challenge my own thoughts or actions if I think they might be influenced by gender stereotypes.	1	2	3	4	5	6	7
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I feel like I know how to be a strong ally to female STEM professionals.	1	2	3	4	5	6	7
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After participating in today's workshop, I feel:

	Not at all				Very much		
hopeful	1	2	3	4	5	6	7
frustrated	1	2	3	4	5	6	7
inspired	1	2	3	4	5	6	7
emotionally drained	1	2	3	4	5	6	7
empowered	1	2	3	4	5	6	7
guilty	1	2	3	4	5	6	7
anxious	1	2	3	4	5	6	7
valued	1	2	3	4	5	6	7

How true are the following statements?

	Not at all				Very much		
My organization has a culture of valuing the contributions that women and men make in the workplace.	1	2	3	4	5	6	7

In my organization, interactions between people from different groups (based on gender, ethnicity, age, etc.) tend to be characterized by respect and trust.	1	2	3	4	5	6	7
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Workshop Evaluation

Please circle an option to indicate your response to each of the following questions.

	Not at all likely					Very likely	
Is this workshop likely to help you achieve your personal leadership goals?	1	2	3	4	5	6	7
Is this workshop likely to help your organization achieve its goals for diversity and inclusion?	1	2	3	4	5	6	7
Are you likely to recommend this workshop to other coworkers?	1	2	3	4	5	6	7

How did each of the following elements contribute to your experience of the workshop?

	Not at all					Very much	
The delivery of the information.	1	2	3	4	5	6	7
The evidence and demonstrations.	1	2	3	4	5	6	7
The ice breaker/tower building task.	1	2	3	4	5	6	7
The self-assessment survey(s).	1	2	3	4	5	6	7
The discussions with other participants.	1	2	3	4	5	6	7
The action plan activity and worksheet.	1	2	3	4	5	6	7

Have you previously completed a workplace training on leadership?

Yes

No

The prior workshop was more effective

Today's workshop was more effective

If yes, how would you rate the experience of the current workshop relative to what you have attended in the past?

1 2 3 4 5

Was there anything that you felt was missing from the workshop?

What part of the workshop did you find most interesting or engaging?

Any other comments or feedback? (Please use the reverse if needed.)