



Report of the pilot training workshop implemented by PP4 Klaipeda University

1. INTRODUCTION

Leonardo project Appearance Matters contribute to the training of both trainees and practising vocational guidance counsellors and vocational teachers and will thus promote understanding about disfigurement and/or appearance concerns and the impact it has on affected individuals as well as the barriers and discrimination they encounter in our society. Modules have been developed and presented during project partners Meeting in Empoli. Before the implementation of the training PP4 have translated all training material which included PowerPoint presentations, theoretical report and national report. Following project plan the curriculum and supporting materials should be tested in depth by P2, P3, P4, P5 and P6. This should be done by the national strategic working groups and during workshops for guidance counsellors and guidance students. After the pilot changes in the national versions of the training material should be done and trainers should be ready to deliver national training. Following project plan Klaipeda University final training seminar should include 100 participants.

Objective of the report is to describe process of testing of the modules and results of evaluation of the pilot training seminars, and to provide conclusions and recommendations on what should be changed for the final training seminars.

2. Evaluation methodology

For evaluation of the pilot training seminars have been used:

- Questionnaire for participants for the evaluation of every module);
- Questionnaire for the participants for the evaluation of whole course;
- KAP (Knowledge, Attitudes, Practice) test.

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Questionnaire for participants for the evaluation of every module have been developed by questions about the content of module training, organised module activities, lecturer's work, acquired knowledge and its adaptation, organization of training. This questionnaire is also used in order to find out the benefit of module and how it fulfils expectations of the trainees.

All project partners have used questionnaire for the participants for the evaluation in the same format. Evaluation form has been translated into Lithuanian language and on the end of the pilot course participants were asked to fill this form. This evaluation form allowed collecting opinions of the trainees not only about the modules, but also on submitted theoretical material and national report.

- KAP (Knowledge, Attitudes, Practice) test have been developed by trainers involved in the pilot and included questions on appearance matters issues, which should be learned during the course. Participants have answered KAP test before and after the course, so that would be possible to conclude on changes in their knowledge, attitudes and practice.

3. Implementation of the pilot training workshop and evaluation of the modules

Training workshop took place in the Institute of Continuous Studies Institute of Klaipeda University 19-20th of March 2014. Modules “Does Appearance Matter? An introduction”, “Psychological impacts of appearance dissatisfaction”, “The impact of appearance dissatisfaction on health” was piloted on 19th of March. Modules on “Appearance dissatisfaction and social disadvantage”, “Interventions Designed to Improve Body Image”, “How to recognize symptoms of appearance-related distress”, “Approaches and sources of distress support” were piloted on 20th of March. Participants were teachers from Continuous Studies Institute involved in development and implementation of postgraduate training courses to different professional groups and few public health specialists involved in training of adults in public health issues. Number of participants for different modules ranged from 12 to 17.

2. Module

3.1. Evaluation of the Module 1 – “Does Appearance Matter? An introduction”



Learning objective - to analyse the influence of an appearance on our decisions and what problems related to an appearance emerge;

Lector: Dr. Kęstutis Trakšėlysis;

Training date: 2014-03-19;

Number of participants – 12;

Evaluation of practical realization of the module: in this module, there were presented 44 slides. The duration – 1 hour. The teaching plan: theoretical part 35 minutes, discussion 25 minutes. The topic presented in the module has been found very actual to the participants of trainings. At the beginning of trainings the lecturer discusses with the participants the concept of appearance and various interpretations of this context. All participants took part in the discussion actively.

The arrangement of the subtopics of the module on the slides was quite clear and logical. Questions, which were integrated into a training process, were arranged to the audience properly and discussed periodically during the trainings. This encouraged the participants to be active. Positive points of this module are those that there are a lot of tasks performing which the participants are able to express their thoughts and opinions. It should be noted that presented illustrations are informative, appropriate and relevant. Also, given examples helped both, the lecturer and participants of training, i.e. they help to vary the theoretical material and work out the discussion.

After the module, the participants obtained the following knowledge:

- The influence of a physical appearance on our opinion about the others;
- To identify the problems related to appearance, their prevalence and consequences;
- To analyse specific questions which people with obvious differences in their appearance are facing.

On the end of the module participants evaluated the module in a five-point scale as following: 5 points (7), 4 points (4), 2 points (1); Participants also indicated that most useful were: good communications and discussions (4); clear information (2); learn about the appearance in society; workshop idea (1).

The Participants have proposed that such workshops also would be actual for those who working with adolescents. Also they indicated that they apply obtained knowledge in their work practice and also apply in family and when communicating with friends. :



3..2. Evaluation of the Module 2 - “Psychological impacts of appearance dissatisfaction”

Learning objective - to analyse psychological impacts of appearance dissatisfaction;

Lector: Prof. dr. Arnoldas Jurgutis;

Training date: 2014-03-19;

Number of participants – 16;

There were presented 39 slides. The duration – 1 hour. The teaching plan: theoretical part 30 minutes, discussion 30 minutes. The topic presented in the module is familiar and actual to the participants of trainings. At the beginning of trainings the lecturer discusses with the participants about the reasons why people shy of its appearance. Audience information about the psychological impact, the emotional impact, the cognitive impacts, perceptions influence thought. At the end of the presentation the lecturer discussed with the participants about teens and seniors behavioural problems, positive implications for the individual concerned. All participants take part in the discussion actively.

During the presentation of this module participants had enough time for discussions. During these discussions participants present their understanding about the psychological impact to appearance.

- Participants evaluated the module in a five-points scales following: 5 points (10), 4 points (6);
- The participants indicated what was most useful:
 - Good presentation of the material (2);
 - Very useful;
 - Slides was very good;
 - Good material, good examples;
 - Very new topic and interesting;
 - Learned about feelings and empathy and now better understand how person feels with appearance problems;
 - Good discussions, good competence, very useful.
- The participants proposals:
 - Everything was fine (3);
 - More time for the discussions needed (2);
 - More such lectures;
 - Questions for discussions not on the end but during lecture.
- The participants indicated what they want apply in practice:



- Apply in family, friends, work;
- Everything is applicable;
- Will change communication;
- Will better identify people with problems;
- Difficult to say;
- Apply for myself.

3.3. Evaluation of the Module 3 - “The impact of appearance dissatisfaction on health”

Learning objective - to analyse how and why the appearance can influence the behaviour to promote health and otherwise how the health promoting behaviour can influence the health;

Lector: Ineta Pačiauskaitė;

Training date: 2014-03-19;

Number of participants – 15;

Evaluation of practical realization of the module: in this module, there are presented 54 slides. The duration – 1 hour. The teaching plan: theoretical part 40 minutes, discussion 20 minutes. The topic presented in the module is familiar and actual to the participants of trainings. At the beginning of trainings the lecturer discusses with the participants about levels of appearance dissatisfaction, health behaviours influence appearance. Presentation of the influence for health of dissatisfaction with self-appearance. During the training there was detailed discussed and presented examples, how and why the appearance can influence the behaviour to promote health and otherwise how the health promoting behaviour can influence the health. Also there was detailed discussed about the behaviour influence to the appearance (smoking, physical activity, nutrition and diet). Data of dissatisfaction of self-appearance was presented.

During the training after each consideration of behaviour, the group discussion about influence of behaviour to the physical health and appearance was implemented.

The information presented in slides was comprehensive. The presentation content was expounded properly: each behaviour considerate comprehensive, tasks for discussion was presented after each consideration. Recommendations for work with target group were presented after each consideration of behaviour. In the end of the training, the consideration summary was presented.

After participation in module participants should acquire this knowledge:

- How and why the appearance can influence health promoting behaviour;

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- How health-promoting behaviour can influence the health.

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The participants evaluated the module in a five-point scale as following: 5 points (9), 4 points (6); 2 points (1).

- The participants indicated what was most useful:
 - Motivating information;
 - Good presentation of the material (4);
 - Communication, understanding, very helpful seminar;
 - Slides was very good about health behaviours (4);
 - Everything was useful (2);
 - A lot of information based on the modern suit;
 - Very new topic and interesting.
- The participants proposals:
 - Too much information (3);
 - More time for the discussions needed;
 - More such lectures.
- The participants indicated what they want apply in practice:
 - More motivation to change;
 - Apply in family, friends, work;
 - I would like to organize a lecture on his in a work team;
 - Apply for myself.

3.4. Evaluation of the Module 4 - “Appearance dissatisfaction and social disadvantage”

Learning objective - to enable the participants of the training to recognize risk factors which arise due to the dissatisfaction with one’s own appearance in the groups which are socially vulnerable; to become aware of the processes of stereotypes and formation of the first impression;

Lector: Prof. Dr. Rūta Marija Andriekienė;

Training date: 2014-03-20;

Number of participants – 16;

Evaluation of practical realization of the module: in the module, there were presented 54 slides. The duration – 1 hour. The teaching plan: theoretical part 40 minutes, discussion 20 minutes. The study starts with the discussion that introduces the participants to the context



and the subtopics of the module. The participants of the training have introduced to the groups, which are socially vulnerable. The participants made an active discussion on this topic as it is quite relevant in a stratified society, especially in Lithuania where social groups are just developing.

However, it has to be noticed that most of the subtopics of this module are repeated and were analysed in previous modules (2, 3). Thus, these subtopics have to be omitted or analysed superficially. It should be taken into account that the pictures and photos presented here are informative and help the lecturer to convey the theoretical material more easily and vivid. On the other hand, it was noticed that this study material is very extensive. So, a lot of topics which are possibly interdependent and which require more intense analysis must be analysed.

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The participants evaluated the module in a five-point scale as following: 5 points (9), 4 points (7).

- The participants indicated what was most useful:
 - Information and visual material (4);
 - Very useful;
 - Cosy atmosphere;
 - The material is not new but leads to new ideas.

The participants' proposals:

- More such lectures (2);
 - More time for the discussions needed (2);
 - Some of the main points discussed more.
- The participants indicated what they want apply in practice:
 - Apply in family, work.

3.5. Evaluation of the Module 5 – “Interventions Designed to Improve Body Image”

Learning objective - to develop the competencies of specialists, which are needed to apply the improvement interventions for physical appearance;

Lector: Ineta Pačiauskaitė;

Training date: 2014-03-20;

Number of participants – 16;

Evaluation of practical realization of the module: in this module, there were presented 37 slides. The duration – 1 hour. The teaching plan: theoretical part 30 minutes, discussion 30



minutes. The topic presented in the module is actual to the participants of trainings. At the beginning of trainings the lecturer discussed with the participants about the targets (who/what) of interventions, frameworks used to guide interventions, activities to encourage confidence in relation to appearance, resources to supplement interventions.

Presented material of improvement interventions for physical appearance: Intervention objectives based on needs of target groups, using systems for the application of interventions, activity, which could motivate to be self-confident, intervention supporting recourses (programs, projects, measures). These interventions were presented: mass media campaigns, reduction of peer group impact, and creation/ formation of cognitive disharmony.

During the presentation visuals (video), which reflect usage of media for creation of physical appearance, was displayed. Objectives of interventions and needs of target groups and formation of cognitive disharmony can be discussed more detailed. After each consideration of intervention was initiated discussions and recommendations, how to use these knowledge in practice.

After participation in module participants acquired this knowledge:

- Usage of systems to apply the interventions;
- About spectrum, which will motivate to be self-confident;
- Recourses supporting the interventions (programs, projects, measures).

The participants evaluated the module in a five-point system as following: 5 points (11), 4 points (5), 3 points (1).

- The participants indicated what was most useful:
 - Visual material (2);
 - Very useful (2);
 - Information about the medias impact (5);
 - New things and ideas;
 - Provide examples.
- The participants proposals:
 - More such lectures;
 - More time for the discussions needed;
 - More time for the lectures (2).
- The participants indicated what they want apply in practice:
 - Apply in family, friends, work (6);
 - All information;



- Critically analyse information for the media (3).

3.6. Evaluation of the Module 6 - “How to recognize symptoms of appearance-related distress”

Learning objective – to develop the competencies of specialists, which needs a psychological impact of appearance dissatisfaction;

Lector: Prof. dr. Arnoldas Jurgutis;

Training date: 2014-03-20;

Number of participants – 17;

Evaluation of practical realization of the module: in this module, there have been presented in 34 slides. The duration – 1 hour. The teaching plan: theoretical part 30 minutes, discussion 30 minutes. The topic presented in the module was actual to the participants of trainings. At the beginning of trainings the lecturer discusses with the participants about physical indicators (severity, location/body site) and other indicators (face to face interaction/discussions, observing behaviour, psychometric methods).

During the presentation of this module participants had enough time for discussions. During these discussions participants present their understanding about the usage of submitted indicators, identification of symptoms and etc.

Questionnaire for participants for the evaluation of every module results:

- The participants evaluated the module in a five-point system as following: 5 points (12), 4 points (5);
- The participants indicated what was most useful:
 - Many useful information (5), good communication;
 - Many practical information;
 - Have raised awareness about appearance problems;
 - Examples from own practice;
 - Teamwork;
 - Statistical data;
 - Presentations from the participants during discussions.
- The participants proposals:
 - More such workshops (2);
 - Too little time (3);
 - Repeating material (1) to take away some duplications with earlier modules;



- In some slides not clear information;
- Everything is perfect.
- The participants indicated what they want apply in practice:
 - Will apply in family, friends, work;
 - Will apply in practice when meet people with appearance.

3.7. Evaluation of Modules 7th and -8th – “Approaches and sources of distress support”

Learning objective - to recognize a continuum between the normative dissatisfaction with appearance and a big concern about a frame image; to be able to identify too big concern about the appearance; to discuss the problem purposefully and give useful advices;

Lector: Dr. Kęstutis Trakšelys;

Training date: 2014-03-20;

Number of participants – 14;

Evaluation of practical realization of the module: the module includes 56 slides. The teaching plan: theoretical part 30 minutes, discussion 30 minutes. The duration – 1 hour. This module has been distinguished for a great amount of self-work and various tasks, which is mostly useful and necessary.

However, during the teaching of this topic, it was noticed that there are too many tasks and most of the subtopics and exercises are very similar to previous (1 - 6) modules, which were discussed earlier. When lecturing this topic, the idea of a summarization of all the topics taught before emerges. Maybe, this was the aim of those who were preparing the modules. Nevertheless very little attention is paid to the main topic “Methods and the Sources of Support” and there were lack of information as well. The subtopic related to appearance and concern should be transferred to the module which gives information about psychological problems related to the appearance. The disadvantage of the theoretical material of the main topic did not allow achieving the goal and presenting the methods and means of support to the participants of the training in order they were aware of how to help a person who has problems with their appearance. The material presented on slides was not enough comprehensive and should be added additional material for better achievement of learning objectives of this module. .

Questionnaire for participants for the evaluation of every module results:

- The participants evaluated the module in a five-point system as following: 5 points (11), 4 points (3);
- The participants indicated what was most useful:

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- Many useful information (2);
- Motivating information;
- Discussions.
- The participants proposals:
 - Too little time (2);
 - Very good.
- The participants indicated what they want apply in practice:
 - Will apply in work;
 - All useful.

4. Final evaluation of the course and results of the KAP (Knowledge, Attitudes, Practice) test.

On the end of the course participants have to fill final evaluation form. Collected answers are presented in the attachment N1. Results of evaluation indicated that all participants agree (answers agree (75%) or strongly agree (25%) that awareness about the potential impacts of appearance dissatisfaction has been increased. All provided training material, including national and theoretical reports have been evaluated positively. All participants have agreed (87% agree, 13% strongly agree) that overall material will be valuable training tool for guidance counsellors and vocational trainers. They confirmed that such training workshops are very actual and they would be ready to use material in their daily work. Answers of the KAP test with questions on appearance issues they have learned during the course have been improved after the course. This indicates that modules and teaching material are relevant to achieve planned learning objectives. Nevertheless team of trainers and participants of the course agreed that small revision of the modules is needed, reflecting on what was proposed during discussions after each module and indicated in evaluation forms of the modules.

5. Conclusions and recommendations after the pilot:

- 1. Developed training material and training course on eight piloted modules is very appropriate tool for guidance counsellors and vocational trainers. They found such training material very actual for themselves and recommend to be implemented for their colleagues.**
- 2. Self-reading material (theoretical report and national report) is relevant and very actual for achievement of learning objectives of the course. It**



is recommended to provide all participants of the course with such training material at least one week in advance before the course.

3. PowerPoint slides include relevant material for teaching on all modules, nevertheless teaching plans should be revised. More time during teaching should be devoted for discussions (small group discussions and discussions in pairs). This is particular actual for module 2 on psychological impacts of appearance dissatisfaction – participants were very limited in attitudes and skills needed for identification of emotions and ability to express empathy and reflection. 3rd module also needs more discussions.
4. Duration of the training workshop of all 8 modules is recommended with duration at least 10 hours (implemented during two days). As alternative self-directed learning could be recommended.