

The Williams Institute for Ethics and Management (TWI)
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Evaluations from:

*ETHICS: Beyond Codes and Standards-
Making Good Ethical Decisions*

This summary represents evaluations and comments from nine ethics training programs conducted for the Southern District of Texas – U.S. Probation Office and U.S. Pretrial Services Office by The Williams Institute for Ethics and Management. The classes were held in Houston, McAllen and Laredo, Texas, May 12th through May 27th, 2010. The classes were 8-hour training programs and were attended by 423 employees. All U.S. Probation Office and U.S. Pretrial Services Office employees including Chiefs, Deputy Chiefs, Officers and Staff attended.

Contents of Evaluations:

- I. Course evaluations. The evaluations were handed out at the conclusion of the class. The results were compiled by an independent source.
- II. Unsolicited Program Feedback. Feedback written on the bottom of the evaluation.
- III. Unsolicited Facilitator Feedback. Remarks about facilitator that were written on the bottom of the evaluation.
- IV. Unsolicited Suggestions for Program Improvement. Participants offer suggestions on how to improve the training program.
- V. Summary: Program Impact Reflected by “Five things I will do because of this training.” Participants were asked to commit to five things they would do as a result of participating in this ethics training program.
- VI. Program Impact reflected by “Five things I will do because of this training.” (Actual comments)

Please let us know if you have questions or feedback. Direct your questions to:

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Southern District of Texas - U.S. Probation and Pretrial Office

I. Course Evaluations (9 classes - 423 Participants)

	Highest Rating	Total Average	5/27/10	5/26/10	5/25/10	5/21/10	5/20/10	5/19/10	5/14/10	5/13/10	5/12/10
PROGRAM RATING:											
Program Rating:	5.00	4.50	4.66	4.56	4.51	4.50	4.52	4.51	4.46	4.50	4.31
A. LEARNING OBJECTIVES MET:											
Identify my Ethical Perspective:	5.00	4.55	4.92	4.85	4.88	4.82	4.75	4.81	4.69	4.85	4.76
Use four steps for Ethical Decision Making (WIPE)	5.00	4.49	4.60	4.48	4.49	4.38	4.61	4.44	4.31	4.48	4.57
Use the skills to help me make better ethical decisions	5.00	4.54	4.64	4.54	4.59	4.38	4.57	4.49	4.54	4.59	4.53
B. KNOWLEDGE INCREASE:											
My understanding of Ethics through the A3 (Awareness, Anticipation, Application) process is:	5.00	4.02	3.96	4.06	4.14	3.98	4.11	4.07	3.89	4.00	3.94
My level of knowledge and skill on ethical decision making after completing the training was:	5.00	4.14	4.20	4.19	4.18	4.16	4.27	4.14	3.94	4.15	4.02
C. EFFECTIVENESS OF MATERIALS AND METHODS:											
Participant's Guide:											
The Participant's Guide was easy to follow:	5.00	4.60	4.74	4.48	4.69	4.56	4.61	4.67	4.43	4.61	4.55
The Participant's Guide was professional:	5.00	4.72	4.84	4.65	4.82	4.64	4.73	4.72	4.63	4.76	4.65
Visuals:											
The visuals are clear and easy to follow:	5.00	4.69	4.80	4.58	4.69	4.60	4.68	4.72	4.60	4.78	4.71
Case Studies:											
The Case Studies were effective:	5.00	4.71	4.76	4.65	4.82	4.66	4.73	4.70	4.57	4.80	4.63
Methodology:											
There was an appropriate blend of activities and lecture:	5.00	4.56	4.76	4.44	4.65	4.58	4.55	4.65	4.29	4.67	4.39
D. OVERALL PROGRAM REACTION:											
Program pace: [Best at = 2]	3.00	2.02	2.04	2.00	2.02	2.06	2.02	2.00	1.97	2.00	2.00
Program length: [Best at = 2]	3.00	2.11	2.10	2.04	2.00	2.10	2.16	2.14	2.17	2.13	2.14
E. FACILITATOR WAS:											
Well prepared:	5.00	4.82	4.92	4.85	4.88	4.82	4.75	4.81	4.69	4.85	4.76
Provided useful, real world examples that applied directly to us:	5.00	4.76	4.84	4.81	4.82	4.76	4.66	4.77	4.69	4.83	4.61
Effective and helped me to learn:	5.00	4.77	4.90	4.85	4.78	4.72	4.68	4.77	4.63	4.85	4.65

Southern District of Texas - U.S. Probation and Pretrial Office

Unsolicited Program Feedback

These are comments that were written at the bottom of the
Evaluation Sheet including:

II. - General Comments

III. - Comments About Facilitator

IV. - Suggestions for Program Improvement

No.	II. - General Comments	Total
1	Most excellent training I have ever attended	18
2	Thanks	15
3	Very informative training	12
4	Great job!	9
5	Excellent Presentation, Very interactive	3
6	I swear this class has opened my eyes. I have always lived by morals, but this class has provided so much more to our way of life then moral standards	1
7	Kept me focused thru the entire training. Appreciated all the examples, they were real. Facilitator knowledge about the subject, very meaningful presentation. It hit home in many ways. Enjoyed the fun in games and prizes.	1
8	Aside from fun, group activities, this valuable information is an entity that I will swear by. It has put so much perspective for me (personal and professionally.	1
9	Enjoyed it. I regularly attend to earn CEUs for my licensing requirement and found this training to be very different and enjoyable. Thanks!	1
10	Loved the training, it was very interesting. Provided great and knowledgeable information. Hope everyone in this training use this information. I will be using it at every step in my life and with my family.	1
11	Really enjoyed this training and learned things I need to work on my personality and change myself at home. Thank you.	1
12	Very helpful tool. This type of training should be implemented at an early stage in life.	
13	Really enjoyed the time. Very effective and useful techniques for home and work.	1
14	I really enjoyed the training. You guys made learning about ethics and how to apply ethics understandable.	1
15	I really enjoyed and felt enlightend by the many stories, quotes and thoughts. I feel motivated. Thank you.	1
16	I really enjoy this ethic training. Always before it was difficult to stay awake. Thanks so much and I learned some things.	1
17	I enjoyed the training the most valuable thing I learned was stop making emotional decisions and work on being a better listener.	1
18	Great training. Enjoyed and thought (the training) was useful information provided to us.	

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Unsolicited Program Feedback

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No.	II. - General Comments	Total
19	General Comments	1
20	The content of this training is very relevant to the home and work environment. I most appreciate the opportunity this training (ethical principles) afford staff by allowing a bridge across personal, philosophical position	1
21	Enjoyed the training	2
22	Learning was fun and not boring	2
23	Very educational seminar	2
24	Very good training program	2
25	Ability to deal with circumstances	1
26	Being able to identify different perspectives	1
27	Best work training I have ever had.	1
28	Can't wait to read your book. Congratulations.	1
29	Energy filled and helpful training	1
30	Enjoyed the different perspective described in the training	1
31	Enjoyed the program very much.	1
32	Entertaining while learning the subject	1
33	Excellent interaction, games were great	1
34	Fun activities held our interest. Thank you.	1
35	Fun games	1
36	Good group.	1
37	Good helpful information	1
38	Good training. Enjoyed program	1
39	Good, not boring. Really enjoyed it.	1
40	Great fun, and training	1
41	Great information	1
42	Great inspiraton	1
43	Great program	1

Southern District of Texas - U.S. Probation and Pretrial Office

Unsolicited Program Feedback

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Evaluation Sheet including:

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No.	II. - General Comments	Total
44	Will use what I learned to help my children make ethical decisions	1
45	Will be very helpful as I continue my career	1
46	Very good, Recommend for all business entities	1
47	Very enlightening. Never a dull moment. Continuous	1
48	Very engaging and fun,	1
49	Should be done annually	1
50	Recommend the course to others	1
51	Motivated speaker, passionate and instrumental in affecting change	1
52	Loved it, have been to many but this is the best.	1
53	Life the videos and humor used throughout the presentation. Thank you.	1
54	Learned new concepts in a fun environment. Very good training	1
55	It reminds me not to become complacent with our everyday decisions	1
56	Interesting approach to ethics in 2010.	1
57	Interesting and effective training	1
58	Interactive and captivating	1
59	Insightful training	1
60	Information very practical to use. It works at work and home.	1
61	I will use this material in my professional and personal life.	1
63	I enjoyed it. I learned a lot. Want myself and my division using the decision making process	1
	Great training. and enjoyed the activities	1
64	Great to the point, not boring. Good reminder to make sound judgment.	1
65	Awesome job. Keeping us focused	1

Southern District of Texas - U.S. Probation and Pretrial Office

Unsolicited Program Feedback

These are comments that were written at the bottom of the Evaluation Sheet including:

II. - General Comments

III. - Comments About Facilitator

IV. - Suggestions for Program Improvement

No.	II. - General Comments <u>III. - Comments About Facilitator</u>	Total
1	Excellent facilitator	2
2	Great presentation, Thank you	1
3	Great job. You made it fun and interesting. Kept the audience engaged.	1
4	The facilitators were engaging and presented the training matter effectively. I hope to extend what I learned in this training to others. Thanks for your time and effort in the training techniques. I didn't look forward to attending this training, however	1
5	Because of the speaker, the class was enjoyable. I wasn't looking forward to attending the seminar and to my surprise, I really enjoyed it.	1
6	I liked the level of interactivity and professional approach of the presenter, Mr. Young	1
7	I truly enjoyed the overall presentation and presenter.	1
8	Thank You !!! James Young was awesome!!! And don't do to bad with the Harlam Shuffle Either	1
9	Truly loves what he does and was truly projecting	1
10	Wonderful trainer	1
11	Great presenter.	1
12	Loved group participation. Jeopardy needs more squares and inforce the rule. So much fun.	1
13	Loved the Mickey Mouse Story. Where can I get a MM watch?	1
14	The facilitator was well informed and passionate about the topic	1
15	Great presentation enjoyed the information. Should be made available online.	1
16	This was a great class and the facilitator was fantastic.	1
17	Extremely well presented and helpful.	1

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Unsolicited Program Feedback

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IV. - Suggestions for Program Improvement

No.	II. - General Comments	Total
IV. - <u>Suggestions for Program Improvement</u>		
1	More practical scenarios desired per business field. Will be better to have practical than lecture	1
2	Need to have more examples where ethics play in decision making	1
3	Make sure to have someone stand behind everyone or in front of everyone when playing the game at the end. Some tables never got a chance to respond because the mediator was standing in the middle and could not see all tables.	1
4	Jumped around in the program guide quite a bit. A more linear flow would have been less confusing, overall well presented	2
5	Good, more generic, better if specific to my job	1
6	Presentation was different that it was introduced.	1
7	The only issue was sometimes the instruction for the group-table activites weren't always clear. Good job. James came across very genuine and kind.	1
8	Training would have been more effective if management was not present.	1
9	Very helpful tool. This type of training should be implemented at an early stage in life	1
10	Good program for marriage counseling	1
11	This was a great class and the facilitator was fantastic. But the class was too long and there were to many breaks.	1
12	Need scenarios on case study questions.	1
13	The problem with addressing ethics with colleagues is often they don't tell people when they are doing unethical things. That should be addressed more. Also, address how do people protect themselves when you report unethical behavior when it could cause so	1
14	Allow at least 1 hour and 15 minutes for lunch and let out before 12:00 due to traffic and rush hour.	1
15	Coffee and donuts would have been nice. Sodas and water throuout class would help. Breaks were good. Fun game at end.	1
16	Could have used coffee during breaks. Seemed too long sometimes	1
17	Lunch hour should be longer, may be 1 1/2 hr	1

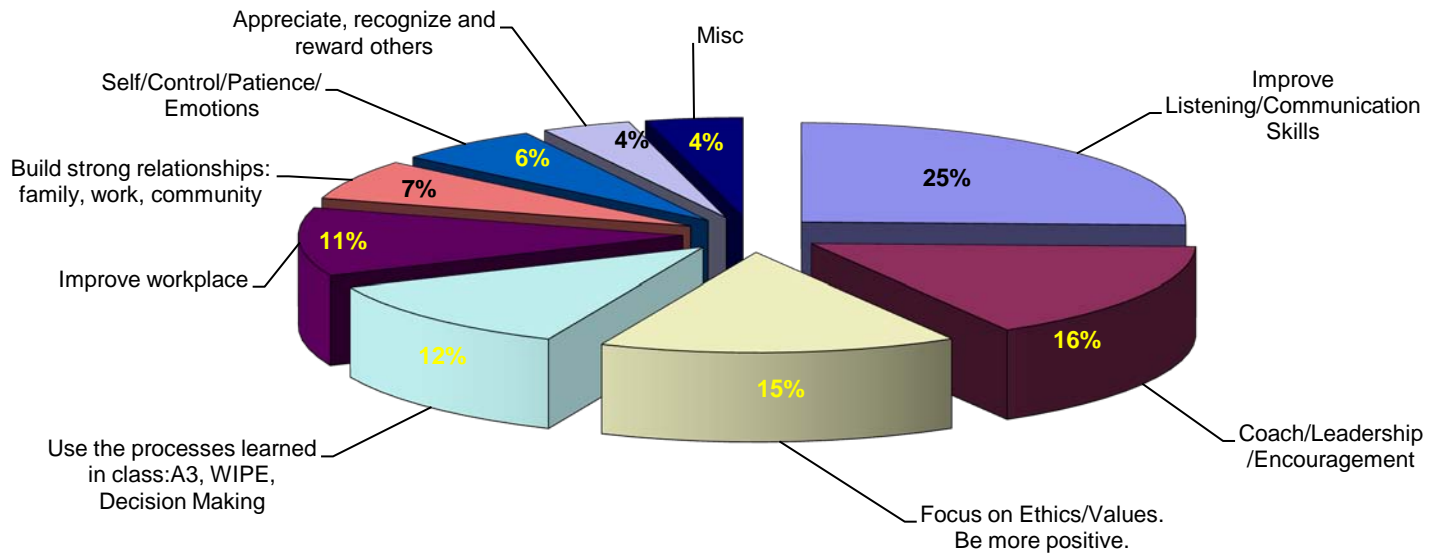
Southern District of Texas - U.S. Probation and Pretrial Office

Summary of "FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING"

Comments were solicited from the Participants on five actions or activities to which they would commit as a result of attending this class. The responses were categorized into these nine general areas. All comments are included in this packet.

	Group	Total
1	Improve Listening/Communication Skills	305
2	Be a better Coach and Leader. Offer more encouragement	192
3	Focus on Ethics/Values. Be more positive	180
4	Use the processes learned in class:A3, WIPE, Decision Making	142
5	Improve workplace	133
6	Build strong relationships:family, work, community	78
7	Practice better self/control, be more patient, less emotional	73
8	Appreciate, recognize and reward others	45
9	Misc	49

Program Impact



Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
A3 / WIPE / Decision Making / Learning	Share learning with family	15
	Apply A3s	5
	Learning from your or others mistakes	4
	Implement WIPE	3
	Use WIPE process	3
	Learn from others	3
	Use WIPE to make better decisions	3
	Apply my learning from today in life	2
	Utilize WIPE making crucial decisions	2
	Apply learning in my life	2
	Do not let emotions impact decision making	2
	Do not let other people's emotional state dictate my ability to work	2
	Implement	2
	Implement learning of this training in life	2
	Implement the CORE concept	2
	Improve on understanding of ethics inventory ethics at work/home	2
	Keep learning fresh	2
	Make use of ethical training	2
	Share knowledge with others	2
	Share what I learned	2
	Use WIPE process to work thru ethical dilemmas	1
	Share WIPE w/ family	1
	Share this information with family	1
	Share this information w/others	1
	Share the WIPE process with others	1
	Share the CORE with others	1
	Share learning with others	1
	Who will be affected by my decisions	1
	Take pride in decisions	1
	Share A3 with my children	1
	Seek more learning opportunities	1
	Respect ideas of others	1
	Remember W3 learning	1
	Remember the decision making impact others too	1
	Realize the value of the moral character	1
	Present this learning to my children	1
	Practice today's learning	1
	Practice good decision making	1
	Out of major decision-making	1
	Making ethical decisions	1
Take right actions	1	
Make good choices	1	
Make ethical decisions	1	
Make decisions for the benefit of workers	1	
Make better ethical decisions	1	
Make better decisions	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
A3 / WIPE / Decision Making / Learning (Contd)	Make better choices	1
	Make better ethical decisions	1
	Look people in the eye in oral communication	1
	Use WIPE for better decisions	1
	Use WIPE for decision making	1
	Take this learning home/work	1
	Talk to my family about the choices they make	1
	Implement WIPE in my life	1
	Implement WIPE for decision making	1
	Use WIPE in decision making	1
	Implement the WIPE process	1
	Think about the ethical decisions that are made	1
	Think before you decide and do not let others emotions empower decision	1
	Implement A3 in life	1
	Use brain than emotions in decision making	1
	Help others to make better decisions	1
	Help others make better choices	1
	Help others make better choice	1
	Evaluate what is right	1
	Evaluate on choices I make	1
	Do the right thing	1
	Do not let others influence your decision making	1
	Do not let other's emotions empower your decision making	1
	Use Core to be better person	1
	Use ethics in decision making	1
	Do not get influenced by Bad moment to make decisions	1
	Do not compromise on general policy issues	1
	Continue to understand and explore ethical decision making	1
	Continue to make better choices	1
	Committed to my choices	1
	Character is revealed by the circumstances you fail	1
	Better choices	1
	Be proud of right decisions you make	1
	Be more cognizant of the decision making process	1
	Be more aware of my decision making	1
	Be mindful of whom my decision will impact	1
	Base my decision after ethical validations	1
	Articulate better	1
	Apply, aware and articulate	1
	Apply WIPE process in day-today life	1
Use the tools in life, dependents, dealing with conflicts, work	1	
Use the WIPE approach	1	
Analyze who will be impacted by my decisions	1	
Analyze how people will be affected	1	
Analyze and use WIPE as a decision making process	1	

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Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Analyze and use WIPE	1
A3 / WIPE / Decision Making / Learning	Address issues at time of decisions	1
	A3 Awareness	1
	Use the WIPE methodology more	1
	Review WIPE core periodically	1
	Teach learning for younger adults	1
	Teach WIPE learning to kids	1
	Use learning in personal life and work	1
	Use WIPE analysis regularly	1
Appreciate/Recognize and Reward	Say Thanks more	14
	Appreciate others more	5
	Recognize and reward creativity	5
	Give others credit	4
	Reward creativity	2
	Give credit to others	2
	Recognize other people's creativity	1
	Recognize and reward	1
	Recognition and Reward	1
	Look for good in others	1
	Learn to recognize and reward creativity	1
	Increase creativity	1
	Give others more credit	1
	Recognize others for leading by example	1
	Give more credit to others	1
	Recognize the good in others	1
	Give compliments	1
	Bring out best in everyone	1
Be more understanding	1	
Be a better Coach and Leader. Offer more encouragement	Encourage others	38
	Let others take the lead	11
	Coach Others	8
	Set an example	6
	Be a role model	5
	Lead by example	5
	Be a good leader	4
	Be role model	4
	Seek dialogue than authority	4
	Seek dialogue than authority/Let others take the lead	3
	Be a positive role model	3
	Be more encourager	3
	Better encourager	3
	Motivate others	3
	Be a positive influence in others	2

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Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Say Thanks more	2
	Provide space for others to be creative	2
Coach / Leadership /Encouragement	Be encouraging leader and individual	2
	Take the lead	2
	More encouraging	2
	Be more flexible with supervision aspect of probation	1
	Make someone smile	1
	Let others take the lead at home	1
	Support and encourage others better	1
	Less rigid	1
	Seek ways to allow others freedom with accountability	1
	Justify my decisions on ethical grounds	1
	Inspire others	1
	Impact others	1
	Help others in their duties	1
	Give other's credit	1
	Give others credit	1
	Give credit when due	1
	Give credit to others and allow freedom with accountability	1
	Evaluate life choices of self and help others do the same	1
	Ensure that all workers are treated with respect	1
	Enforce more positively	1
	Encouragement management to understand others perspectives	1
	Encourage to associate more	1
	Encourage people more	1
	Encourage peers	1
	Encourage others to do the right	1
	Encourage others to do better	1
	Encourage others to be best	1
	Encourage others more	1
	Encourage others better	1
	More effective problem solving	1
	Encourage my peers	1
	Encourage my kids	1
	Encourage my children	1
	Encourage more than blame	1
	Encourage more	1
	Encourage management to be better listener	1
Encourage dialogue to resolve internal conflict	1	
Encourage co-workers to be more ethical	1	
Encourage children to make better choices	1	
Encourage	1	
Empower other people to do the right thing	1	
don't be carried away by emotion	1	
Do not preach without practice	1	
Detect and resolve issues	1	

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Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Continue to encourage	1
	Continue and be a role model of ethics	1
Coach / Leadership /Encouragement	Communicate more effectively	1
	Communicate ethics to my staff	1
	Communicate ethics	1
	Set a positive example	1
	Build more trust	1
	Recognize and reward creativity	1
	Better communicator	1
	Better coach	1
	Seek dialogue instead of authority Let others take the lead	1
	Be positive role model	1
	Be more positive role model	1
	Be more patient when explaining	1
	Be more patient	1
	Respect Others	1
	Be less authoritative	1
	Be fair and impartial	1
	Motivate and encourage when morale is low	1
	Be encourager	1
	Be better Leader	1
	Be better coach	1
	Be a spokesperson for unit without fear	1
	Set a high moral example	1
	Motivate my co-workers more	1
	Play a larger role in mgt	1
	Be a leader not a follower	1
	Seek dialogue instead of authority	1
	Be a change agent	1
	Be a better listener	1
	Be a better leader	1
	Be a better coach	1
	Always remember you are role model	1
	Allow others to take the lead	1
	Allow others freedom with accountability	1
Acknowledge alternative view points	1	
Able to take the lead	1	
Give lot of encouragement	1	
Be less authoritative at home	1	
Ethics/Values/Positive/Perspectives	Be positive	7
	Maintain positive attitude	7
	Be more positive	4
	Respect other people's ideas	4
	Listen and respect the ideas of others	3
	Listen to and respect the ideas of others	3
	Articulate and voice my perspectives and be aware of other's perspectives	2

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Be ethical	2
	Be honest	2
Ethics/Values/Positive/Perspectives	Implement ethics in life	2
	Listen to other perspectives	2
	Work to live, not live to work	2
	Accept diversity with other's perspectives	1
	Understand others with different perspectives	1
	Understand other's perspectives	1
	Understand others	1
	Trust others	1
	Treat others well	1
	Treat other people with respect	1
	To have better morals	1
	To do the right thing	1
	Think ethically	1
	Teach this principle to my children	1
	Talk more about ethics at home	1
	Take more responsibility for actions	1
	Take message of how other's feel	1
	Strengthen my faith	1
	Stand up for your ethics and values	1
	Stand up for what is right	1
	Spread the word	1
	Spread the importance of ethics	1
	Spiritual growth	1
	Share my ethical learning with my family	1
	Share ethics with family	1
	See good in others	1
	Reward self for doing the right	1
	Respect responsibility and authority	1
	Work on things with ethics perspectives	1
	Respect other people's beliefs	1
	Respect for others	1
	Respect for ethics and learn from them	1
	Remember that all individuals are different and be open	1
	Reflect on ethical character	1
	Recognize and respect diversity	1
	Receptive of others	1
	Read more on the subject	1
	Provide space to others	1
	Provide space for others to be creative	1
	Promote positive relationships	1
Practice respecting others on more	1	
Practice better ethical standards	1	
Positive	1	
Place your team mates with high esteem	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Open-minded to others ideas	1
	Open to criticism	1
Ethics/Values/Positive/Perspectives	Motivate ethical environment	1
	More receptive to ideas	1
	Moralize my family	1
	Make use of ethics at work	1
	Make someone at work smile	1
	Use better ethical strategies	1
	Maintain ethics	1
	Maintain a positive attitude	1
	Live by principles	1
	Use ethics at work	1
	Work on identifying other ethical prospective	1
	Work on my time	1
	Leave a positive legacy	1
	Learn the process of being good	1
	Learn how to deal with unethical person/relationships	1
	Learn from others mistakes	1
	Keep other's perspective in mind	1
	Keep ethics at all times	1
	Keep distance from negative people	1
	Keep a positive attitude	1
	Integrity in workplace	1
	Instill strong moral values in my sons that will provide them strong, positive	1
	Instill good morale/values on my children	1
	Instill more values	1
	Improve attitude even when overloaded with work	1
	Implement the learning in professional and personal life	1
	Use WIPE in day-to-day life	1
	Identify CORE perspectives in professional/personal life	1
	Help others with ethical decisions and educate others	1
	Have more understanding of perspectives	1
	Focus on doing right thing	1
	Focus more on ethics at home/work and implement the need of ethics	1
	Find more ways to be more supportive	1
	Find good things in others and respond with positive attitude	1
	Explain ethics to others	1
	Evaluate other's mistakes	1
Evaluate ethical awareness	1	
Ethics are personal	1	
Encourage others to be positive	1	
Encourage ethics in professional/personal life	1	
Educate coworkers to make ethical decisions	1	
Do not let small things impact day	1	
Do not let circumstances change who I am	1	
Do not get influenced by negativity	1	

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Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Do not criticize	1
	Do not compromise principles for some one else's unethical behavior	1
Ethics/Values/Positive/Perspectives	Do not complain about others	1
	Display ethics	1
	Discuss value of ethics with family	1
	Discuss ethics with family	1
	Develop positive attitude while working under severe stress	1
	Continue to serve my country	1
	Continue to kustify my behaviour on ethical grounds	1
	Continue to influence positiveness	1
	Continue to do what is right	1
	Continue to do best	1
	Continue to be lead a life of right decisions	1
	Continue to be ethical even if others are not.	1
	Continue to aspire toward being a positive rol emodel	1
	Continue to act on my beliefs	1
	Code of ethics	1
	Better communication with others	1
	Be the best person can be	1
	Be respectful and help others	1
	Be reasonable	1
	Be postive	1
	You are sum of all the choices made	1
	Be more tolerant of others perspectives	1
	Be more thoughtful in choices you make	1
	Be more positive in negative situations	1
	Work to live nor live to work	1
	Be more open	1
	Be more ethical and have more integrity	1
	Be more aware of ethical culture at work	1
	Value others decisions	1
	Be ethical at all times	1
	Value personal relationships	1
	Be consistent	1
	Be aware of others perspectives when making decisions	1
	Be aware of other's perspectives	1
	Be a force to do the right	1
	Awareness of ethical decisions	1
	Awareness about other people's perspectives	1
	Awareness	1
	Articulate the importance of ethics to my children	1
	Articulate reasons to be ethical	1
Articulate ethics to others what is ethical	1	
Work mom ethical principles	1	
Appreciate values of others	1	
Appreciate simple things in life	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Appreciate others perspective and not judge	1
	Appreciate diversity	1
Ethics/Values/Positive/Perspectives	Apply Ethical awareness	1
	Analyze before action	1
	Always do what is right	1
	Always do right no matter what, where, when	1
	Always do right after identifying it	1
Family Focus / Relationships / Community	Teach my children about Ethics	4
	Be better listener at home	3
	Make my family smile	3
	Retire early to be with family	3
	Team player	3
	Improve relationships	2
	Love my children	2
	Share my ethical learning with my family	2
	Be a role mode	1
	Work plans with children	1
	Teach my kids "WHY mwemdo things "Right way"	1
	Teach my family morality	1
	Teach my children to do what is right	1
	Work with family and friends	1
	Teach family ethical values	1
	Teach ethical values to children	1
	Talk to people about their individual impacts on others	1
	Talk to my family about ethics	1
	Take vacation	1
	Take care of my family and love my children	1
	Take care of my family	1
	Spend quality time with family	1
	Spend more quality time for myself and family	1
	Use WIPE process in life and decision making	1
	Set a good example for family	1
	Role model to influence the lives of my family	1
	Work towards deveoping better relationship with peers and workers	1
	Quality time	1
	Provide answers to Why at home	1
	Preach my childeren what I praftice	1
	Pray more	1
	Place my family before work	1
	Offer more to community	1
More quality time with family	1	
Mend relationship with peers	1	
Work well with others	1	
Make my children aware of ethical responsibility	1	
Make family more appreciated	1	
Love my family	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- "FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING"

Group	Comments	Total
	Will like to work with teachings and enforcing the religious values	1

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
Family Focus / Relationships / Community	Listen to and encourage my children	1
	Let others take the lead at home	1
	Let others take the lead	1
	Increase my faith	1
	Work on relationships at work	1
	Help kids to accomplish their dreams	1
	Go to church more often	1
	Give other's credit at home	1
	Give my family more quality time	1
	Give more credit to spouse	1
	Get involved and participate in charity	1
	Focus on family and family is a team work	1
	Focus more on family	1
	Encourage my children and discuss ethical perspectives with my family	1
	Empower my nieces and nephews	1
	Empower my family	1
	Contribute to others	1
	Building better relationships at work and home	1
	Bible study/ serve in church	1
	Better mother	1
	Be role model for my kids	1
	Work with co-workers who are difficult to deal with	1
	Be able to help family to make better choices	1
	Be a role model	1
	Listening/Communication	Be a better listener
Be a patient listener		14
Do not interrupt		5
Communicate more		4
Improve listening skills		4
Listen more		4
Communicate better		3
Do not interrupt others		3
Seek dialogue than authority		3
Empower others		3
Listen attentively		3
Be more effective listener		2
Be more positive		2
Refrain from multi-tasking when listening		2
Be positive		2
Be understanding listener		2
Better communication skills		2
Not interrupting while other one is talking		2
Use eye contact in oral communication		2
Improve my listening skills		2
Learn to listen w/out interrupting		2
Learn to listen without interrupting		2

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
Listening/Communication	Listen and respect idea of others	2
	Listen better	2
	Make a eye contact when listening	2
	Ability to listen more closely/ communication with unit members	1
	Look people in the eyes when discussion is important	1
	Look into people's eyes when communicating	1
	Listen to other's ideas	1
	Listen to and respect the ideas of others	1
	Listen more, speak less	1
	Listen more attentively	1
	Listen more actively and effectively	1
	Stop interrupting others	1
	Maintain eye contact while listening	1
	Respect and listen to ideas of others	1
	Listen and understand what others are saying	1
	Make eye contact in oral communication	1
	Listen	1
	Learn to talk to work out problems	1
	Make eye contact when listening	1
	Make others at ease when communicating with you	1
	Leadership	1
	Interrupt less	1
	Making people at ease when they are communicating	1
	Improve my communication skills	1
	Stop mult-tasking while listening	1
	Improve listening habits	1
	Improve communications	1
	How to listen and attentively	1
	Help people stop complaining	1
	Focus on communication skills	1
	Enjoy life and help others enjoy life	1
	Encourage others to be come better listeners	1
	Encourage discussion	1
	Encourage communication with team	1
	Empower the people I supervise	1
	Empower people	1
	respond with positive attitude	1
	Empower other people	1
	Empower my family and unit	1
	Empower my family	1
Empower my employees to help them be their best	1	
Empower my children by coaching them	1	
Empower more people not just management	1	
Empower more at home and work	1	
Empower coworkers with positive thinking and strategies	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
Listening/Communication	Empower better at home	1
	Do not multi-task while listening	1
	Do not multi-task when listening to others	1
	Do not multi-task when listening	1
	Do not interupt	1
	Do not interupt	1
	Seek dialogue	1
	More active listener	1
	Do not draw conclusions till other person is finished	1
	Do not complain	1
	Communicate, how I feel	1
	Communicate with others/co-workers	1
	Think about saying something, that may harm the other person	1
	Communicate better without gossip and negativity	1
	Communicate better without complain and gossip	1
	Speak up more for unit issues	1
	Bring out best in everyone	1
	Better dialogue with peers	1
	More encouraging	1
	Better and patient at listening	1
	Open communication	1
	Open to more communication	1
	Be more respectful	1
	Be more proactive	1
	Put peole at ease	1
	Be more patient	1
	Refrain from multi-tasking when talking to people	1
	Be encouraging leader and individual	1
	Use listening exercise at work	1
	Be a good listener	1
	Be a better listenerDo not rush thru others conversationstop multi-tasking	1
	Will like to share my listening skills with my friends	1
	Be a better friend by identifying other people's reasoning and being acced	1
Be a better communicator	1	
Avoid negative listening	1	
Always consult emotions and continue to empower	1	
Misc	Have fun	10
	Be more productive	2
	Less stress	2
	Light a candle	2
	More fun	2
	Be happy	1
	Understand the some people lack integrity	1
	Turn on a light in all darkness	1
	Travel more	1
	Think before reacting	1

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total	
Misc	Take time to enjoy life	1	
	Take more initiative	1	
	Stop being way ahead guy	1	
	Stay focused	1	
	Share happiness with others	1	
	Respectful and be more flexible	1	
	Present yourself to make a difference	1	
	Obtain a stress free job	1	
	More fun at work	1	
	Understand why I am a "C" and how it affects my relationships	1	
	Misc	1	
	Manage stress better	1	
	Live everyday to make everyone feel like I am their friend	1	
	Light more candles	1	
	vacation	1	
	When not liked, focus on liking them	1	
	Instill service of pride	1	
	Work towards making other's life less stressfull during difficult times	1	
	Google the character song	1	
	Get caught up with PSRS	1	
	Focus on people rather than just on problems	1	
	Feel the impact of being independent	1	
	Do something great	1	
	Be more receptive	1	
	Work on relationships w/ those that I am struggling with	1	
	Be less dismissive	1	
	Be more patient	8	
	Self/Control/Patience/Emotions	Encourage others	2
		Make an emotional connection	2
		Accomplish personal goals (Get my PhD and teach at school)	1
Use more patience		1	
Try to have more control on negativity		1	
Take vacation		1	
Strive to be better individual		1	
Spend more time for self		1	
Speak up and Quit negative thinking		1	
Small things matter in life		1	
Remember to reward myself		1	
Remember that little things matter in life		1	
Recognize emotiional control and work on reaction control		1	
React with true "ME in mind		1	
Punctual		1	
Practice what I preach		1	
Positive attitude		1	
Personal goals		1	
Patience and compassion		1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
Self/Control/Patience/Emotions	Manage reaction and control	1
	Visit people from past	1
	Lead a heapp and healthy life	1
	Improve on an emotional level	1
	Improve in all aspects of life	1
	Improve and exercise daily	1
	Have the courage to do the right thing	1
	Have patience	1
	Have more patience	1
	Gain happiness	1
	Exercise more for stress release	1
	Exercise more	1
	Evaluate situations morally	1
	Enhance well beeing	1
	Work on my legacy	1
	Encourage	1
	Eat less, exercise, join health club	1
	Do not let others affect happiness	1
	Do not let emptions impact my choices	1
	Do not let emotions impact my decisions	1
	Do not let emotions dictate your mind	1
	Do not act on impulse	1
	Create more understanding w/ family	1
	Condone negativity and have a great attitude	1
	Better person	1
	Be positive and open to criticism	1
	Be more patient, stand up for myself	1
	Be more patient and spend more quality time w/family	1
	Work to live a healthy life	1
	Be more patience	1
	Be more aware of individual perspectives	1
	Be less selfish and obtain personal objectives	1
	Be in control	1
	Be honest	1
	Be healthy	1
	Be creative	1
	Be considerate to ethics	1
	Be caring, courtious and consistent	1
	Be better person	1
	Be better friend, parent, and person	1
Be a positive influence on others	1	
Be a better person	1	
Articulate better	1	
Always remember that God is watching us	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
Special	Fish Story	4
	Can not export what you can not do yourself	3
	Purchase a "Micky Watch	1
	Make Jell-O everyday	1
	Make Jell-O	1
	Los Gladiators rule	1
	Purchase book "Victor O Franki"	1
	Can not export what you do not possess internally	1
Work/Workplace/Supportive	Be supportive	11
	Look for ways to be supportive	9
	Be more supportive	5
	Help Others	3
	Improve quality of work	3
	Support others	3
	Allow others freedom with accountability	2
	Be a better employee	2
	Be a team player	2
	Do not let others dictate your descision making	2
	Enhance productivity	2
	Enjoy work	2
	Look for more ways to be supportive	2
	Adminish the wrong doer on the organization	1
	Share information with others	1
	Report unethical behaviors	1
	Refrain from multi-tasking while listening	1
	Recognize and encourage good work	1
	Provide space for others to be creative	1
	Promote a positive work environment	1
	Network with other officers in other districts	1
	More understanding	1
	More productive	1
	More fun	1
	Work more	1
	Try to work more than needed	1
	Look for better opportunities to work	1
	Listen without multi-tasking	1
	Like to improved relationships w/peers	1
	Less on work	1
	Learn to take load	1
	Learn about a problem and resolve a problem	1
	Keep in check with the pulse of organization	1
	Increase more efficiency, more professional. And organized	1
Incorporate fun in my job	1	
Imrove creativity at work	1	
Will like to have peers using ethics in workplace	1	
Help others making better decisions	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Work by processes	1
Work/Workplace/Supportive	Help elderly and donate more at Church	1
	Help defendants identify consequences	1
	Help bring unity to the workplace	1
	Have more fun at work	1
	Growth in career	1
	Get more training in ethics	1
	Get more input	1
	Focus on others	1
	Focus more on work	1
	Focus more	1
	Focus more on my quality of work	1
	Find ways to be supportive	1
	Find more ways to be supportive	1
	Exhibit more character	1
	Evaluate my work	1
	Evaluate how I be a better employee	1
	Entrust more power to management	1
	Supportive	1
	Supportive to family and peers	1
	Enhance organizational image	1
	Encourage staff to be responsible for how they react to certain manager	1
	Encourage and motivate others	1
	Empowerment at work and home	1
	Empower to control work and home life equally	1
	Effective problem resolution	1
	Educate my caseload	1
	Take a much needed vacation	1
	Do a good jobs and go home	1
	display more positive attitude	1
	Develop better ways of doing things	1
	Develop better relationship with agencies	1
	Decision making based on others perspectives	1
	Continue to try and be the change	1
	Concentrate on work more by gaining more knowledge for processes	1
	Complete preceding projects	1
	Commit to achieve more	1
	Build better relationships at work	1
	Better at my job	1
	Be supportive with peers	1
	Be supportive to my children	1
Work towards less stressfull workplace	1	
Be responsible	1	
Be more supportive to my peers	1	
Work harder and get along better	1	
Be more productive	1	

Southern District of Texas - U.S Probation and Pretrial Office

Program Impact reflected by- “FIVE THINGS I WILL DO BECAUSE OF THIS TRAINING”

Group	Comments	Total
	Be more knowledgeable	1
Work/Workplace/Supportive	Be more informative w/peers	1
	Be more efficient	1
	Be more attentive to client's needs	1
	Be more accountable	1
	Be empathetic	1
	Be better and more efficient PO	1
	Be aware of my responsibilities	1
	Be able to express (articulate) injustices from management towards emp	1
	Be able to enjoy my job	1
	Take more challenges at work	1
	Take more interest in work	1
	Assist in development of policies and processes	1
	Take ownership of your actions	1
	Be empathetic	1
	Be better and more efficient PO	1
	Be aware of my responsibilities	1
	Be able to express (articulate) injustices from management towards emp	1
	Be able to enjoy my job	1
	Take more challenges at work	1
	Take more interest in work	1
Assist in development of policies and processes	1	
Take ownership of your actions	1	