

## MEMBER TRAINING

### PRE AND POST EVALUATION FORM RESPONSES – 2010

**Member A – Presentation and Public Speaking – 30 June 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO<br>ATTEND THIS SESSION   | WHAT WILL YOU DO<br>DIFFERENTLY AFTER<br>THE SESSION                        | HOW WILL THIS HELP<br>YOU IN YOUR ROLE                                  | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD | HOW WOULD<br>YOU RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5,<br>5 BEING VERY<br>GOOD |
|--|---|---|---|--|--|
|  | WHAT DO YOU WANT TO<br>GET OUT THIS SESSION   |   |   |  |  |
|  | <p>Further develop my skills<br/>at presentation<br/>techniques and public<br/>speaking</p> <p>As above with the<br/>inclusion of confidence<br/>boosting</p> | <p>It depends on what<br/>opportunities arise to<br/>practice my skills</p> | <p>It will help me deliver<br/>my messages with<br/>more confidence</p> | 4  | 4  |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU<br>WANTED FROM THIS<br>SESSION  | WHAT ARE YOU NOW<br>DOING DIFFERENTLY<br>AFTER THE SESSION                 | HOW HAS THE<br>SESSION HELPED YOU<br>IN YOUR ROLE | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD SINCE<br>ATTENDING THE<br>SESSION | HOW WOULD YOU<br>RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5, 5<br>BEING VERY GOOD<br>SINCE ATTENDING<br>THE SESSION |
|---|--|--|---|--|---|
|   | Yes a very good course<br>which hit the mark         |  |   |  |   |
|   | <p>Yes a very good course<br/>which hit the mark</p> | <p>Listening and<br/>observing other public<br/>speakers more intently</p> | <p>Improved my<br/>confidence</p>                 | 4  | 5   |

**Member B – Presentation and Public Speaking – 30 June 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION<br><br>WHAT DO YOU WANT TO GET OUT THIS SESSION | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|--|--|-------------------------------------|---|---|
|  | To better myself<br><br>Able to speak better in meetings and to the public             | Hopefully to speak out with less nerves        | To speak clearly when needed        | 3   | 3   |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU WANTED FROM THIS SESSION | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|---|---|--|---|---|---|
|   | Yes   | Speaking up  | Given me more confidence                    | 3   | 3   |

**Member C – Presentation and Public Speaking – 30 June 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION  | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE          | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|---|--|--|---|---|
|  | WHAT DO YOU WANT TO GET OUT THIS SESSION  |  |  |   |   |
|  | Despite years of service, I lack confidence with large groups<br><br>Confidence | Utilise skills gained                          | Ease of presentation, better public speaking | 4   | 4   |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU WANTED FROM THIS SESSION    | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION                                | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE  | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|---|--|---|--|---|---|
|   |  |   |  |   |   |
|   | Very much so, a very good course, well presented | I have become more aware with the problems which arise from a different perspective | More confident in standing before an audience and speaking. Plus better presentation and preparation | 4   | 5   |

**Member D – Managing Conflict – 13 July 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO<br>ATTEND THIS SESSION  | WHAT WILL YOU DO<br>DIFFERENTLY AFTER<br>THE SESSION | HOW WILL THIS HELP<br>YOU IN YOUR ROLE              | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD | HOW WOULD<br>YOU RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5,<br>5 BEING VERY<br>GOOD |
|--|--|--|---|--|--|
|  | WHAT DO YOU WANT TO<br>GET OUT THIS SESSION                                      |  |   |  |  |
|  | I am inspired by the title<br>and find it intriguing<br><br>Challenging thoughts | That remains to be<br>seen                           | Hopefully it will make<br>me a better<br>Councillor | 3  | 3  |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU<br>WANTED FROM THIS<br>SESSION | WHAT ARE YOU NOW<br>DOING DIFFERENTLY<br>AFTER THE SESSION                   | HOW HAS THE<br>SESSION HELPED YOU<br>IN YOUR ROLE | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD SINCE<br>ATTENDING THE<br>SESSION | HOW WOULD YOU<br>RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5, 5<br>BEING VERY GOOD<br>SINCE ATTENDING<br>THE SESSION |
|---|---|--|---|--|---|
|   |   |  |   |  |   |
|   | Yes   | Being more aware of<br>related issues. Helped<br>me to be more<br>perceptive | Helped me to be<br>more perceptive                | 3  | 3   |

**Member E – Questioning Skills – 18 November 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION                                     | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE      | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|--|--|--|---|---|
|  | WHAT DO YOU WANT TO GET OUT THIS SESSION                                   |  |  |   |   |
|  | To improve my questioning skills<br><br>So I am more able to ask questions | Ask questions more clearer and to the point    | To receive clear information that I need | 4   | 4   |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU WANTED FROM THIS SESSION | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE   | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|---|---|--|---|---|---|
|   |   |  |   |   |   |
|   | No  | Not a lot  | NO – the training was disappointing, I do not see the point of role play in over half the session | 4   | 4   |

**Member F – Questioning Skills – 18 November 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION          | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|---|--|-------------------------------------|---|---|
|  | WHAT DO YOU WANT TO GET OUT THIS SESSION        |  |                                     |   |   |
|  | To learn how to ask questions<br><br>Confidence | Speak up more                                  | To understand and to do feedback    | 3   | 3   |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU WANTED FROM THIS SESSION  | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|---|--|--|---|---|---|
|   |  |  |   |   |   |
|   | More knowledge and understanding things better | Asking more questions                                | yes   | 4   | 4   |

**Member G – Questioning Skills – 18 November 2010**

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION                                     | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|--|--|-------------------------------------|---|---|
|  | WHAT DO YOU WANT TO GET OUT THIS SESSION                                   |  |                                     |   |   |
|  | To learn and to ask more searching questions<br><br>More revealing answers | Learn to listen                                | Reach a balanced conclusion         | 4   | 4   |

| <b>POST<br/>EVALUATION<br/>RESPONSE</b> | DID YOU GET WHAT YOU WANTED FROM THIS SESSION | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|---|---|--|---|---|---|
|   |   | Yes  | Collating all the evidence before speaking  | Collecting evidence through searching questions   | 4 – still learning  |

**Member H – Questioning Skills – 18 November 2010**

| PRE<br>EVALUATION<br>RESPONSE | WHY DO YOU WANT TO ATTEND THIS SESSION<br><br>WHAT DO YOU WANT TO GET OUT THIS SESSION | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION  | HOW WILL THIS HELP YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|-------------------------------|--|---|-------------------------------------|---|---|
|                               |  | So that I can improve my skills in “questioning”.<br>Learn how to ask the right question<br><br>An improvement in knowledge and technique | That depends upon the course        | Hopefully assist me in making “correct” judgements  | 5   |

| POST<br>EVALUATION<br>RESPONSE | DID YOU GET WHAT YOU WANTED FROM THIS SESSION | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION                                    | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION  |
|--------------------------------|---|---|---|---|--|
|                                |   | I think so. The proof will come when I have to apply those skills I think have acquired | I will be more prepared                     | Made me more confident that I will be doing alright   | Anything less than a 5 would be a disappointment. However I find it difficult to answer as I don't see myself as others see me and therefore being biased in favour of myself cannot necessarily make a valid judgement. |



**Member I – Questioning Skills – 18 November 2010**

| PRE<br>EVALUATION<br>RESPONSE | WHY DO YOU WANT TO ATTEND THIS SESSION   | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION       | HOW WILL THIS HELP YOU IN YOUR ROLE  | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|-------------------------------|--|--|--|---|---|
|                               | WHAT DO YOU WANT TO GET OUT THIS SESSION   |  |  |   |   |
|                               | Partly as a refresher, as I have attended a questioning skills event before<br><br>Further insight into Questioning techniques | Hopefully be more confident when seeking information | Questioning is an integral component in both Scrutiny and Licensing Panel's. | Knowledge - 4<br><br>Skill - 2  | 2   |

| POST<br>EVALUATION<br>RESPONSE | DID YOU GET WHAT YOU WANTED FROM THIS SESSION  | WHAT ARE YOU NOW DOING DIFFERENTLY AFTER THE SESSION   | HOW HAS THE SESSION HELPED YOU IN YOUR ROLE   | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD SINCE ATTENDING THE SESSION |
|--------------------------------|--|--|---|---|---|
|                                |  |  |   |   |   |
|                                | In part, unfortunately many Members had had meetings scheduled that coincided with this training session and left before the end. Hence it seemed a little rushed and some topics were brushed over e.g. listening skills, body language etc, but the handouts are very useful | More conscious of the type of questions to ask, whether open, closed, probing etc and when to use them effectively | I'm sure it has and not just in my role as a councillor, but in my private life too. Questioning is an important component of communication | Knowledge – 4 (though I knew more than I actually did)<br><br>Skill - 3   | 4   |

**PRE EVALUATION FORM RESPONSES ONLY**

|  | WHY DO YOU WANT TO ATTEND THIS SESSION<br><br>WHAT DO YOU WANT TO GET OUT THIS SESSION  | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION | HOW WILL THIS HELP YOU IN YOUR ROLE  | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|---|--|--|---|---|
| <p align="center"><b>PRE EVALUATION RESPONSE</b></p> <p align="center"><b>IMPLEMENTING CHANGE</b><br/>16 JUNE 2010</p> | <p>Implementing change can be a difficult and complicated process. I feel I need more training and experience</p> <p>Build more confidence<br/>learn more about processes</p> | <p>Utilise the skills I learn</p>              | <p>I will be able to approach the issues that arise with better knowledge and confidence</p> | <p>3</p>  | <p>4</p>  |

|  | WHY DO YOU WANT TO ATTEND THIS SESSION<br><br>WHAT DO YOU WANT TO GET OUT THIS SESSION   | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION              | HOW WILL THIS HELP YOU IN YOUR ROLE                         | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--|--|---|---|---|---|
| <p align="center"><b>PRE EVALUATION RESPONSE</b></p> <p align="center"><b>MANAGING CONFLICT</b><br/>13 JULY 2010</p> | <p>I feel being equipped with these skills helps in dealing with future situations</p> <p>Obtaining skills and managing situations</p> | <p>Listen to all sides of opinion and able to summarise</p> | <p>Avoiding conflict by respecting and valuing opinions</p> | <p>4</p>  | <p>4</p>  |

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO<br>ATTEND THIS SESSION | WHAT WILL YOU DO<br>DIFFERENTLY AFTER<br>THE SESSION  | HOW WILL THIS HELP<br>YOU IN YOUR ROLE   | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD | HOW WOULD<br>YOU RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5,<br>5 BEING VERY<br>GOOD |
|--|---|---|--|--|--|
|  | <b>MEDIA STUDIES<br/>16 JULY 2010</b>     | WHAT DO YOU WANT TO<br>GET OUT THIS SESSION<br><br>If I am asked by a<br>journalist to respond I<br>would like to be<br>prepared<br><br>Full training on how to<br>handle an interview from<br>press, news, etc | How to buy time i.e.<br>ring back in 5/10<br>minutes and speak to<br>council press officer.<br>Get the facts right | Get the information<br>before saying<br>anything and make<br>sure it's correct.                          | 4  |

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO<br>ATTEND THIS SESSION | WHAT WILL YOU DO<br>DIFFERENTLY AFTER<br>THE SESSION   | HOW WILL THIS HELP<br>YOU IN YOUR ROLE  | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD | HOW WOULD<br>YOU RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5,<br>5 BEING VERY<br>GOOD |
|--|---|--|---|--|--|
|  | <b>CHAIRING<br/>SKILLS</b>                | WHAT DO YOU WANT TO<br>GET OUT THIS SESSION<br><br>To improve my chairing<br>skills<br><br>Agenda planning | More inclined to gather<br>evidence and<br>summarise and to<br>move the agenda at a<br>timed pace | I hope everyone who<br>wants to speak have<br>had the opportunity  | 4  |

| <b>PRE<br/>EVALUATION<br/>RESPONSE</b> | WHY DO YOU WANT TO<br>ATTEND THIS SESSION | WHAT WILL YOU DO<br>DIFFERENTLY AFTER<br>THE SESSION                                    | HOW WILL THIS HELP<br>YOU IN YOUR ROLE | HOW WOULD YOU<br>RATE YOUR LEVEL<br>OF KNOWLEDGE/<br>SKILL ON A SCALE<br>OF 1 TO 5, 5 BEING<br>VERY GOOD | HOW WOULD<br>YOU RATE YOUR<br>ABILITY ON A<br>SCALE OF 1 TO 5,<br>5 BEING VERY<br>GOOD |
|--|---|---|--|--|--|
|  | <b>QUESTIONING<br/>SKILLS</b>             | WHAT DO YOU WANT TO<br>GET OUT THIS SESSION<br><br>For update<br><br>Useful information | Not a lot                              | To address questions   | 4  |

| <b>PRE EVALUATION RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION<br>WHAT DO YOU WANT TO GET OUT THIS SESSION         | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION  | HOW WILL THIS HELP YOU IN YOUR ROLE            | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--------------------------------|--|---|--|---|---|
| <b>QUESTIONING SKILLS</b>      | To develop questioning skills and build confidence in asking sometimes difficult questions | Hopefully to participate more fully in meetings | On Scrutiny and Development Control Committees | 4   | 4   |

| <b>PRE EVALUATION RESPONSE</b> | WHY DO YOU WANT TO ATTEND THIS SESSION<br>WHAT DO YOU WANT TO GET OUT THIS SESSION  | WHAT WILL YOU DO DIFFERENTLY AFTER THE SESSION                 | HOW WILL THIS HELP YOU IN YOUR ROLE         | HOW WOULD YOU RATE YOUR LEVEL OF KNOWLEDGE/ SKILL ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD | HOW WOULD YOU RATE YOUR ABILITY ON A SCALE OF 1 TO 5, 5 BEING VERY GOOD |
|--------------------------------|---|--|---|---|---|
| <b>QUESTIONING SKILLS</b>      | Because I find asking difficult questions difficult<br><br>To be more confident and know how to ask without embarrassment | To be more confident and know how to ask without embarrassment | In Council meetings being able to take part | 2   | 4   |