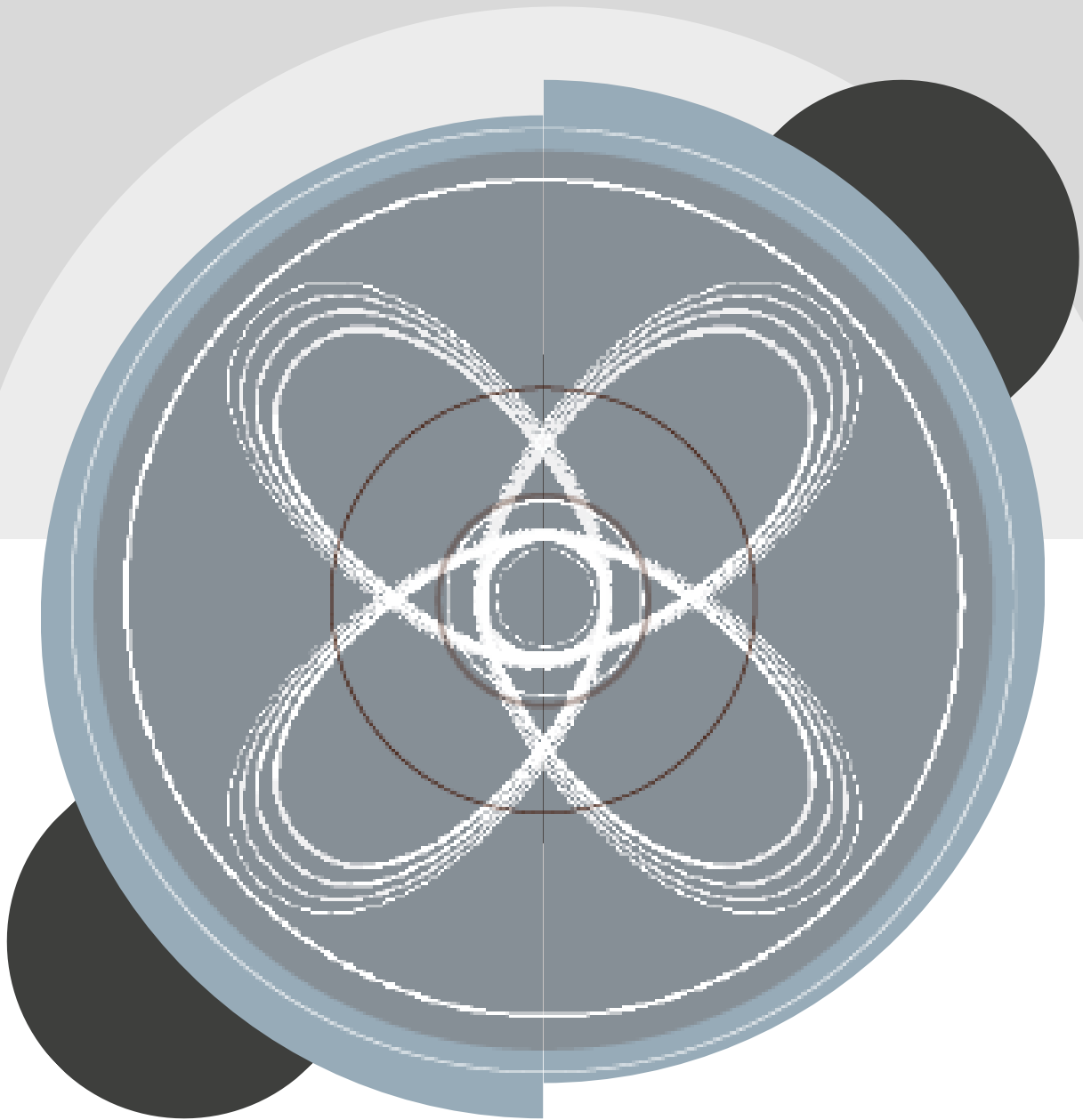


PREAPARED BY :

Shereen El Mallah



Compassionate Systems Introductory Workshop

Summary of Participant Feedback

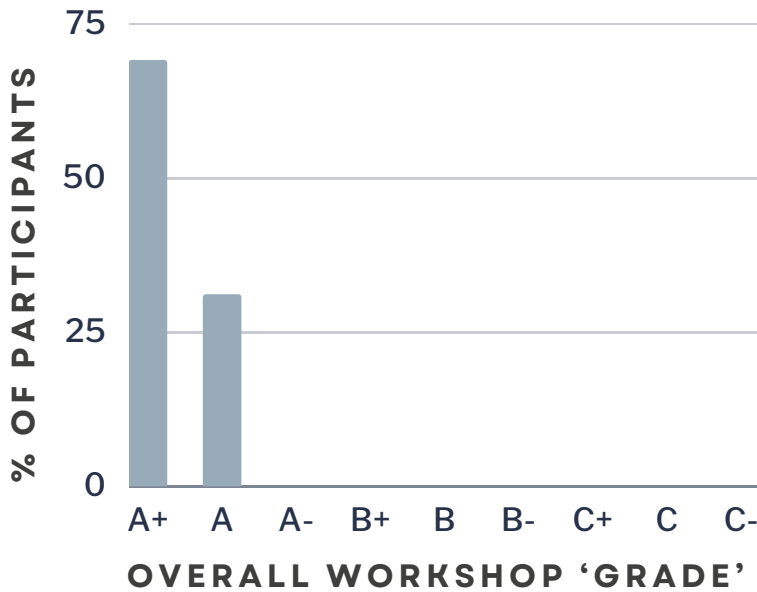


VALOR COLLEGIATE ACADEMIES

SEPTEMBER 20-22, 2023

OVERALL SATISFACTION

Participants overall perceptions and experience of the workshop.



If I were to grade this workshop, I would give it a grade of...

ALL participants gave the workshop a grade of **A+** or **A**



If I had been able to choose between participating in the workshop or attending my normal school day schedule, I would have chosen...

96%

Participating in the workshop

4%

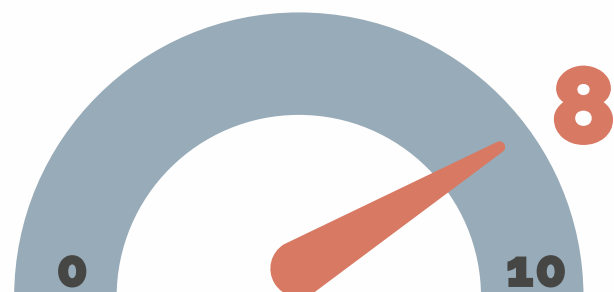
Attending my normal school day schedule

0%

Both feel the same to me



On a scale from 0-10, how important do you think it is for all high school students to learn the tools and practices that were introduced during the workshop?



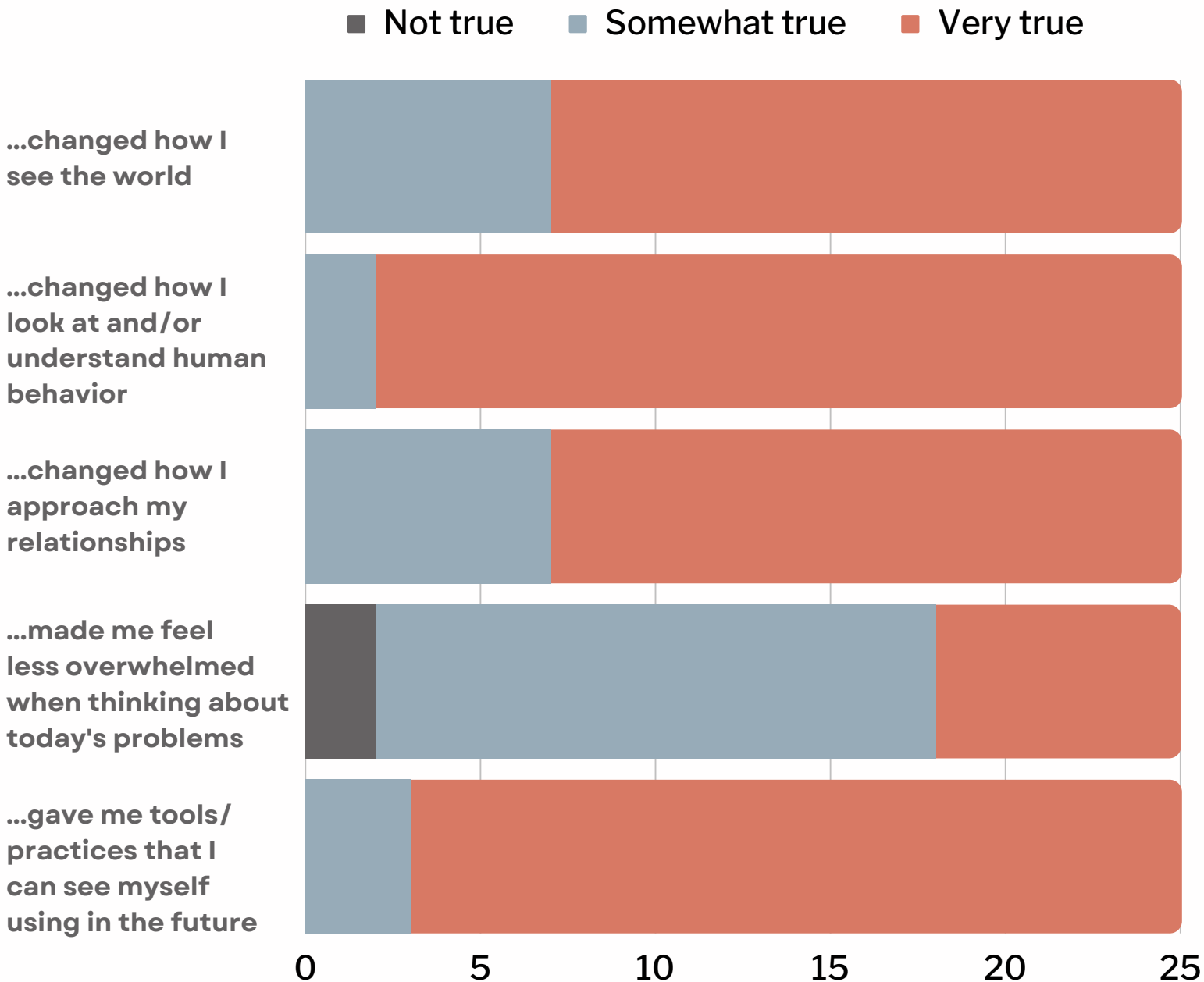
IMPACT

Participants report on the extent to which the workshop created a meaningful learning experience and/or supported their growth/development as compassionate leaders.



Rate how true each of the following statements are for you.

This workshop...



RELEVANCE

Participants report the extent to which the workshop content met their needs, interests, and goals.



One way I might apply a tool or practice I learned during the workshop is...



GENERATIVE SOCIAL FIELDS

I would like to create a generative social field in my Circle and mentor group so everyone can be able to express themselves freely and do so in a way that showcases who they are as a person without judgement



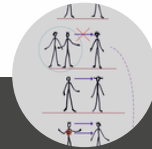
CREATIVE TENSION

I think that as I continue to envision my future I will be more intentional about reflecting on the creative tension between what is the reality right now and what I am working towards because I don't want to fall into too comfortable and need to maintain that creative tension to help support the motivation and progress needed for moving towards goals.



THE ICEBERG

There are a lot of problems that I gave up on solving in the past, especially in my relationships with family members and I think going back and using the iceberg to really think about the causes behind a lot of the events that happened will help me better find a solution that tackles the cause behind the problem not just the event itself.



LADDER OF CONNECTEDNESS

I see myself applying the ladder of connectedness to important interactions I have in the future and that I share with others; categorizing moments and situations to how I react, others react, and the connection between self and those around me.



LADDER OF INFERENCE

I have a habit of jumping to conclusions based on assumptions and I think the ladder of inference is one more way I can use to take it slow and make sure I better understand a person before I come to any conclusions.

Topics I wish we spent more time on...

Ladder of connections- I wanted to know more bc it is a good way to build and make new relationships.

Applying concepts to Valor or to the wider experience of being a student.

Our **purpose statements** and **visions** and how we would solidify what those are. I needed to go deeper and that needed more time.

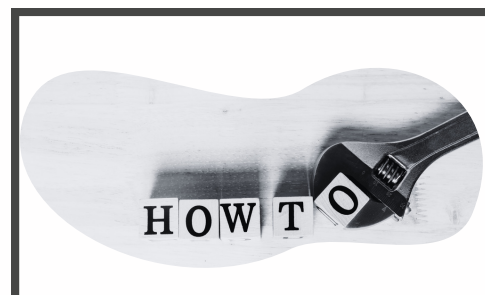
How to **balance/bridge outside systems and internal systems in real time**. I know it is important but don't know how to do it well.

A little more clarification on the **ladder of inference** like how to use it and even what contexts are appropriate for using it.

How to incorporate **empathetic connection** and **compassionate choice** into our realities- I get them in theory but less so in practice.

Engaging in the practices we learn into situations in realtime. Could be some type of role play or something involving **practicing the tool in a situation**. The reflection works but it doesn't help develop practical use of the skill.

Getting a chance to actually see if we know the right things to do when we're trying to make **degenerative social fields** more generative. It's one thing to know what you're supposed to do and another to be able to do it.



The majority of the participants reported seeking a deeper understanding of **when, where and how to apply key tools and practices** introduced during the workshop.



What is one **"A-HA"** moment you had during the workshop?

*When we learned about **shifting the burden** and how we usually seek a solution to the symptom rather than the fundamental problem.*

*The **ladder of inference** opened my eyes to the ways in which I interpret the world, specifically recognizing some of the motivations behind my habits and behaviors that I was overlooking.*

*The **fishing game** was definitely an "A-Ha" moment because I realized how people can be pulled apart from one another and move against the common goal.*

*One "A-Ha" moment was coming into a group of people that I did not feel close to and ending up leading and working with them on their **future goals** and how to achieve them.*

*I literally said "A-Ha" when we were practicing the **iceberg** and I realized how connected everything is, especially the mental models and artifacts.*

*In the beginning, it was enlightening to see how many different people have had the different experiences that fall in the same categories of the **ladder of connectedness**.*

*I "Aha-ed" during the last activity when we **envisioned our futures** bc before that I never sat down and really thought about the different directions my life could take and the important ways I influence which way it goes.*

*Thinking about **generative and degenerative fields** in conversations that I've had with friends- I definitely realized I need to question some relationships and take more accountability in others.*

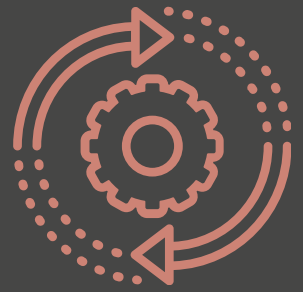
*When we **put symptomatic and fundamental solutions** into examples, I "A-Ha'ed" after realizing that you need both in order to solve a problem.*

*When I saw that I could **accomplish my goals** in different layers and starting off small does not make it any less of an accomplishment.*

*When I started to see and believe the **creative tension process** and realizing the steps I have to take to reach my vision from my current reality is scary but also exciting.*

*The 1st day when w/ the **ladder of inference** in a small group which changed how I think about being a good person after talking about it with others.*

MINDSET SHIFTS



I used to think_____

And now I think_____



You hit a plateau or ‘end’ when you achieve your goals.



Once you climb to the mountain peak, you will see new ones that weren't in your view before.



Setting goals is somewhat important and can be helpful in thinking about the future.



Visioning is very important and an essential part of planning for your future.



Empathy is a one way street and one type of thing.



The relationships between people benefit from different types of connectedness (or are harmed by certain levels).



I did not question the what or why behind my problems or the world around me.



I am more aware of why I and others work and think the way we do, and how to find/create effective solutions to problems.



The motivations behind relationships are logically defined and individualistic.



Emotion is a more important factor in relationships than whether or not individuals logically determine their actions to others.



Systemic issues are somewhat easy to solve and inaction from others allow for the systems to not work.



Changing the system at the very foundation is complex when the people who designed it have lost control over the system itself.

MINDSET SHIFTS

I used to think_____

And now I think_____



I thought things that happen in life came from independent sources.



I realize that many systems are connected and interwoven with other systems and come from several sources.



People react to situations based on their learned behaviors/ experiences.



There are a lot of factors (artifacts, mental models) that give people reasons to behave the way they do.



Being emotionally disconnected in relationships isn't the worst thing.



This disconnection is quite harmful and it is important to find ways other than exclusion to cultivate the relationship.



Negative people will always be negative people.



The space that you are in and the energy you bring into that space plays an important role in the negativity you might see.



It is fine to let the future play out any way that it does because what control do I really have?



It is important to have a vision and having that vision will also create excitement and motivation that you might not otherwise feel.



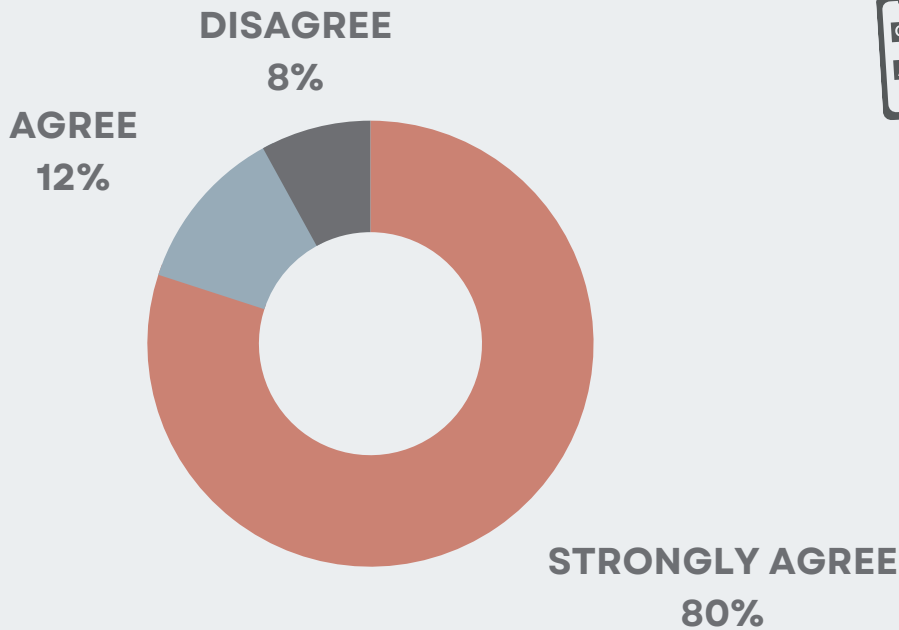
Problems or negative events just happen. Most of the time you can't avoid them. g the problem/event.



Mental models and/or artifacts play an important role in contributing/ causing problems/events.

RELEVANCE

Participants report the extent to which the workshop content overlapped and/or intersected with tools and practices in the Compass model.



I saw connections between what we were learning in the workshop and what I have learned at Valor over the years.

“

Weirdly enough, even though a lot of it may not have correlated 'directly' with Valor stuff, I felt more in tune with Valor teachings during and after this course, And I think a lot of that is due to Valor teaching good things that don't land well unless the group feels safe and secure being vulnerable.

One thing that felt familiar was...

- Emphasis on systems within my community
- Attuning and validating with emotions
- Importance of present awareness
- Empathizing with others
- Thinking about causes behind problems and events.
- Morning ritual felt similar to True North but even more powerful in centering/grounding
- Practice of meditation [x6]
- Focusing on the present/ calming yourself
- Validating rather than problem-solving
- Learning why you react the way you do

One thing that felt new/ different was...

- Symptomatic and fundamental solutions
- Creative vision/personal mastery
- Emphasis on systems
- Acceptance of “all” behavior archetypes.
- Ladder of Connectedness gave new way to open up/explore different relationships
- A lot of the same big ideas but with new glasses and tools to look and practice with
- Creating a vision statement
- Social fields- what they are/why they matter
- Idea of shifting the burden
- Understanding the “why” of our behaviors