

# BACK TO BASICS V

## STUDENT LEADERSHIP RETREAT

### ★ EVALUATION RESULTS SUMMARY ★

	Pre-Test	Post-Test	
Scale: 1 = Definitely False, 7 = Definitely True	Mean	Mean	Difference
<b>I am able to communicate effectively in small groups</b>	5.10	6.30	1.2
<b>I am able to motivate team members</b>	4.71	6.05	1.34
<b>I reflect on my leadership experiences</b>	4.57	6.25	1.68
<b>I am a good public speaker</b>	3.9	5.50	1.6
<b>I possess good self-confidence</b>	3.95	5.60	1.65
<b>I have high self-esteem</b>	4.19	5.55	1.36
<b>I am able to delegate effectively</b>	3.75	5.60	1.85
<b>I am a good active listener</b>	5.05	6.10	1.05
<b>I have been involved in experiences where I step out of my comfort zone</b>	5.43	6.05	0.62
<b>I am aware of involvement opportunities on campus</b>	5.24	6.00	0.76
<b>I have been in positional leadership roles</b>	4.95	5.75	0.8
<b>I can think of many ways to get out of a jam</b>	4.76	6.35	1.59
<b>I energetically pursue my goals</b>	5.0	2.58	-2.42
<b>I feel tired most of the time</b>	2.90	6.21	3.31
<b>There are lots of ways around any problem</b>	5.71	2.90	-2.81
<b>I am easily downed in an argument</b>	3.25	5.65	2.4
<b>I can think of many ways to get the things in life that are important to me</b>	4.90	4.05	-0.85
<b>I worry about my health</b>	4.62	5.80	1.18
<b>Even when others get discouraged, I know I can find a way to solve the problem</b>	5.1	5.85	0.75
<b>My past experiences have prepared me well for my future</b>	5	5.65	0.65
<b>I've been pretty successful in life</b>	5.1	3.89	-1.21
<b>I usually find myself worrying about something</b>	4.86	5.68	0.82
<b>I meet the goals that I set for myself</b>	4.71	6.15	1.44
<b>I feel that I am a person of worth, at least on an equal plane with others</b>	5.29	6.00	0.71
<b>I feel that I have a number of good qualities</b>	5.19	2.35	-2.84
<b>All in all, I am inclined to feel that I am a failure</b>	2.0	5.25	3.25
<b>I am able to do things as well as most other people</b>	4.71	2.20	-2.51
<b>I feel I do not have much to be proud of</b>	1.81	5.90	4.09
<b>I take a positive attitude toward myself</b>	4.86	5.50	0.64
<b>On the whole, I am satisfied with myself</b>	4.76	3.25	-1.51
<b>I wish I could have more respect for myself</b>	3.24	2.05	-1.19
<b>I certainly feel useless at times</b>	2.57	2.05	-0.52
<b>At times I think I am no good at all</b>	2.48	6.25	3.77

**POST-EVALUATION ONLY QUESTIONS (on a scale of 1-7)**

2010	2011	Difference	
6.73	6.8	0.07	I connected to peer leaders during this retreat
6.67	6.75	0.08	I established peer relationships during this retreat
6.73	6.8	0.07	My squad established trust among each other
6.88	6.60	-0.28	I experienced diverse circumstances and stepped out of my comfort zone during the retreat
6.73	6.55	-0.18	I accomplished the goals I set for myself in this retreat

**SATISFACTION RATINGS (on a scale of 1-4)**

2010	2011	Difference	
3.91	4.00	0.09	<b>Quality of event</b>
3.97	3.95	-0.02	<b>Organization of event</b>
3.45	3.84	0.39	<b>Location of event</b>
3.58	3.89	0.31	<b>Time of event</b>
3.42	3.56	0.14	<b>Food</b>
3.76	3.74	-0.02	<b>Quality of presenter:</b> Janson Chapman – Shackleton
3.70	3.53	-0.17	<b>Quality of presenter:</b> Dr. Adams - Personal Analysis of Strengths and Weaknesses
NA	4.00	NA	<b>Quality of presenter:</b> Dr. Evans-Taylor, Dr. Jaimie Hoffman – Leadership Activity
4.00	4.00	0	<b>Quality of presenter:</b> Dr. Sawyer – Squad Activities, Check-in & Out, Drill

**Key Attributes of a CI Leader (Serve, Community, Act and Personally Flourish)**

	PRE-TEST		POST-TEST	
	Number	Percent	Number	Percent
Correctly identified 4 attributes	4	19%	13	65%
Correctly identified 3 attributes	0	0%	2	10%
Correctly identified 2 attributes	3	14%	2	10%
Correctly identified 1 attribute	3	14%	1	5%
Identified 0 attributes	11	53%	2	10%

**Please identify 3-5 leaders in history and/or society:**

Mom, Ghandi, Paul revere
MLK, Doc/General Sawyer, Paul Revere
MLK, Woodrow Wilson, Nixon
MLK, Alexander the Great, Cesar Chavez, (everyone)
Gandhi, Shackleton, Doc Sawyer
Paul Revere, Gandhi, MLK, Doc Sawyer
Mom, Teachers, RA's
Shackleton, Alexander the Great, Doc Sawyer
Gandhi, Mother Theresa, Stapleton
Jaime Escalante, MLK, George Washington
San Tale, Gen. Patton, Glen Gisenssa, Paul Revere, Nelson Mondela
Corky Gonzalez, FDR, Robert Kennedy
Doc Sawyer, Dr. Hoffman, Gaudi, MLK, Mother Teresa
Condoleezza Rice, Hendy, Jesus Christ
Doc Sawyer, Alexander the Great, My entire squad
Gandhi, Sir Ernest Shackleton, Doc Sawyer
Doc Sawyer, Osama, MLK
Shackleton, JFK, MLK
Shackleton, Jason Chapman, Jesus
MLK, Shackleton, Doc Sawyer

**Please describe characteristics of leaders in society/history**

Integrity, honest, respect, dedication, compassion, communication
Compassion, integrity, determination, truth, confidence
Ambitions, inspiring, made mistakes and made forward
Loyal, honest, respectful
They must have integrity, hope and a vision, persistence, and humility. They must be excellent, build community, continue to grow

and act in a positive and socially responsible manner
Strength, honest, dependable, goals, moral, anticipation, quick dancer
Kind, respectful, active listener, confident, trustworthy, humility
Respectful, motivated, determined, honest, compassionate
Respectful to everyone, good listeners, and always optimistic
Strong, well- balanced, respectful, active listeners, able to adapt
Rational, serves others, organized, brave, confident
Integrity, honesty, passion, compassion, excellence
Knowledge, vision, integrity, hope, humbled
Honest- truthful and believe able. Strong but calm and willing to make decisions but listen, acutely
They serve and follow, have integrity, humility, persistence, hope, vision knowledge, show respect to all, treat everyone equal
Integrity, courage, loyal, trustworthily, patient, kind, loving confident, humble
Strong, risk taking, passionate, caring
Love, integrity, respect, confident, loves learning
Respectful

<b>What is your understanding of leadership as a position and as a skill?</b>
It's not a position, it's a process
You can lead and follow without authority
You have to be a follower in order to be a leader you stop learning when you are dead
You must believe and respect yourself learn to both follow and lead
As a position you should be able to lead from the front, middle and back as well as know how to follow. As a skill you should be able to encourage and support others and build on communication and excellence
It is an honor to be a leader, you are a family
Leadership can be a skill that anyone can have with just passion to work on yourself and serve others
Leadership is being able to influence an organized group toward accomplishing its goals. They must be respectful, have integrity and determination.
Leaders are followers who inspire others.
My understanding is a lot clearer now...it is actually not a position, it's a process. You will never stop growing as a leader it does take a lot of work.
One who is aware of his community, is brave and makes decisions to everyone advantage
Leaders should be able to lead and to follow
Leaders are position is something you are given or elected to. But leadership is a skill is something you build and develop in growing and something you invest in others
A role of assumed responsibility. It is taught and learned and never forgotten. Leaders are in groups and are groups
You have to learn to serve before you can lead. That everyone fully and be an active listener to all.
Leadership is not a position, it is a process. It's a skill that can always improve in some aspect. It's a never ending learning experience
Leadership is constantly changing and evolving. As leaders we must strive to keep up with the times and the followers we have. Our main goal is to serve others so that they can succeed.
Leadership as a position is a gift and just because you have a position it does not make you a leader. As a still it is something you must always proactive learning and sharpen your skills.

<b>Please list three strengths:</b>
Dedication, honesty, compassion
Determination, compassion, integrity
Optimism, determined, passion
Active listener, respectful, honest
Communication skills, confidence, honesty
Energetic, a good listener, loyal
Team worker, positive attitude, good listener
Respectful, trustworthy, motivated
Listening, thoughtful, optimistic
Thinning out problems, voicing my opinion, active listening
Confidence, trust, brave/ heart
Honesty, integrity, loyalty
Facilitation of group, making decisions to better set the team, making bonds with my group members
Rationality, optimistic, sonic
Determination, humor, integrity
Honesty, loyalty/ dependable, passion, affection
Loyal, determined, loving
Sense of humor, determination, creative expression
Positive thinking, creative, willing to learn

Active listener, brainstorming to find solutions, patient and respectful

**Please list three areas of improvements:**

Communication, admitting I'm wrong, less controlling.

Confidence, patience, speaking under pressure.

Self-confidence, respect, open mindedness.

Self-confidence, public speaking, determination.

Learn how to be confident in delegating, be comfortable being put on the spot and challenge for info, be more comfortable learning and letting others lead.

Being more confident, being louder, and not caring about what people think.

Public speaking, look at people in the eye when talking.

Laziness

Inspiring others, clearly explaining my vision, delegating.

Confidence, communication, trying to be less stressed.

Self confident, abilities to lead.

Communication, trustworthy, team work.

Self- confidence, reassurance of any devise, not staying farm on beliefs.

Self motivation, determination, confidence.

Collaborating with others, treating all with equal respect, admitting my errors.

Confidence, independence, judgment.

Self- esteem, to focus on little details, judgmental.

Open minded, communicate more effectually, to many to list forever learning.

Public seeking self confidence, getting my thoughts access more greatly.

**Please describe the potential you see for your future as a leader:**

I want to be an RA, a back to basics lieutenant, a teacher.

I see myself as an RA and a confident leader.

I want to be a leader that inspires ones to want to lead here at school, in housing and ASI.

Now I know it takes integrity, excellence and all the tools required to be a future leader.

I will be a leader that promotes community and motivates the members of my team. I will give back to the local as well as the campus community.

I will be a strong leader who listens to my peers. I also I will be a follower.

I will continue to be part of the boys and girls club passing down traits of a great leader to the students that I serve every day.

I will be a respectful and motivating leader. I want the best for others and want to assist them in everything.

I hope to be a servant leader who aims to inspire future leaders.

I hope to be a successful leader. I want to grow from other people and remember to not manage while leading.

I would be a leader of morale. I am a good teammate before a good player.

I believe that I am able to work well with others and work together for a common cause.

I hope to become an RA and O-staff leader. I am a leader that gets the job done while also ensuring that relationships are maintained and strengthened.

A leader who values justice and active listening.

I see myself growing immensely as a leader. I feel that right now I am the best group leader I have ever seen.

I hope to be the type of leader that inspires, I want to be the type of leader that can not only lead but follow from the rear.

I will strive to be a leader in all aspects of my life. I will strive to serve others.

I can be a leader in whatever position comes my way. Leaders lead from the bench and the back and the front and step up to the occasion.

I see myself working on campus as a student leader. I see myself being an RA. I know it's a lot of reponsibility but I feel I can decently do it.

**In what ways did you view yourself as a leader change during the retreat**

Way too many to list.

I felt comfortable watching over my squad and working together. I felt different.

You have to follow as a leader and keep learning until the end there is always room for improvement.

I learned to not second guess myself.

I realized when I got here that I had trouble trusting other people with tasks. Now I am part of my team and trust the people

around me.
The divination of the leader changed, they are followers too.
I now know that I am here to give a hand to others and to put myself second.
I thought I was a leader when I came to the retreat. I ended as a real leader.
I realized that the best leaders first learn to follow.
I changed my views greatly. The retreat made me realize that when I had my "lead" job at six flags I was managing and not actually leading as I should have been.
Leaders are not defined through positions, but through following and leading.
I learned that even those that don't have title are just as much leaders as everyone else.
The position of a leader in society is universal but not based on titles.
I learned the importance of everyone's ideas and opinions.
I was not a leader when I first came in. I am still working on it and will continue to work at it.
I will strive to be a leader in all aspects of my life. I will strive to serve others.
Gained many friends. Forever a leader to learn and lead.
I realized I still have a lot to learn. I know I am capable of being a leader but I do have the understanding that I still have a lot of work to do.

<b>In what ways did you view yourself in general change during the retreat</b>
I felt like all the weakness was released from my body.
I was always under the impression I could get what I want and that it would be handed to me and now I know I can lead myself to success.
While I was wearing the red cap.
I became more confident in myself and I respected myself more.
I feel more confident in myself, but I am still skeptical to do things.
I know that I am stronger to take things physically and mentally.
I became more open and outgoing. I did not think that anyone was better than me so my confidence grew. I became a better person.
I realized I was physically/ mentally stronger than I thought.
This made me more confident, most definitely.
When it was I am, and I stopped thinking, and began doing.
I am able communicate with others and I am more self confident.
I became a person that was confident in themselves and that could lead others successfully to accomplish a goal.
I learned I can self motivate. I can make it through the academy.
I treated everyone the same and with the same respect.
I feel that I changed when it comes to truly working as a team and knowing and realizing that you do need help sometimes.
I can accomplish what I believe to be impossible. I am stronger (mentally) than I thought I was.
Exhausted, physically. Pleased beyond my comfort zone.
I learned that I am not as weak as I thought I was. I also came to the conclusion that I do make good decisions and I shouldn't second guess my designs.

<b>Please summarize the mission statement of the University</b>
Placing students at the center of the educational experience, provides international and multicultural perspectives.
To place both undergraduate and graduate students in the center of education. To learn by using all four pillars.
The students and the ability to learn across disciplines through integrative approaches and emphasize experimental and service learning and graduate with international and multicultural perceptions.
Serve the community, serve others.
We place students at the center of the educational experience providing undergraduate and graduate education that emphasizes experiential and service learning and has multicultural and international perspectives.
The mission statement is a summary of the four pillars.
Giving students the best they can be given. Using all resources. Preparing them to be great people when out of college.

CI places its students at the center of education. It offers undergraduate and graduate education and teachers international and multicultural perspectives.
CI placing students at the center of their educational experience. Experiential and service learning and multicultural perspectives.
To provide and private educator in a public university, and to build the students emphasizing integrity.
Placing students at the center of their education.
Placing students at the center of education. Through things like developing international and multicultural perspectives and understanding of multiple disciplines.
CI puts students at the center of learning and leading.
Students are the care and focus of the school, based on integrity and multicultural international perspectives and experiential senile learning.
Placing students at the center of their educational experience. Students at CI should be well rounded in all aspects such as multicultural and international perspectives.
CI places students at the center of everything we do.
Placing students first, CI facilitates learning multicultural experiences, interdisciplinary and multi-cultural perspectives.
To place students at the center of the educational experience. CI provides CI students with graduate and undergraduate education all while incorporating the 4 pillars of the university.

**What are the four pillars of the University Mission:**

	Number	Percent
Correctly identified 4 pillars	15	75%
Correctly identified 3 pillars	3	15%
Correctly identified 2 pillars	1	5%
Correctly identified 1 pillars	0	0%
Identified 0 pillars	1	5%

**What were your three goals for this retreat? Do you think you achieved these? Explain.**

1. Clearly define leadership- yes there is no clear definition, it's a lifelong process 2. Challenge myself- yes 3. grow as a person- yes I am less self- centered, more confident.
1. I would like to be a stronger leader- yes 2. I would like to be more confident in myself and my public speaking- yes. 3. I would like to improve my memory skills- yes
1. Gain self confidence- I know there is more to being a leader than being a dictator. Leaders have to work their way up too. 2. I would like to become more open-minded.
1. Self confidence- yes learned not to second guess myself and everyone makes mistakes. 2. Public speaking- I can work on it but as I reported to the generals I felt I gained confidence 3. become a leader- I now know the tools to become a leader
1. I want to be more confident in myself and my decisions- yes I respect myself and have built up my confidence. 2. I want to better my communication in a team setting- yes I was able to be proactive in a group and feel more comfortable with communicating. 3. I want to strengthen my knowledge of leadership- yes I learned so much but most of all I know the CI defenition and the components of integrity.
1. To become a better leader- I have learned how to be a better leader, I just need to apply it. 2. be more confident in myself- I have become more confident in myself 3. become more outgoing- I have become more outgoing but I still need to work on it.
1. confidence- yes I am more comfortable with speaking out, even when I may be wrong 2. Open minded- I can listen to others and contribute to their ideas. 3. humility- it's okay to make mistakes as long as you get over them in a positive way.
1. Effectively communicate with others- yes working with my squad helped. 2. Build more confidence in myself- absolutely. I learned about myself by being broken down and built back up. 3. learn how to effectively lead others- yes I learned all the characteristics of an effective leader
1. Be a leader who is more than a friend- we will see... 2. Confident in my decisions- I have learned to believe in myself 3. stronger emotionally- I am stronger than I thought.
1. Grow as a leader- yes I think it was impossible not to 2. Understanding the meaning of leading- yes all the memorizing of course 3. more confidence- yes I am now able to believe in myself because everyone else did too.
1. Self conscious- stopped thinking, started doing 2. Leader's abilities- able to answer on behalf of my team 3. gain my "voice" particpate loud and proud.
1. Self confidence- yes I am able to talk without fear. 2. communication- I am able to get my message across. 3. team work- I am able to work with others for a common cause.
1. Finding my voice- yes leading the group through drills. 2. More self- confidence- yes came out of achieving the first goal 3. No doubting my choices- yes Doc. Sawyer confronted me about it.
1. Gain self confidence- yes I feel better equipped. 2. Gain assertiveness- absolutely 3. be comfortable as a team member or leader- yes without a doubt
1. To learn my leadership weaknesses- yes I was proud to reach this. 2. Gain confidence- yes I stepped out of my comfort zone a lot 3. learn more about myself- yes I learned that I along with everyone else there is a leader.

1. confidence in myself and decisions I make as a leader- yes by being the one who helped my squad members with drill. 2. Independent and comfortable with doing things alone- yes I am much more comfortable in many more ways than just by myself. 3. I want to improve my public speaking skills- yes I have specially by drilling being loud.
1. Become a stronger person that is able to make and feel comfortable with decisions- yes I would able to make choices under pressure and feel good about them. 2. Not fall back on my title- yes I made it a point to come in as an equal and stay that way. 3. be open and recital to an experience out of my comfort zone- yes through it I was different; I persevered and stuck with it.
1. Grow for myself- way above and beyond 2. Meet student leaders- way above and beyond 3. develop my skills- way above and beyond.
1. Improve my public speaking skills- I definitely pushed myself to speak up though out the entire retreat 2. Trust my decisions- while contributing my ideas into the group activities, I trusted my actions. 3. be more independent- I realized I don't always have to be in a group with friends, I can work with others too.

<b>What did you enjoy most about this retreat?</b>
The game/activity Dr. Hoffman had us complete. It taught me a lot about working cooperatively with others.
Feeling myself grow and change and learning to become a leader.
The drill work because it's something I never saw myself doing.
The experience and meeting new people.
The cadence and drills, as well as the activities. I really liked Dr. Adams activity.
Everything was very enjoyable! Meeting everyone and learning about each other through the activities.
Leadership activity.
Getting to know fellow students who I never would have talked to before. Learning more about myself.
Bonding with my squad.
Getting to know so many more people.
It was long and accurate toward military roles.
I enjoyed that I was able to get out of my comfort zone.
Getting the change to lead in a different environment.
Watching the change in myself.
Coming out of my comfort zone.
I enjoyed every moment of it. It got rough sometimes but it was most definitely worth it in the end.
Putting myself in a situation I knew would be different and striving to succeed.
Being put out of my comfort zone and watching fellow leaders get rewarded.
Everything Doc talks about and Jaimie's workshop.

<b>What do you recommend for improvement?</b>
The standing hurts! Let them sit more.
Better beds for Back to Basics next year.
Nothing to me it was perfect. I felt pushed in a way I haven't felt paused before.
I can't think of anything. Unless you allow memory foam and spa treatments but I doubt it.
Nothing. I thought about less standing, but then I realized that was part of the program and getting us to reach our limit.
Nothing.
Nothing everything was awesome.
It was great.
Nothing at all.
Raise the bar again.
No not at the moment I enjoyed the retreat to the fullest
None
Better explanations to stand-ins/ wait- liters
tougher challenges
I think maybe having another platoon

Journal prompts. Actually have dispassion's about them
Allow more people to attend event have multiple Back to Basics Retreats.
Everything was great

<b>Other comments:</b>
Tell people to bring chap stick
Thank you so much
Wasn't what I was expecting but it was totally worth it
Definitely worth it
It's all worth it
Thank you so much for this ability to grow both personally and physically as member of this campus
Thank you
Amazing nicely done
Thank you so much, I learned a lot