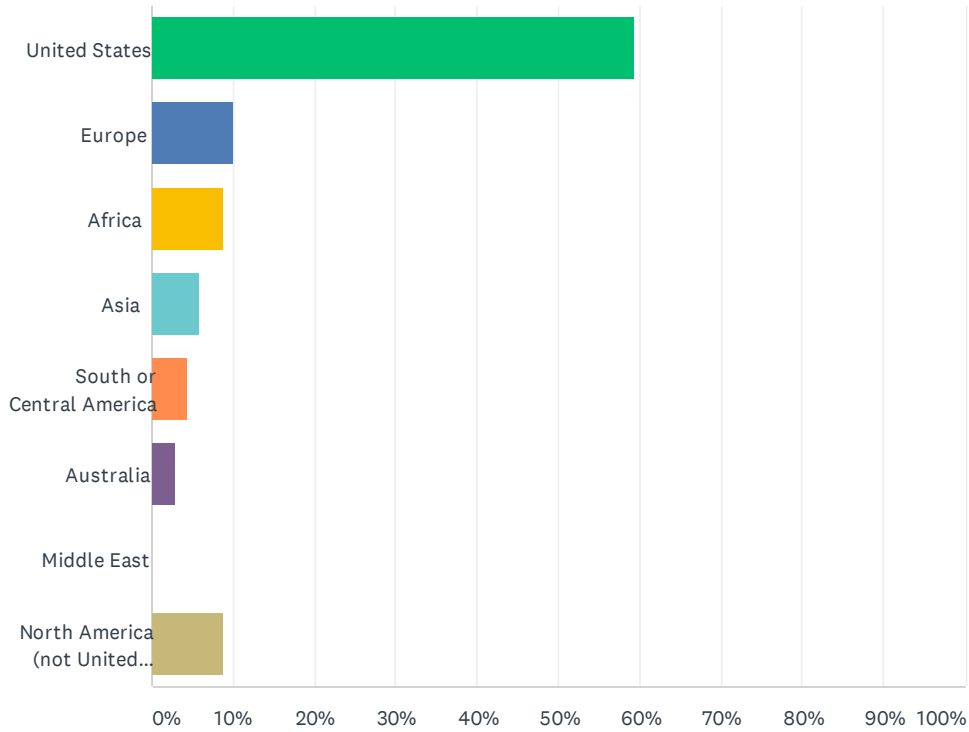


# Q1 Where are you located?

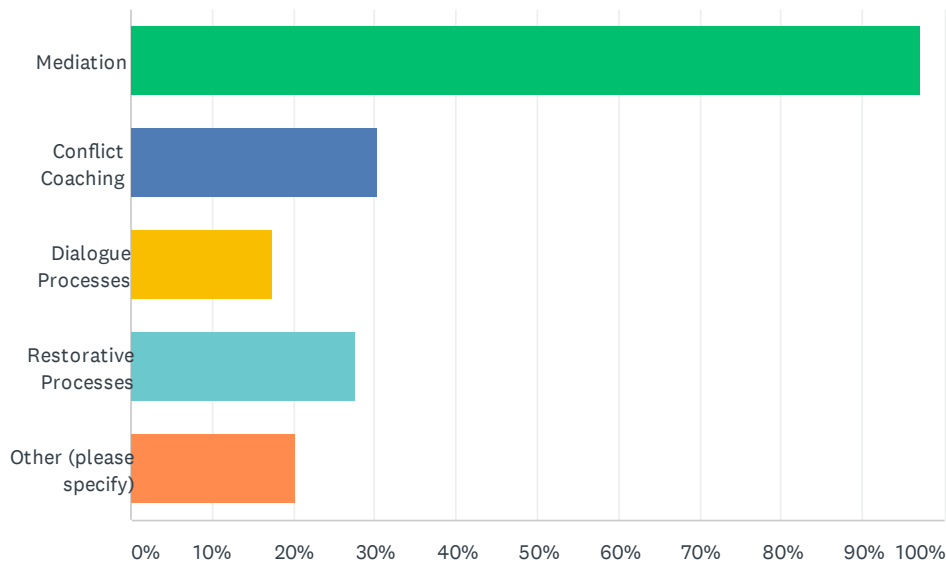
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
United States	59.42%	41
Europe	10.14%	7
Africa	8.70%	6
Asia	5.80%	4
South or Central America	4.35%	3
Australia	2.90%	2
Middle East	0.00%	0
North America (not United States)	8.70%	6
<b>TOTAL</b>		<b>69</b>

## Q2 Which ADR/conflict management processes have you been formally trained in? (Please select all that apply)

Answered: 69 Skipped: 0



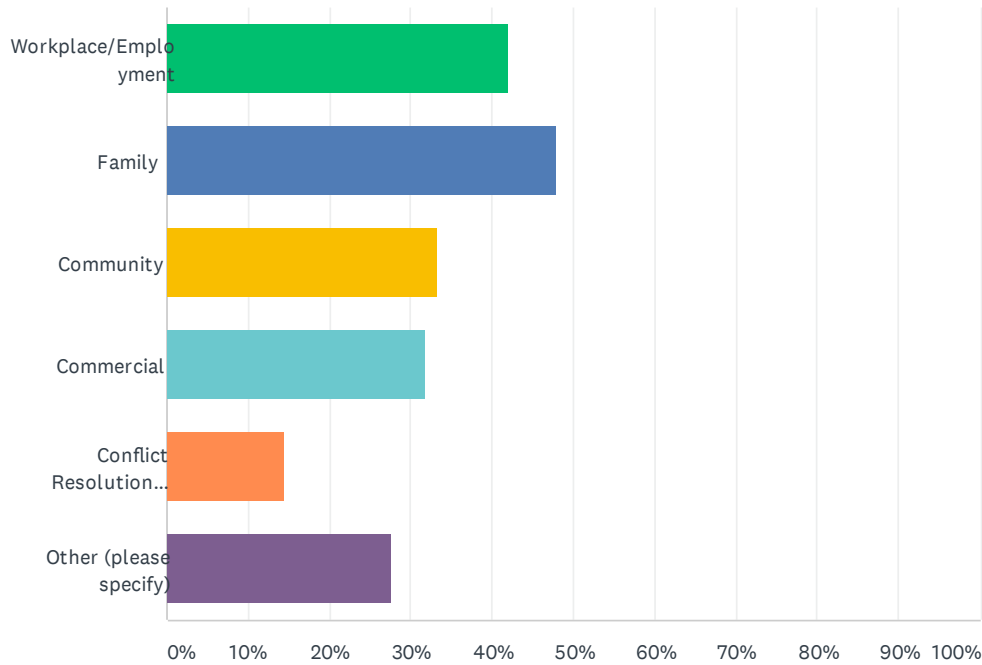
ANSWER CHOICES	RESPONSES
Mediation	97.10% 67
Conflict Coaching	30.43% 21
Dialogue Processes	17.39% 12
Restorative Processes	27.54% 19
Other (please specify)	20.29% 14
Total Respondents: 69	

#	OTHER (PLEASE SPECIFY)	DATE
1	parent coordination	5/13/2021 12:22 PM
2	in progress	5/12/2021 8:25 PM
3	ONLINE MEDIATION	5/12/2021 7:50 PM
4	Financial conflict coaching	5/12/2021 7:33 PM
5	Collaborative process	5/12/2021 6:36 PM
6	Convergent Facilitation, Collaborative Problem Solving	5/12/2021 6:35 PM
7	Circle	5/12/2021 2:10 PM
8	Interest based bargaining	5/12/2021 9:52 AM
9	Nonviolent Communication; Prejudice Reduction	5/12/2021 1:33 AM
10	Collaborative practices	5/11/2021 6:44 PM
11	arbitration	5/11/2021 6:12 PM
12	Conflict Resolution/Mediation for groups/organizations (perhaps same as conflict coaching?)	5/11/2021 3:28 PM
13	Arbitration, Interest Based Collaboration	5/11/2021 10:29 AM



### Q3 What is/are your primary context(s) of practice? (please check all that apply)

Answered: 69 Skipped: 0



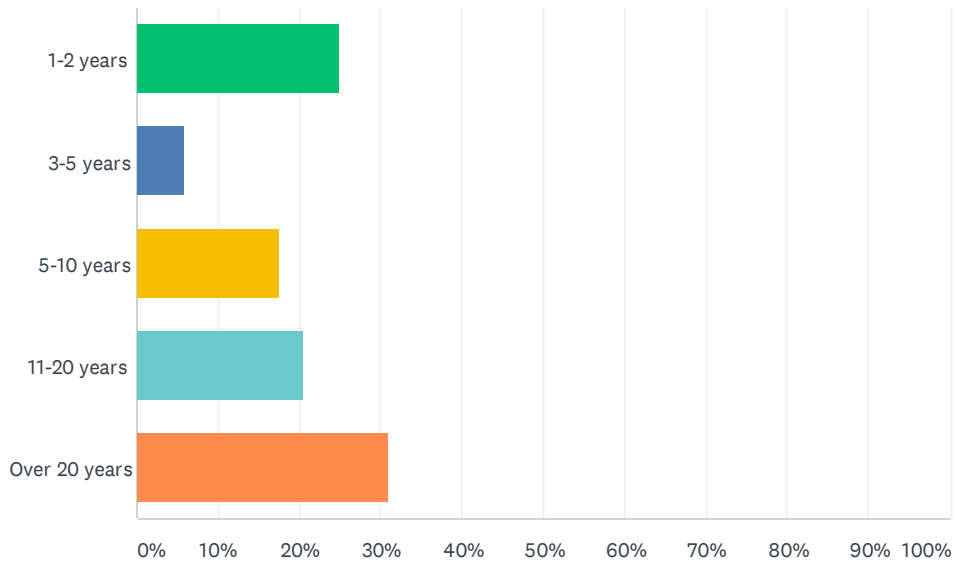
ANSWER CHOICES	RESPONSES
Workplace/Employment	42.03% 29
Family	47.83% 33
Community	33.33% 23
Commercial	31.88% 22
Conflict Resolution Education (K-12 and/or Youth-based)	14.49% 10
Other (please specify)	27.54% 19
Total Respondents: 69	

#	OTHER (PLEASE SPECIFY)	DATE
1	evictions	5/13/2021 7:34 AM
2	Personal injury	5/12/2021 7:54 PM
3	Landlord-tenant	5/12/2021 7:52 PM
4	RESTORATIVE JUSTICE	5/12/2021 7:50 PM
5	Labor	5/12/2021 7:26 PM
6	Intellectual Property Dispute resolution	5/12/2021 6:50 PM
7	Civil Rights/Discrimination Law	5/12/2021 6:35 PM
8	Clarifying	5/12/2021 6:33 PM
9	Maritime	5/12/2021 2:34 PM
10	Family and consultancy	5/12/2021 9:56 AM

11	Teach at Law School	5/12/2021 1:33 AM
12	Organizations, particularly non-profit	5/11/2021 3:28 PM
13	International and intercultural	5/11/2021 1:53 PM
14	Elder, Parent Child, Special Education, Death and Dying	5/11/2021 10:29 AM
15	Higher Education Ombuds	5/11/2021 7:25 AM
16	Tax Disputes	5/11/2021 5:56 AM
17	Academic research and writing	5/10/2021 8:56 PM
18	Between 1975 and 1990, I taught and researched conflict management processes in a variety of context. From 1996 to 1999, I attended law school. From February 2006 through December 2018, I served an Assistant Attorney General representing the Family Support Division. I could not practice mediation during that time. Only after retiring from the AGO did I once again pursue my desire to practice mediation. I volunteer at my community's conflict resolution center, and I hope to practice elder mediation.	5/10/2021 8:13 PM
19	Training	5/10/2021 6:29 PM

### Q4 How long have been doing your ADR/conflict management work?

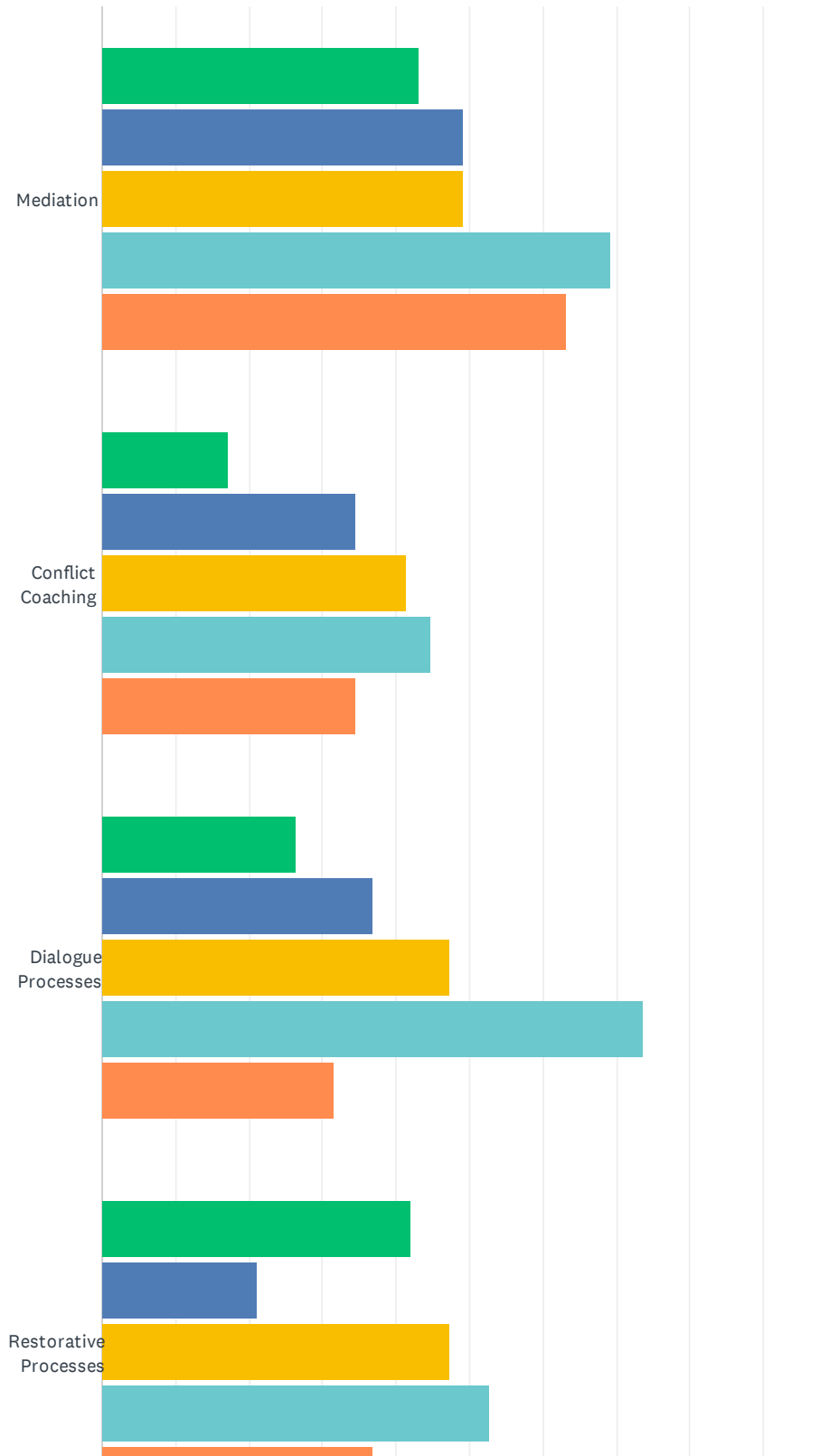
Answered: 68 Skipped: 1

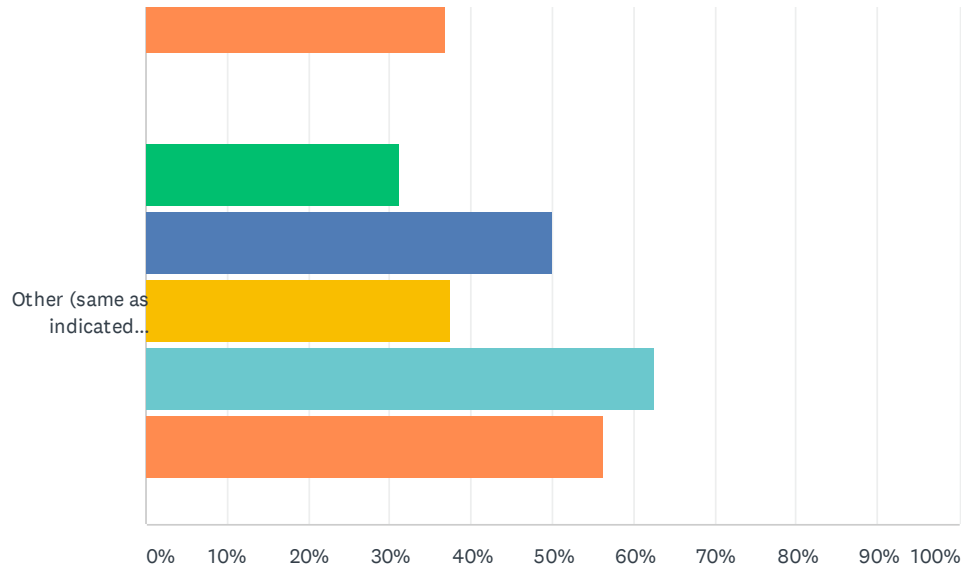


ANSWER CHOICES	RESPONSES	
1-2 years	25.00%	17
3-5 years	5.88%	4
5-10 years	17.65%	12
11-20 years	20.59%	14
Over 20 years	30.88%	21
TOTAL		68

### Q5 For each of the ADR/conflict processes you have been formally trained in, please indicate which post-training learning processes your have participated in.

Answered: 67 Skipped: 2





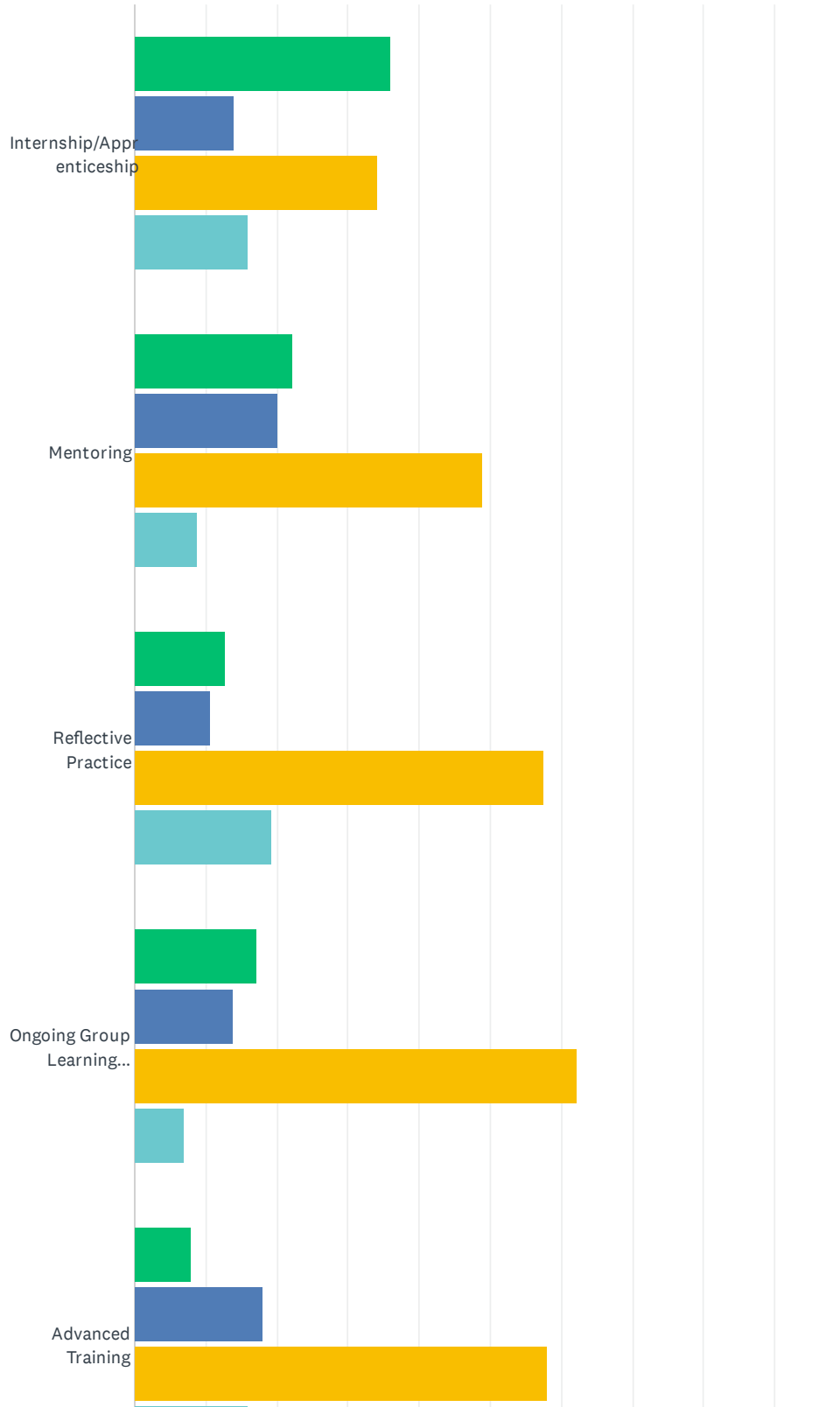
■ Internship/Apprenticeship   
 ■ Mentoring   
 ■ Reflective Practice  
■ Ongoing Group Learning (regular discussion/skills development sessions)  
■ Advanced Training

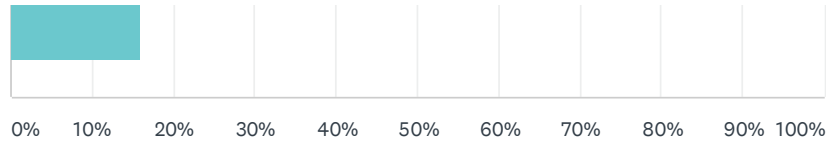
	INTERNSHIP/APPRENTICESHIP	MENTORING	REFLECTIVE PRACTICE	ONGOING GROUP LEARNING (REGULAR DISCUSSION/SKILLS DEVELOPMENT SESSIONS)	ADVANCED TRAINING	TOTAL RESPONDEN
Mediation	43.08% 28	49.23% 32	49.23% 32	69.23% 45	63.08% 41	
Conflict Coaching	17.24% 5	34.48% 10	41.38% 12	44.83% 13	34.48% 10	
Dialogue Processes	26.32% 5	36.84% 7	47.37% 9	73.68% 14	31.58% 6	
Restorative Processes	42.11% 8	21.05% 4	47.37% 9	52.63% 10	36.84% 7	
Other (same as indicated earlier)	31.25% 5	50.00% 8	37.50% 6	62.50% 10	56.25% 9	



### Q6 For each of the ADR/conflict processes you have been formally trained in, please indicate WHEN you have participated in post-training learning processes.

Answered: 68 Skipped: 1



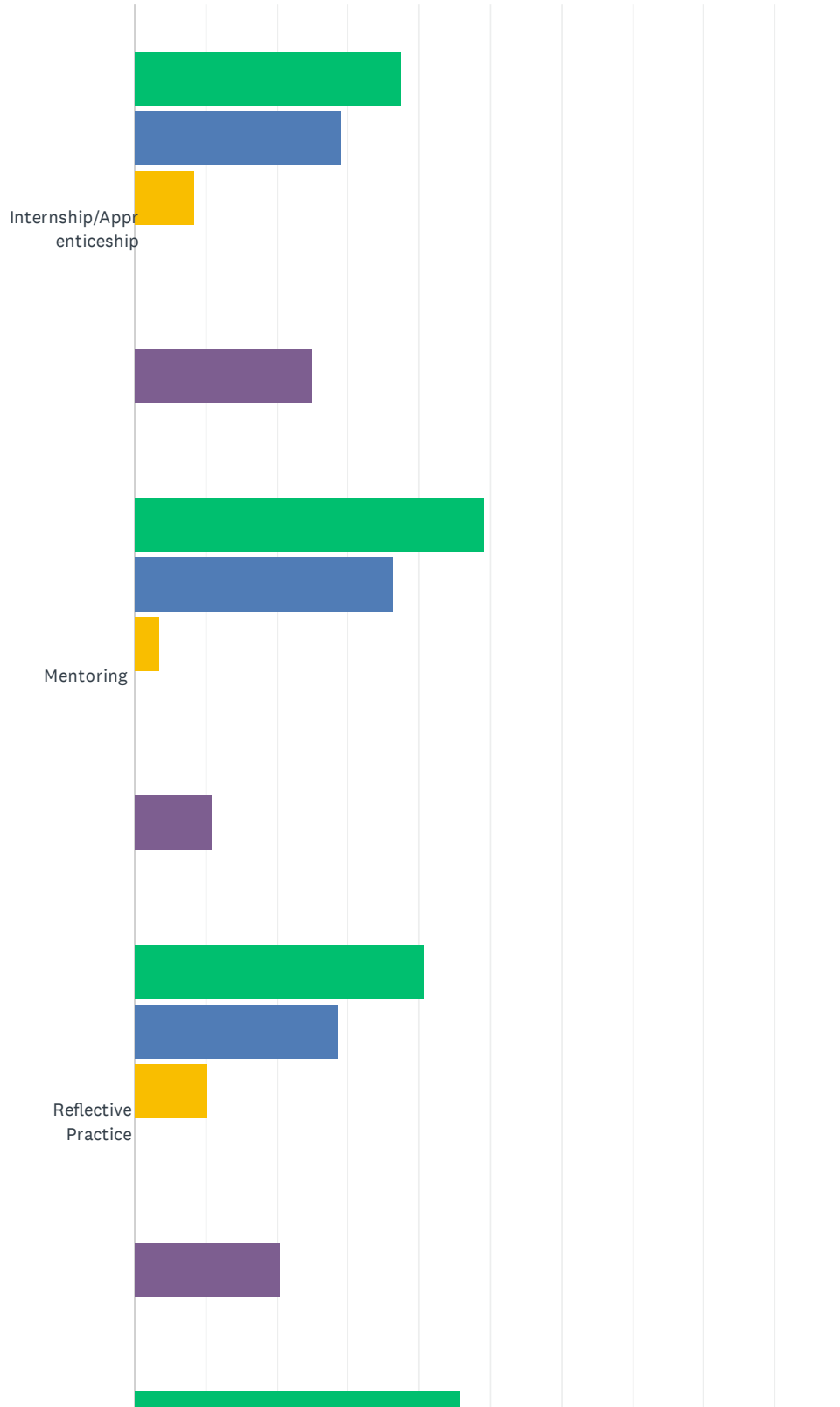


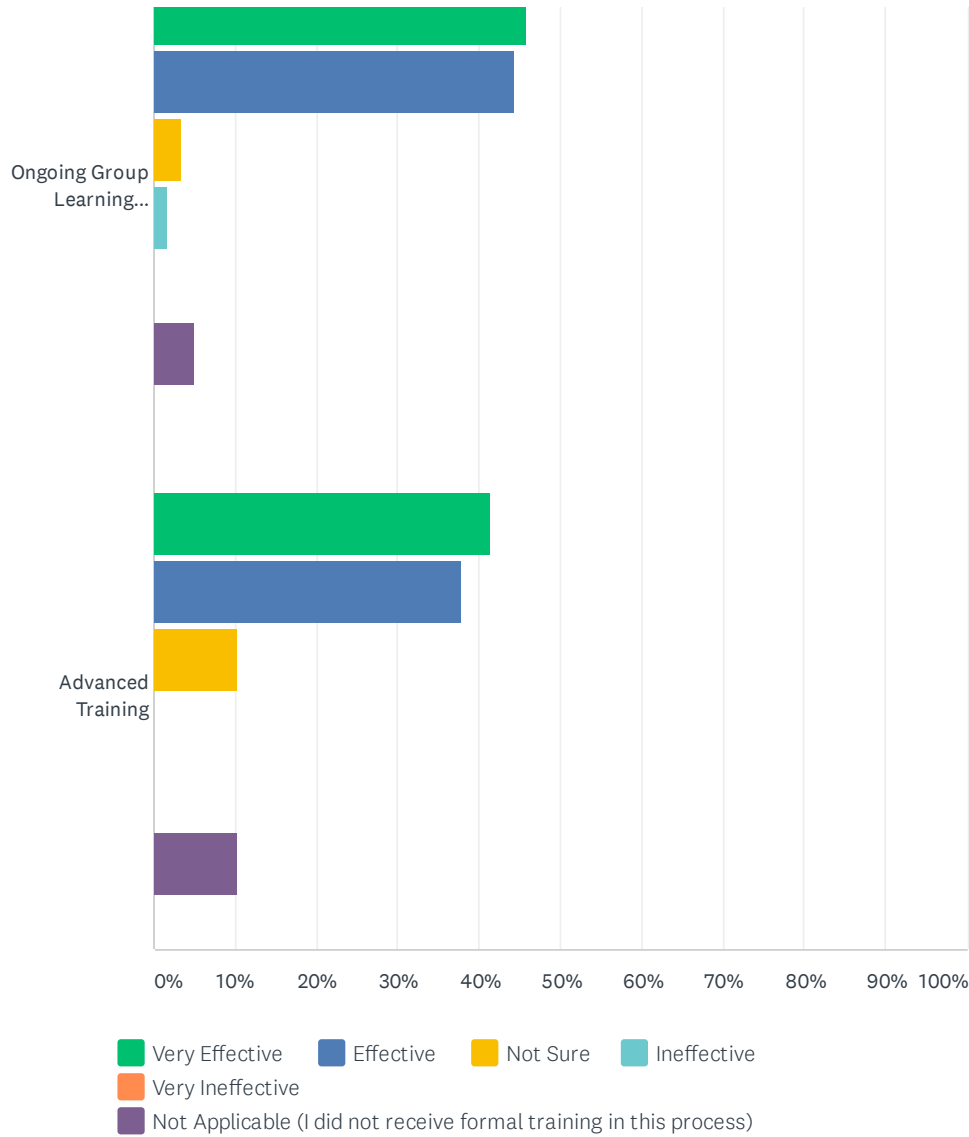
- Primarily Within the First Year After Formal Training
- Steadily Within the First 5 Years After Formal Training
- Steadily Through My Whole Career (if longer than 5 Years)
- I Have Not participated in This Learning Process

	PRIMARYLY WITHIN THE FIRST YEAR AFTER FORMAL TRAINING	STEADILY WITHIN THE FIRST 5 YEARS AFTER FORMAL TRAINING	STEADILY THROUGH MY WHOLE CAREER (IF LONGER THAN 5 YEARS)	I HAVE NOT PARTICIPATED IN THIS LEARNING PROCESS	TOTAL
Internship/Apprenticeship	36.00% 18	14.00% 7	34.00% 17	16.00% 8	50
Mentoring	22.22% 10	20.00% 9	48.89% 22	8.89% 4	45
Reflective Practice	12.77% 6	10.64% 5	57.45% 27	19.15% 9	47
Ongoing Group Learning (regular discussion/skills development sessions)	17.24% 10	13.79% 8	62.07% 36	6.90% 4	58
Advanced Training	8.00% 4	18.00% 9	58.00% 29	16.00% 8	50

### Q7 OVERALL, for each of the post-training learning processes you have participated in, please indicate how effective you have found these processes.

Answered: 68 Skipped: 1

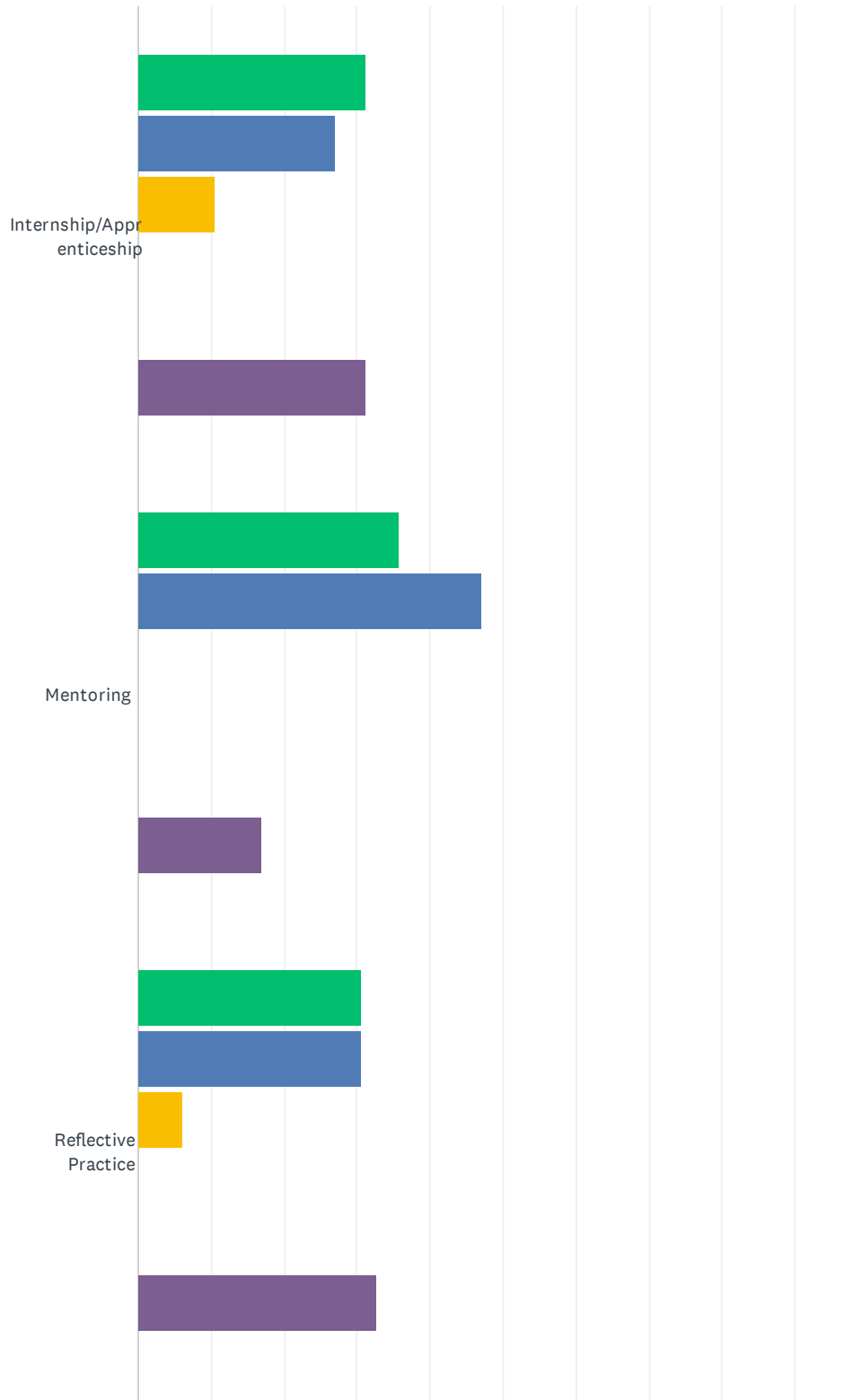


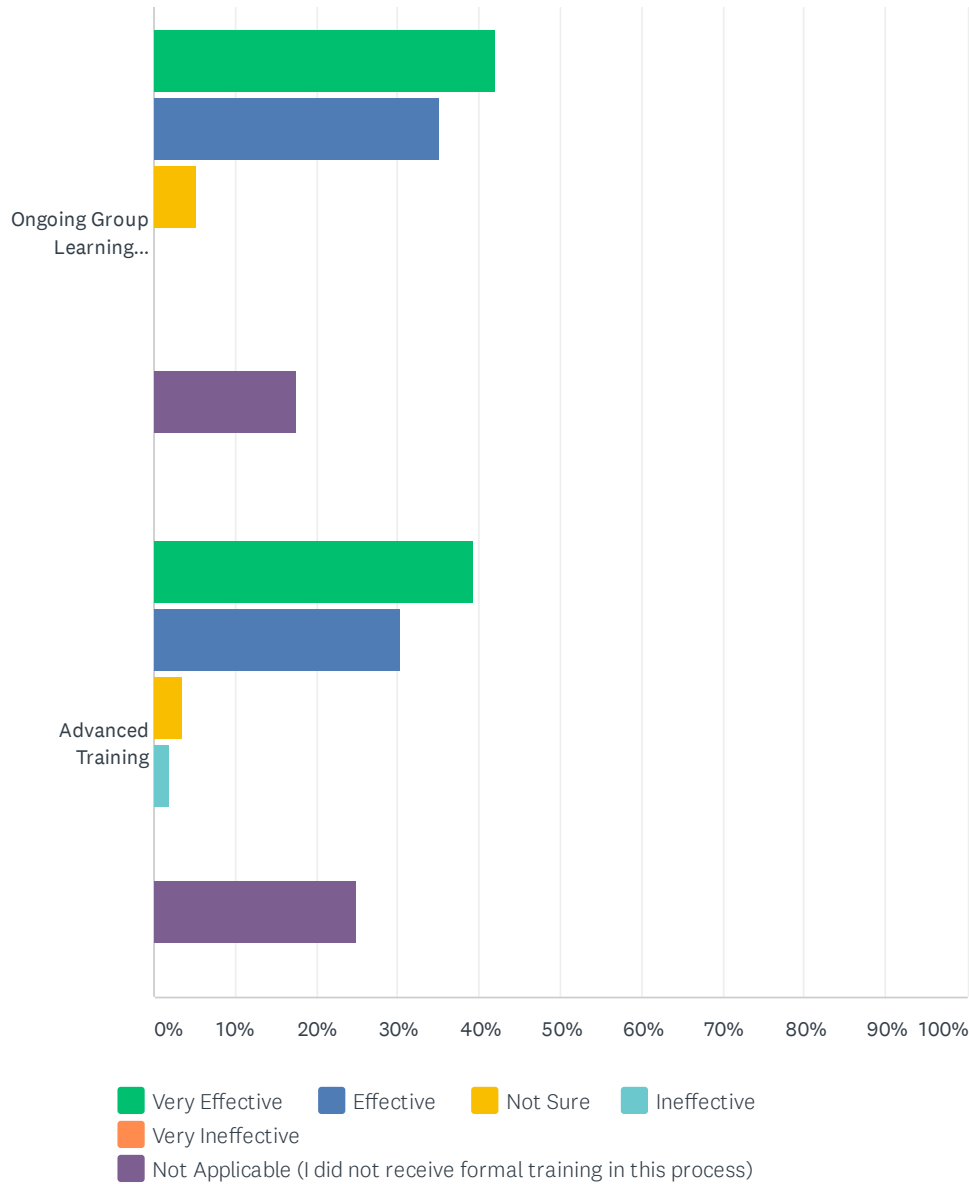


	VERY EFFECTIVE	EFFECTIVE	NOT SURE	INEFFECTIVE	VERY INEFFECTIVE	NOT APPLICABLE (I DID NOT RECEIVE FORMAL TRAINING IN THIS PROCESS)	TOTAL
Internship/Apprenticeship	37.50% 18	29.17% 14	8.33% 4	0.00% 0	0.00% 0	25.00% 12	48
Mentoring	49.09% 27	36.36% 20	3.64% 2	0.00% 0	0.00% 0	10.91% 6	55
Reflective Practice	40.82% 20	28.57% 14	10.20% 5	0.00% 0	0.00% 0	20.41% 10	49
Ongoing Group Learning Processes (regular discussion/skills development sessions)	45.90% 28	44.26% 27	3.28% 2	1.64% 1	0.00% 0	4.92% 3	61
Advanced Training	41.38% 24	37.93% 22	10.34% 6	0.00% 0	0.00% 0	10.34% 6	58

Q8 For each of the in-person post-training learning processes you have participated in, please indicate how effective you have found these processes. (Please answer this question only if you have participated in in-person post-training learning processes.)

Answered: 68 Skipped: 1

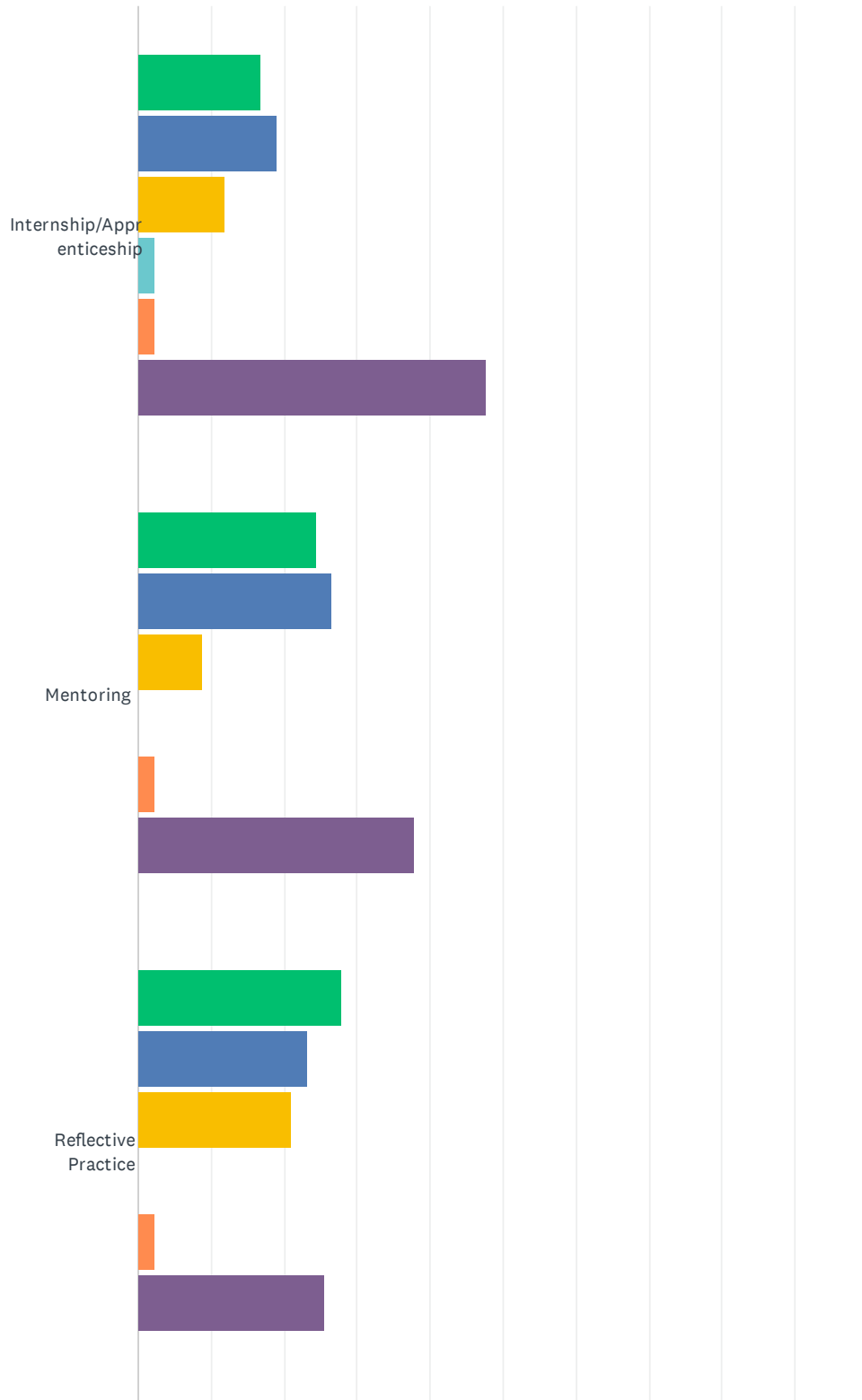


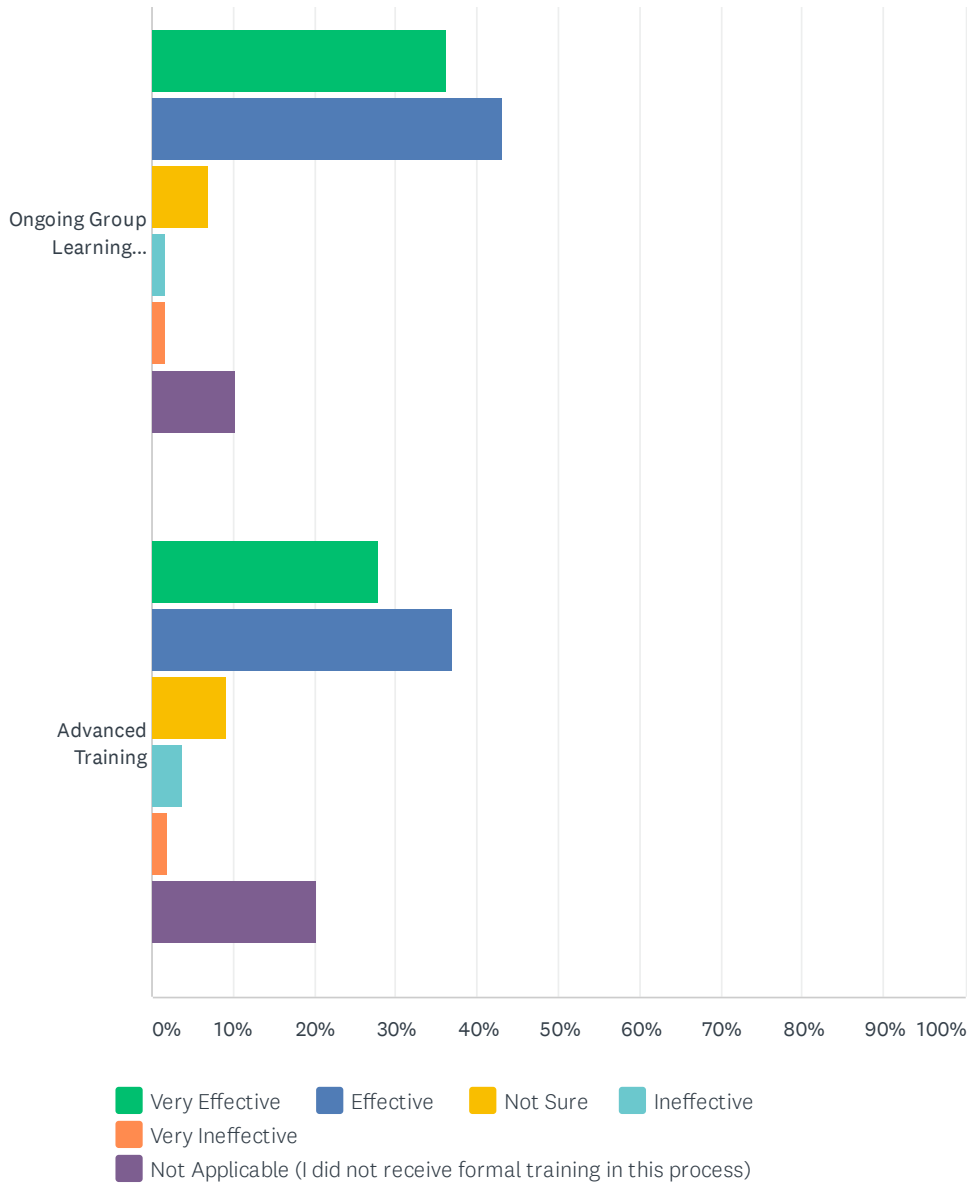


	VERY EFFECTIVE	EFFECTIVE	NOT SURE	INEFFECTIVE	VERY INEFFECTIVE	NOT APPLICABLE (I DID NOT RECEIVE FORMAL TRAINING IN THIS PROCESS)	TOTAL
Internship/Apprenticeship	31.25% 15	27.08% 13	10.42% 5	0.00% 0	0.00% 0	31.25% 15	48
Mentoring	35.85% 19	47.17% 25	0.00% 0	0.00% 0	0.00% 0	16.98% 9	53
Reflective Practice	30.61% 15	30.61% 15	6.12% 3	0.00% 0	0.00% 0	32.65% 16	49
Ongoing Group Learning Processes (regular discussion/skills development sessions)	42.11% 24	35.09% 20	5.26% 3	0.00% 0	0.00% 0	17.54% 10	57
Advanced Training	39.29% 22	30.36% 17	3.57% 2	1.79% 1	0.00% 0	25.00% 14	56

Q9 For each of the Online or Hybrid post-training learning processes you have participated in, please indicate how effective you have found these processes. (Please answer this question only if you have participated in online or hybrid post-training learning processes.)

Answered: 63 Skipped: 6



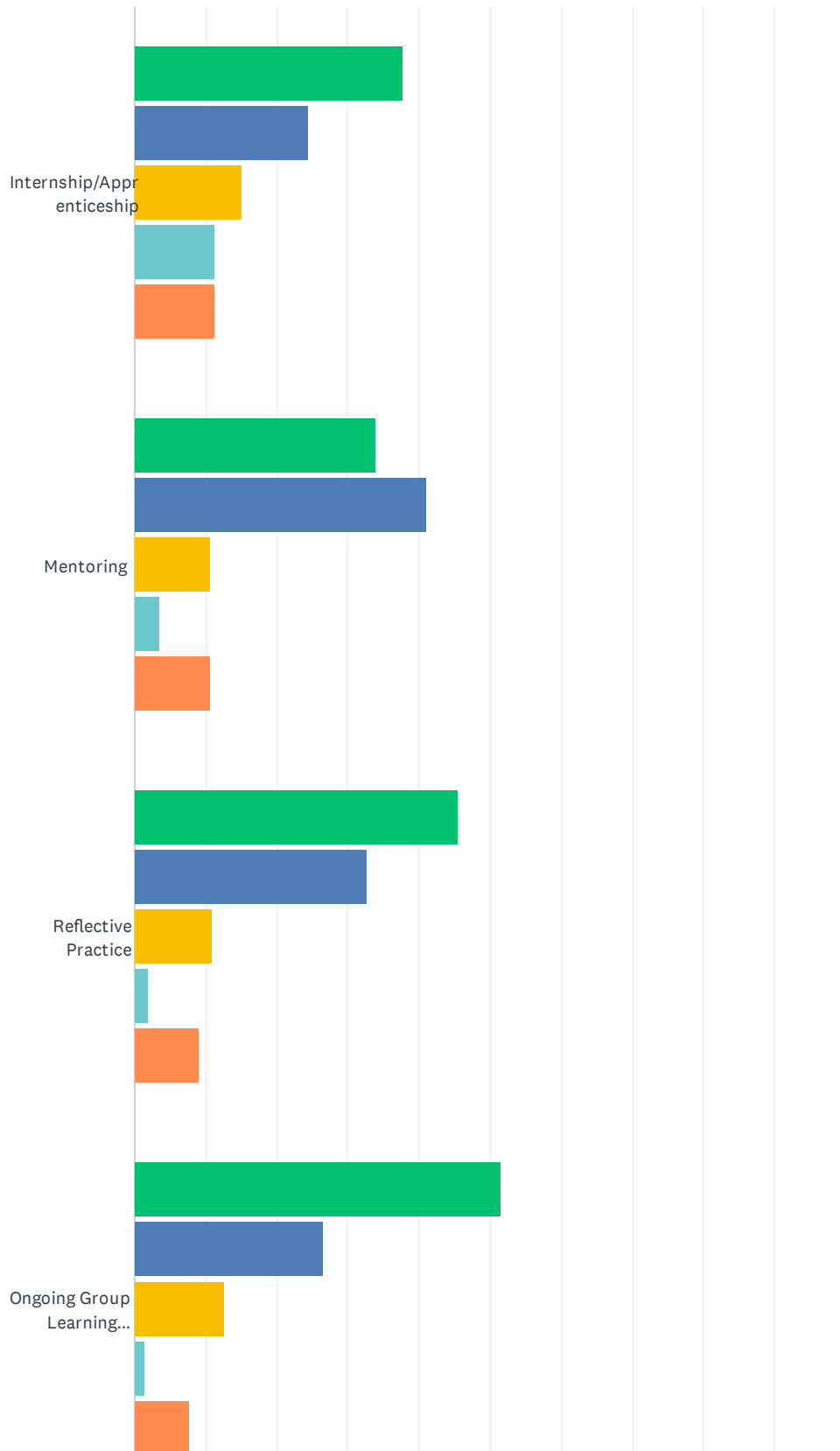


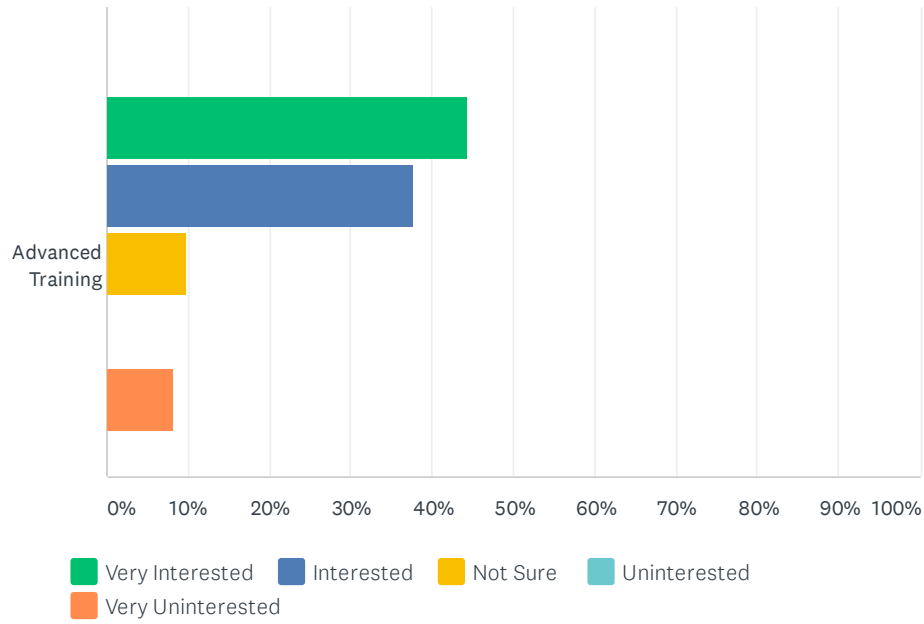
	VERY EFFECTIVE	EFFECTIVE	NOT SURE	INEFFECTIVE	VERY INEFFECTIVE	NOT APPLICABLE (I DID NOT RECEIVE FORMAL TRAINING IN THIS PROCESS)	TOTAL
Internship/Apprenticeship	16.67% 7	19.05% 8	11.90% 5	2.38% 1	2.38% 1	47.62% 20	42
Mentoring	24.44% 11	26.67% 12	8.89% 4	0.00% 0	2.22% 1	37.78% 17	45
Reflective Practice	27.91% 12	23.26% 10	20.93% 9	0.00% 0	2.33% 1	25.58% 11	43
Ongoing Group Learning Processes (regular discussion/skills development sessions)	36.21% 21	43.10% 25	6.90% 4	1.72% 1	1.72% 1	10.34% 6	58
Advanced Training	27.78% 15	37.04% 20	9.26% 5	3.70% 2	1.85% 1	20.37% 11	54



### Q10 If it were available, how interested are you in participating in in-person post-training learning processes?

Answered: 67 Skipped: 2

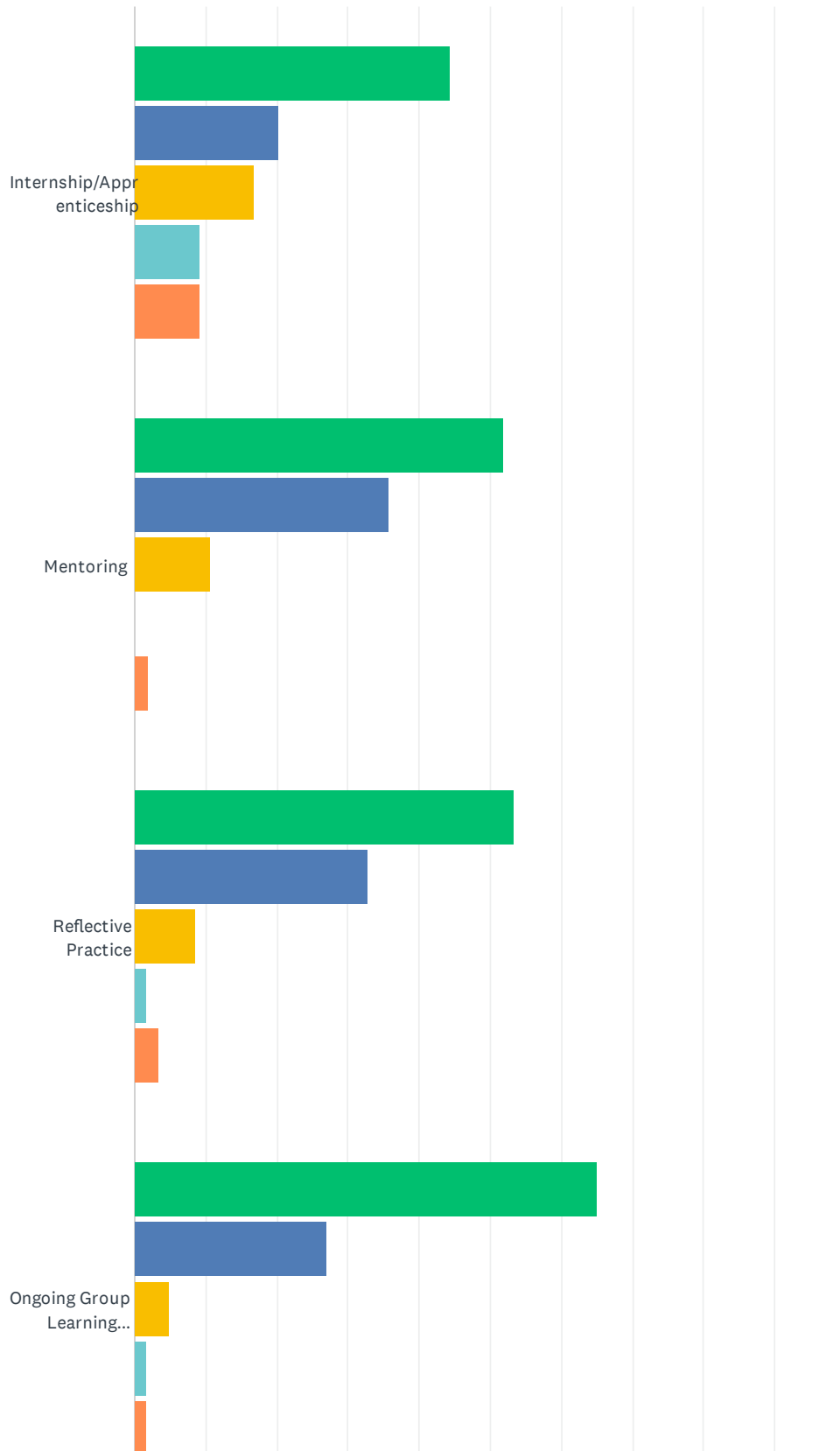


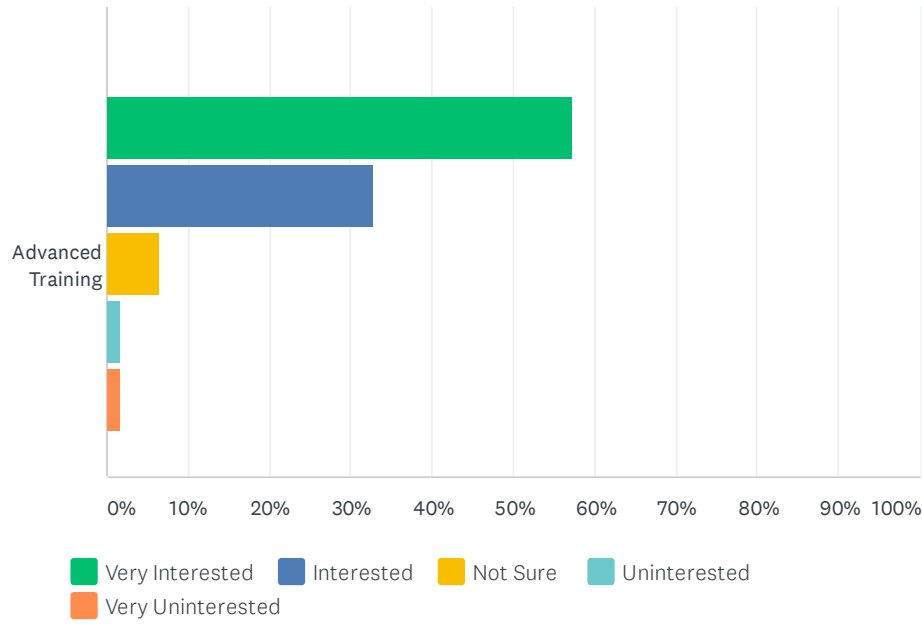


	VERY INTERESTED	INTERESTED	NOT SURE	UNINTERESTED	VERY UNINTERESTED	TOTAL
Internship/Apprenticeship	37.74% 20	24.53% 13	15.09% 8	11.32% 6	11.32% 6	53
Mentoring	33.93% 19	41.07% 23	10.71% 6	3.57% 2	10.71% 6	56
Reflective Practice	45.45% 25	32.73% 18	10.91% 6	1.82% 1	9.09% 5	55
Ongoing Group Learning Processes (regular discussion/skills development sessions)	51.56% 33	26.56% 17	12.50% 8	1.56% 1	7.81% 5	64
Advanced Training	44.26% 27	37.70% 23	9.84% 6	0.00% 0	8.20% 5	61

### Q11 If it were available, how interested are you in participating in Online or Hybrid post-training learning processes?

Answered: 67 Skipped: 2

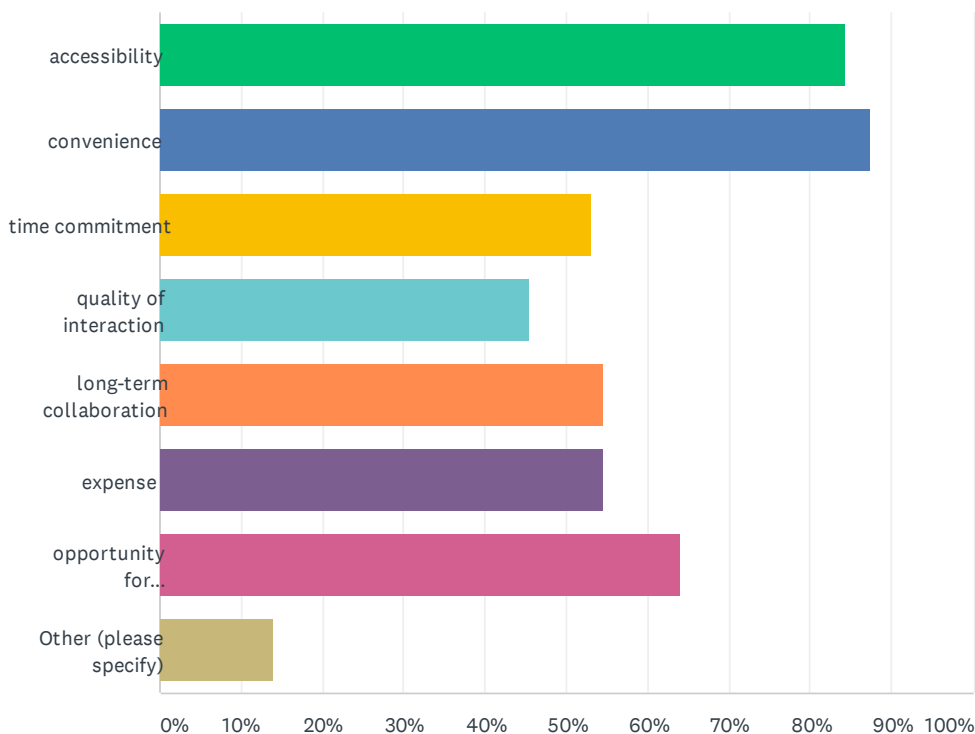




	VERY INTERESTED	INTERESTED	NOT SURE	UNINTERESTED	VERY UNINTERESTED	TOTAL
Internship/Apprenticeship	44.44% 24	20.37% 11	16.67% 9	9.26% 5	9.26% 5	54
Mentoring	51.79% 29	35.71% 20	10.71% 6	0.00% 0	1.79% 1	56
Reflective Practice	53.45% 31	32.76% 19	8.62% 5	1.72% 1	3.45% 2	58
Ongoing Group Learning Processes (regular discussion/skills development sessions)	65.08% 41	26.98% 17	4.76% 3	1.59% 1	1.59% 1	63
Advanced Training	57.38% 35	32.79% 20	6.56% 4	1.64% 1	1.64% 1	61

Q12 If you are Very Interested or Interested in Online or Hybrid post-training learning processes, which of the following are reasons for your positive interest? Please check all that apply. (If you are Not Sure, Uninterested, or Very Uninterested in online or hybrid post-learning processes please do not answer this question.)

Answered: 64 Skipped: 5



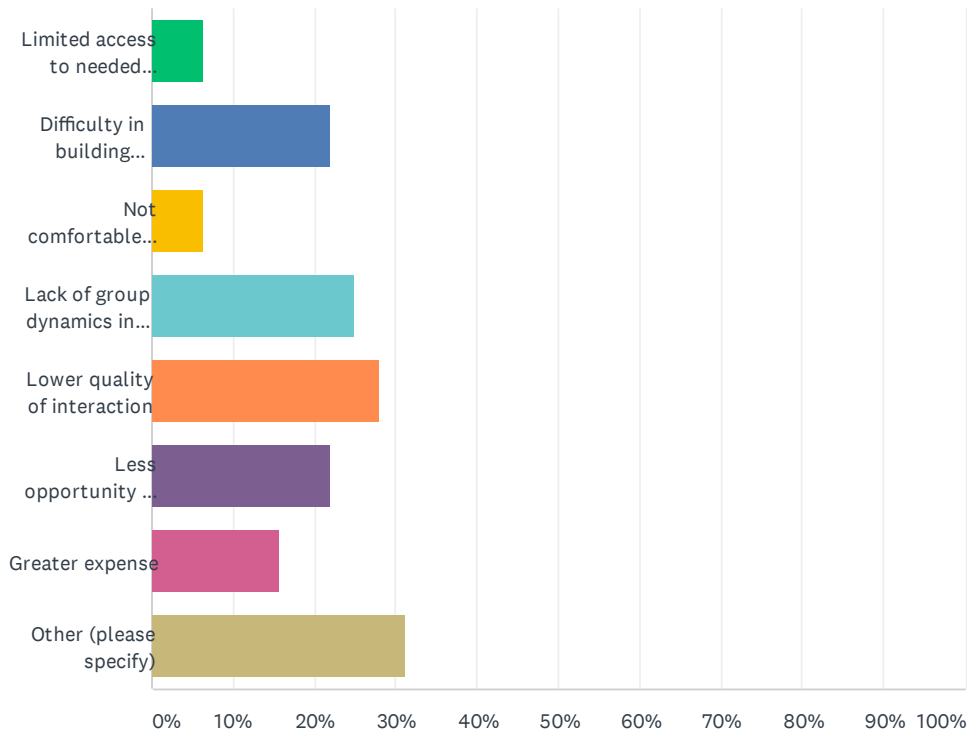
ANSWER CHOICES	RESPONSES
accessibility	84.38% 54
convenience	87.50% 56
time commitment	53.13% 34
quality of interaction	45.31% 29
long-term collaboration	54.69% 35
expense	54.69% 35
opportunity for global/intercultural contact	64.06% 41
Other (please specify)	14.06% 9
Total Respondents: 64	

#	OTHER (PLEASE SPECIFY)	DATE
1	one to one focus potential	5/13/2021 7:43 AM
2	Continuity; health securit	5/12/2021 9:24 PM
3	Safety - no chance of being exposed to covid	5/12/2021 7:36 PM

4	I think it puts everyone on an equal basis in a very positive way. Physicality has its drawbacks for many	5/12/2021 7:33 PM
5	Safety/COVID-19	5/12/2021 9:52 AM
6	I am offering some sessions in this mode	5/11/2021 3:28 PM
7	Seeing and testing new online products and forae	5/11/2021 1:53 PM
8	With COVID-19 still an issue, not interested in in-person	5/10/2021 8:44 PM
9	Becoming a better mediator	5/10/2021 6:29 PM

**Q13 If you are Not Sure, Very Uninterested or Uninterested in Online or Hybrid post-training learning processes, which of the following are reasons for your lack of interest? Please check all that apply. (If you are Very Interested or Interested in online or hybrid post-training learning processes please do not answer this question.)**

Answered: 32 Skipped: 37



ANSWER CHOICES	RESPONSES
Limited access to needed technology	6.25% 2
Difficulty in building rapport with online technology	21.88% 7
Not comfortable using online technology	6.25% 2
Lack of group dynamics in learning	25.00% 8
Lower quality of interaction	28.13% 9
Less opportunity for long-term collaboration	21.88% 7
Greater expense	15.63% 5
Other (please specify)	31.25% 10
Total Respondents: 32	

#	OTHER (PLEASE SPECIFY)	DATE
1	I like online	5/12/2021 7:33 PM
2	Area not of interest	5/12/2021 6:36 PM
3	n/a	5/12/2021 6:33 PM

4	The questions are very ambiguous. Do they mean would I be interested in receiving training - or delivering it? 'Participation' could mean either. However, I assume that the 'greater expense' box implies this is survey is intended to ascertain how many respondents would be willing to pay for training courses led by people other than themselves?	5/12/2021 9:56 AM
5	Checked areas are areas of concern, which I need & wish to study/experience.	5/11/2021 3:28 PM
6	Unsure of the trainers and benefits. This is the same for online as for physical sessions. (I don't see a difference between the two).	5/11/2021 1:53 PM
7	I am interested in online, not necessarily in person	5/11/2021 10:29 AM
8	Don't feel it relevant at this time	5/11/2021 8:56 AM
9	N/A	5/10/2021 10:11 PM
10	Need a very experienced quality trainer	5/10/2021 6:29 PM



## Q14 What would make Online or Hybrid post-training learning processes ideal for you?

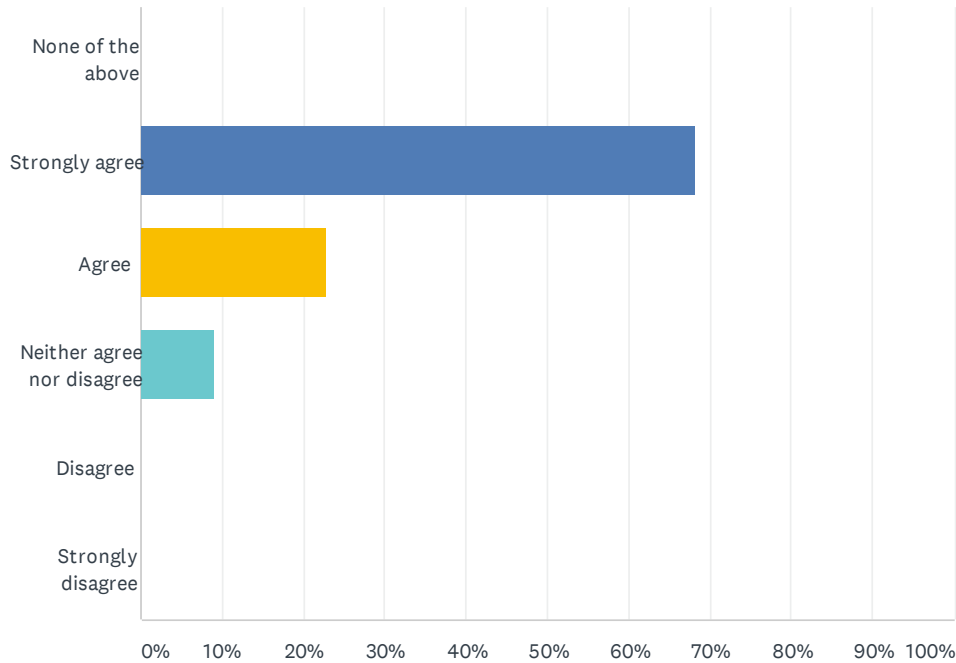
Answered: 44 Skipped: 25

#	RESPONSES	DATE
1	it is ok, not ideal will never be ideal	5/13/2021 10:49 PM
2	Focus on my questions rather than getting "advice"	5/13/2021 1:57 PM
3	If I could view the training portions at my convenience, then participate in scheduled discussions	5/13/2021 12:22 PM
4	Affordability and timing	5/13/2021 7:43 AM
5	Convenient time, advanced training and reasonable price.	5/13/2021 7:08 AM
6	The normal requirements of a leader/facilitator who is skilled in the specific area in of the post-training learning process.	5/13/2021 3:50 AM
7	I intend to have on hand experience in dealing with commercial, Family and community disputes and help disputing parties mental peace.	5/13/2021 2:35 AM
8	Not sure	5/12/2021 10:39 PM
9	no travel expenses, much more convenient	5/12/2021 8:25 PM
10	I'm interested in any training	5/12/2021 8:00 PM
11	MORE TIME ONLINE .FREE DATA.	5/12/2021 7:50 PM
12	having a better computer set up and a better internet provider	5/12/2021 7:33 PM
13	Availability	5/12/2021 7:26 PM
14	Easy to access and you can still work together with other members.	5/12/2021 6:57 PM
15	close proximity to training site	5/12/2021 6:41 PM
16	More role playing, mediation observations	5/12/2021 6:40 PM
17	A very good trainer, a lot of practice and specific skills to apply	5/12/2021 6:40 PM
18	Quality of content and delivery	5/12/2021 6:39 PM
19	Reasonably priced, Very advanced notice of dates	5/12/2021 6:36 PM
20	Small cohort style with opportunity for building relationship	5/12/2021 6:35 PM
21	Live, limited class size, interactive, integrating skills development with current theory. Also addressing the business side of running a mediation/conflict coaching practice.	5/12/2021 6:33 PM
22	Ideal? Free or low cost, during a time easily accessible during Eastern Time Zone working hours, and using a platform that would allow networking.	5/12/2021 2:10 PM
23	Sessions along with some research assignment or case study assignment	5/12/2021 10:36 AM
24	free of charge or very low cost would be ideal. The other factor is whether it works in my schedule.	5/12/2021 10:31 AM
25	An answer to my previous question would help.	5/12/2021 9:56 AM
26	inexpensive	5/12/2021 9:52 AM
27	If there were enough opportunities to interactively engage with lecturer and fellow participants	5/12/2021 9:17 AM
28	Recording of sessions, and making those recordings available for an indefinite period of time (i.e., not deleted).	5/12/2021 1:33 AM
29	The trainers and tutors must have solid training for specific online performance, through audiovisual platforms, mastery of information and communication technology, as well as tools that encourage online interaction (Miro, Mentimeter, etc).	5/11/2021 6:44 PM

30	Limited number of participants, practice oriented targeted program, flexibility, life-time access to the materials, possibility to get feed back on demand	5/11/2021 6:12 PM
31	Remains to be seen.	5/11/2021 3:28 PM
32	evening time	5/11/2021 2:25 PM
33	Access to top trainers from around the world, to learn from a variety of leading practitioners and see how and whether they differ and agree.	5/11/2021 1:53 PM
34	not sure	5/11/2021 12:51 PM
35	World wide collaboration, time and location, cost	5/11/2021 10:29 AM
36	Accessible learning at suitable time	5/11/2021 8:56 AM
37	Convenience, cost, and the connection with others. I enjoy the online format.	5/11/2021 7:25 AM
38	It's least expensive and more flexible	5/11/2021 7:11 AM
39	small group interaction	5/11/2021 5:56 AM
40	Everything about online or hybrid training appeals to me. I do want to SEE people on video conference. Looking at a blank box where a face should be is NOT appealing and I don't trust that people are "still there".	5/10/2021 10:11 PM
41	Ability to learn more about the business side of mediation service and ability to have break out rooms with people in my specialty	5/10/2021 8:44 PM
42	Presentation, student engagement, scheduling (i.e., timing and non-lengthy training), take aways (powerpoints, articles, etc.)	5/10/2021 6:48 PM
43	Unsure	5/10/2021 6:29 PM
44	Subsidized so cost is low.	5/10/2021 6:27 PM

### Q15 Please indicate your level of agreement with this statement. "The ADR field should develop and promote Online or Hybrid post-training learning processes."

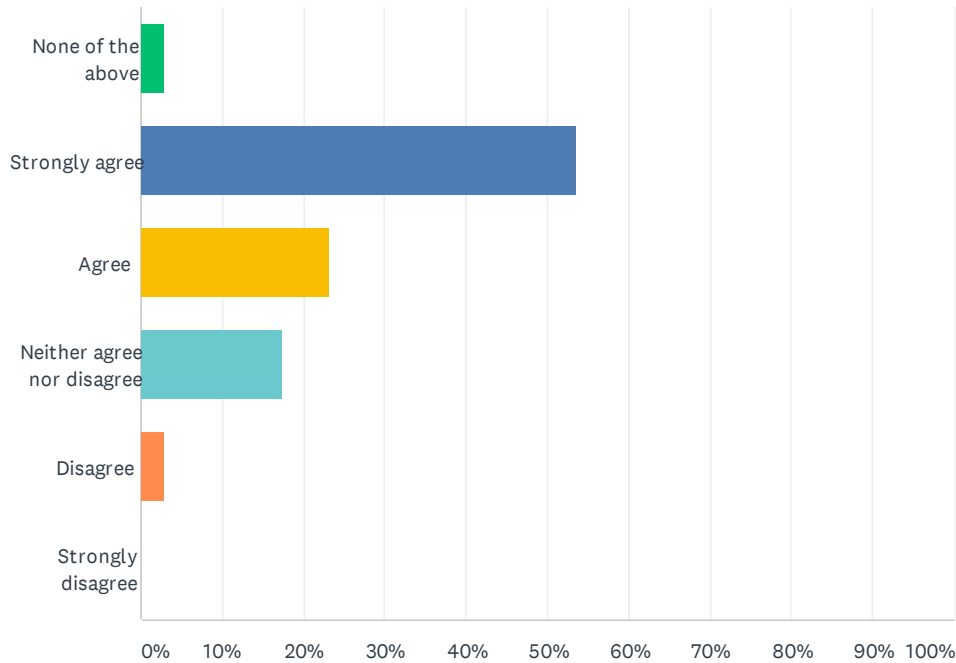
Answered: 66 Skipped: 3



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
Strongly agree	68.18%	45
Agree	22.73%	15
Neither agree nor disagree	9.09%	6
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>66</b>

### Q16 Please indicate your level of agreement with this statement. "The ADR field should develop standards for Online or Hybrid post-training learning processes."

Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
None of the above	2.90%	2
Strongly agree	53.62%	37
Agree	23.19%	16
Neither agree nor disagree	17.39%	12
Disagree	2.90%	2
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>69</b>