



INSTITUTIONAL EFFECTIVENESS, SUCCESS, AND EQUITY OFFICE  
(MAY 2018)

## Student Services Leadership Teambuilding Retreat Evaluation Report

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### ► Background and Methodology

On April 27<sup>th</sup> 2018, Student Services Leadership held a Teambuilding Retreat to bring the department closer as a whole. The retreat had Bryan Banville as an outside resource to help conduct certain group exercises that were designed around team building. To capture the general feeling of the group after the retreat was completed, a survey was distributed to retreat participants. The survey included basic satisfaction questions about the refreshments, venue of choice, and the length of the retreat itself. Other questions addressed specific exercises that were included in the retreat agenda. The results of the survey will be used to improve future Student Services retreats and employee events.

### ► Summary of Results

Overall, survey results were quite positive, with the majority of respondents indicating they enjoyed the refreshments, the location, retreat length, and the goals of the retreat. Most of the individuals indicated they felt the retreat brought them closer together and provided them a better understanding of their colleagues. Respondents also commented about the idea to keep these types of retreats going for the coming semesters to build on what was previously created. A summary of the survey results, including both closed- and open-ended responses, is provided on the following pages.

**Distribution of Survey Responses  
(N=12)**

**Section 1: Satisfaction of Retreat-**

<i>Were you satisfied with each of the following?</i>	Yes	No	N/A	Total
<i>Breakfast</i>	10	1	1	12
<i>Lunch</i>	10	1	1	12
<i>Venue</i>	9	2	1	12
<i>Location</i>	11	0	1	12
<i>Retreat Length</i>	11	0	1	12
<i>Were the goals of the retreat clear?</i>	11	0	1	12

**Comments about Satisfaction:**

- I know what a labor is involved securing a location for a retreat. Maybe next retreat we meet at Mission Trails/ Balboa Park in Granada Room or other venue there/ etc....
- Everything was great!
- Would have liked more fruit, hot tea, less bread, less sugar salty snacks, add nuts

**Section 2: Student Services Journey-**

<b>Q1. Did you enjoy the Student Services Journey Activity?</b>	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
<i>A lot</i>	9	75%	82%
<i>Some</i>	2	17%	18%
<i>No Response</i>	1	8%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

<b>Q2. Did you feel good about the Student Services Journey Activity?</b>	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
<i>A lot</i>	9	75%	82%
<i>Some</i>	2	17%	18%
<i>No Response</i>	1	8%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q3. Did you learn and/or experience something new about yourself while participating in the Student Services Journey activity?**

	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
A lot	6	50%	55%
Some	3	25%	27%
A Little	2	17%	18%
No Response	1	8%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q4. Did you learn and/or experience something new about others while participating in the Student Services Journey activity?**

	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
A lot	11	92%	100%
No Response	1	8%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q5. How helpful was the Student Services Journey activity in changing the way you and/or the team think(s)?**

	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
A lot	5	42%	50%
Some	5	42%	50%
No Response	2	16%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q6. To what degree do you believe the Student Services Journey activity will help improve the effectiveness of you and/or the team?**

	<b>Number</b>	<b>Percentage</b>	<b>Valid Percentage</b>
A lot	6	50%	55%
Some	4	34%	36%
A Little	1	8%	9%
No Response	1	8%	--
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q7. Specific highlights and/or suggested improvements for the Group Exercise activities:**

- The retreat was fantastic. I appreciated connecting with my colleagues and learning more about them as people.
- Personal testimonies are powerful tools that give insight into a person's background (the person sharing their anecdotes). A highlight for me was listening to everyone's testimony of who they are: I learned to appreciate the plight of my colleagues and in doing so also raised my awareness of the great diversity in gender, socio-economic background, linguistic, sexual orientation, how they view their work, and a host of other details maybe not disclosed were it not for the retreat. The retreat was very meaningful, powerful and humbling in its structure. Thank you!
- The "get to know" you poster activity was great. I learned so much about the group.
- Next step would be to continue building the trust and having clear vision on what we need to achieve as a team.
- I really like the fact that, even though the activity went long everyone was given the space to share out. Being flexible with the schedule was important.

**Q8. Did you enjoy the Group Exercise Activities?**

	Number	Percentage	Valid Percentage
<i>A lot</i>	11	92%	92%
<i>A little</i>	1	8%	8%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q9. Did you feel good about the Group Exercise Activities?**

	Number	Percentage	Valid Percentage
<i>A lot</i>	10	84%	84%
<i>Some</i>	1	8%	8%
<i>A little</i>	1	8%	8%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q10. Did you learn and/or experience something new about yourself while participating in the Group exercise Activities?**

	Number	Percentage	Valid Percentage
<i>A lot</i>	5	42%	42%
<i>Some</i>	4	33%	33%
<i>A little</i>	3	25%	25%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q11. Did you learn and/or experience something new about others while participating in the Group Exercise Activities?**

	Number	Percentage	Valid Percentage
A lot	10	83%	83%
A little	2	17%	17%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q12. How helpful was the Group Exercise activities in changing the way you and/or the team think(s)?**

	Number	Percentage	Valid Percentage
A lot	4	33%	33%
Some	6	50%	50%
A little	2	17%	17%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q13. To what degree do you believe the Group Exercise activities will help improve the effectiveness of you and/or the team?**

	Number	Percentage	Valid Percentage
A lot	7	58%	58%
Some	3	25%	25%
A little	2	17%	17%
<b>Total</b>	<b>12</b>	<b>100%</b>	<b>100%</b>

**Q14. Specific highlights and/or suggested improvements for the Group Exercise activities:**

- I wasn't sure we'd be able to connect in the way that we did, but I felt like I could relate to everyone in the room. Great job!!!!!!!!!!!!
- Improvement: Provide a disclosure of confidentiality for the participants. This allows others to grasp the idea that discretion is to be applied when reflecting/sharing the day's experiences. Highlights: Bonding with colleagues hearing their stories that tell of what makes us unique as co-workers, and the agenda for the day that was well-thought out and implemented. Digging deeper into the strategic planning provides a general idea of what is important to the VPSS management style- personal relationships! Kudos to Jessica, Gwen and team for putting together a day of hard work that was engaging and, dare I say, fun!
- The retreat was great. It was so helpful for the student services team to build morale. We really became a team. Thank you.
- I felt so safe to be myself and share my personal experiences. Thank you Jessica for your leadership and for putting this retreat together. Bryan did an outstanding job and with a nice sense of humor.
- In my experience at Cuyamaca College it is not the team leads who don't trust each other. It is individual departments (classified, faculty, administrators) that don't trust each other. Classified - faculty - administration within each department.
- This was team building at its finest! I as having so much fun I forgot for a moment that we were actually "working".

- I felt very vulnerable after the meeting. Prefer talking about work vs personal.
- Was good start at team building especially with so many new staff. It was good that many people were willing to open up personally about their lives. It helped me to create another narrative about that person then had in the past.

**Q15. Any other comments?**

- I am looking forward to connecting more and working together.
- Would like to see more of these types of retreats. Thank you again.
- During the summer each department should do the same activity (retreat) w/ lead and Bryan Banville to get "Trust" relationship within each department. When Fall 2018 starts we are well aware of our own department so we can become an effective team for our students.
- Let's keep these retreats going. I feel like the day was effective in establishing a foundation and now were in a good place to continue the work moving forward.
- Loved getting to know my colleagues better!
- Thought it was great! Everyone seemed to be enjoying it. Heard feedback from others this week. Very well done!