

# “Assessing a Client’s True Needs & Using the Challenge Clinic Method In-House”

October 15, 2025

Post-Training Evaluation Summary

**Training Registration:** 37 registrants

**Training Attendance:** 35 attendees (not including Marina or Sam)

**Returned Surveys:** 27

This evaluation analyzed paired post self-assessments from 27 participants to measure the impact of the professional development program on both soft skills and farm-assessment competencies. Participants rated their skills on a 1–5 scale, and results showed consistent, statistically significant improvements across all five core items (i.e. Skills, Knowledge, Awareness, Practice in Class/Applied, Intent to Use). On average, overall competency scores increased by 0.75 points (from  $2.74 \pm 0.79$  to  $3.49 \pm 0.45$ ), a highly significant change ( $p < 0.00001$ ) with a large effect size (Cohen’s  $d = 1.10$ ). Item-level analyses confirmed this pattern, with individual gains ranging from approximately 0.6 to 1.7 points.

The largest improvements occurred in areas where baseline familiarity was lower, indicating strong learning effects. All paired t-tests and corresponding Wilcoxon nonparametric checks supported the same conclusion of significant pre–post gains. **Overall, these findings indicate that the program produced substantial, meaningful increases in all (n=27) participants’ self-reported skills, knowledge, readiness to apply new approaches, and intent to use these approaches in their advisory work.** While results are based on self-report data and a modest sample, the size and consistency of effects across domains provide strong evidence of the program’s effectiveness in building advisor capacity and advancing the initiative’s professional development goals.

Question 1: Skills, "Soft skills"			
<i>Used to determine how well the training helped learners comprehend and ability to use the skills</i>			
Now that you've completed the training, what BEST describes your level of understanding of soft skills?		Before Session	After Session
A	SOMEWHAT CONFUSED about the skills	1 3.70%	0 0.00%
B	SOMEWHAT FAMILIAR with the skills	6 22.22%	0 0.00%
C	SOLID UNDERSTANDING of the skills to use in my practice	7 25.93%	3 11.11%
D	READY TO USE the skills in my practice	9 33.33%	19 70.37%
E	Have an EXPERT-LEVEL ABILITY to use the skills in my practice	4 14.81%	5 18.52%

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<b>Question 2: Knowledge, "Soft skills"</b>			
<i>Used to determine how prepared learners feel in their ability to use what they've learned and know</i>			
<b>In your work, are you able to put your LEARNING INTO PRACTICE about soft skills?</b>		Before Session	After Session
A	UNLEAR about what to do, and/or why to do it in my practice.	2 7.41%	0 0.00%
B	NEED MORE GUIDANCE to be good at using what I learned and/or knowing when to use it in my practice	2 7.41%	3 11.11%
C	NEED MORE EXPERIENCE to be good at using what I learned and/or knowing when to use it in my practice.	8 29.63%	4 14.81%
D	CAN BE SUCCESSFUL NOW in using what I learned (even without more guidance or experience) and know why to use it in my practice.	12 44.44%	15 55.56%
E	CAN PERFORM NOW AT AN EXPERT LEVEL in using what I learned and always know why to use it in my practice.	3 11.11%	5 18.52%

<b>Question 3: Awareness, "Soft skills"</b>			
<i>Used to determine how prepared learners feel in their ability to use what they've learned and know</i>			
<b>In your work, when you apply soft skills, what RESOURCES AND SUPPORTS will you be able to use?</b>		Before Session	After Session
A	Aware of the BEST PRACTICES for the skills taught	13 48.15%	21 77.78%
B	Aware of the RESOURCES needed to support and guide my practice	15 55.56%	22 81.48%
C	Aware of PEERS WITH WHOM I CAN COLLABORATE to support the application of what I learned today in my practice	10 37.04%	27 100.00%
D	Aware of EXAMPLES AND SOLUTIONS that have worked with underserved audiences.	7 25.93%	18 66.67%
E	Aware of the VALUE OF ON-GOING PROFESSIONAL DEVELOPMENT to strengthen my practice	13 48.15%	16 59.26%
F	NOT aware of ANY OF THE ABOVE	0 0.00%	0 0.00%

<b>Question 4: Skills, "Farm Assessment"</b>			
<i>Used to determine how well the training helped learners comprehend and ability to use the skills</i>			
<b>Now that you've completed the training, what BEST describes your level of understanding of farm assesment?</b>		Before Session	After Session
A	SOMEWHAT CONFUSED about the skills	6 22.22%	0 0.00%
B	SOMEWHAT FAMILIAR with the skills	8 29.63%	5 18.52%
C	SOLID UNDERSTANDING of the skills to use in my practice	7 25.93%	3 11.11%
D	READY TO USE the skills in my practice	6 22.22%	19 70.37%
E	Have an EXPERT-LEVEL ABILITY to use the skills in my practice	0 0.00%	0 0.00%

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<b>Question 5: Knowledge, "Farm Assessment"</b>			
<i>Used to determine how prepared learners feel in their ability to use what they've learned and know</i>			
<b>In your work, are you able to put your LEARNING INTO PRACTICE about farm assesment?</b>		<b>Before Session</b>	<b>After Session</b>
A	UNLEAR about what to do, and/or why to do it in my practice.	1 3.70%	0 0.00%
B	NEED MORE GUIDANCE to be good at using what I learned and/or knowing when to use it in my practice	2 7.41%	1 3.70%
C	NEED MORE EXPERIENCE to be good at using what I learned and/or knowing when to use it in my practice.	12 44.44%	3 11.11%
D	CAN BE SUCCESSFUL NOW in using what I learned (even without more guidance or experience) and know why to use it in my practice.	12 44.44%	19 70.37%
E	CAN PERFORM NOW AT AN EXPERT LEVEL in using what I learned and always know why to use it in my practice.	0 0.00%	4 14.81%

<b>Question 6: Awareness, "Farm Assessment"</b>			
<i>Used to determine how prepared learners feel in their ability to use what they've learned and know</i>			
<b>In your work, when you carry out a farm assesment, what RESOURCES AND SUPPORTS will you be able to use?</b>		<b>Before Session</b>	<b>After Session</b>
A	Aware of the BEST PRACTICES for the skills taught	11 40.74%	20 74.07%
B	Aware of the RESOURCES needed to support and guide my practice	16 59.26%	23 85.19%
C	Aware of PEERS WITH WHOM I CAN COLLABORATE to support the application of what I learned today in my practice	13 48.15%	22 81.48%
D	Aware of EXAMPLES AND SOLUTIONS that have worked with underserved audiences.	11 40.74%	17 62.96%
E	Aware of the VALUE OF ON-GOING PROFESSIONAL DEVELOPMENT to strengthen my practice	18 66.67%	22 81.48%
F	NOT aware of ANY OF THE ABOVE	0 0.00%	0 0.00%

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Question 7: Practice in Class (Applied Setting)		
<i>Used to determine the level of realistic practice received by learners.</i>		
In which of the following activities did you SPEND THE MOST TIME during the session?		UP TO THREE CHOICES
A	VIEWED INFORMATION presented on a screen, e.g. from PowerPoint	15 55.56%
B	REFLECTED ON HOW I MIGHT USE the ideas presented in my practice	14 51.85%
C	Engaged in DISCUSSIONS ON HOW TO USE the ideas presented in my practice	18 66.67%
D	Answered QUIZ-LIKE QUESTIONS on the ideas presented	0 0.00%
E	DID TASKS OR ACTIVITIES like those I will face in my practice	9 33.33%
F	WORKSHOPPED MY APPROACH with peers or experts	12 44.44%
G	MADE DECISIONS like those I will face in my practice	5 18.52%
H	Engaged in activities NOT RELEVANT to my practice	0 0.00%
I	Engaged in RELEVANT ACTIVITIES not listed here, PLEASE SPECIFY BELOW:	0 0.00%

Question 8: Intent to Use		
<i>Use to determine the extent to which learners are motivated to apply what they’ve learned in their</i>		
Regarding the topics taught, how motivated will you be to use these concepts/skills with your farm clients?		CHOOSE ONE
A	This was NOT RELEVANT to my day-to-day job, and I WILL NOT USE what I learned today	0 0.00%
B	This was MODERATELY RELEVANT to my job, and I DO PLAN TO USE what I learned today	5 18.52%
C	This was HIGHLY RELEVANT to my job, and I DEFINITELY PLAN TO USE what I learned today	22 81.48%
D	My CURRENT TOLE DOES NOT ENABLE me to use what I learned today	0 0.00%

**What aspects of the session MOST HELPED YOU LEARN or gave you practical insights you can use in your practice? If you liked the Challenge Clinic, and/or expect to use it with colleagues, please tell us.**

Emergent Themes from Open-Ended Question	Number of responses
Intent to adopt or replicate the Challenge Clinic model	27
Highlighted the value of peer learning and networking	16
Mentioned the “fishbowl” structure and modeling of practice as a particularly useful feature	7
Indicated that the content was relevant and applicable to participants’ work as educators and advisors	27
Noted that the session’s design successfully combined information delivery with experiential learning	5

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## Direct quotes:

- *“All of the session was relevant and will be used in practice. Really enjoyed the Challenge Clinic and will use it in our monthly service provider meeting.”*
- *“Connecting with other service providers was validating and solidified that farmers can do what we ask”*
- *“Appreciated the balance between presentation, modeling of Challenge Clinic practice, and practice session of doing a Challenge Clinic”*
- *“Excellent examples of situations faced that are relevant to my practice; input and comments from attendees was also valuable”*

Please provide one or two recommendations to the facilitators for HOW TO IMPROVE the session for the future:

Emergent Themes from Open-Ended Question	Number of responses
Highlighted the trainer’s strong expertise and facilitation skill as a key factor that supported their learning	16
Expressed a desire for more interactive, participant-driven learning opportunities in future sessions	14
Commented on content structure, pacing, and engagement strategies, suggesting small adjustments to maintain energy and attention during longer content blocks	12
Noted a desire for deeper coverage of specific content areas, particularly the “Beyond Crisis Thinking” module and analytical tools introduced during the session	7
Mentioned logistical or environmental factors that could enhance the learning experience, including room setup, visuals, and comfort	4

## Direct quotes:

- *“Sam has an amazing wealth of knowledge and is a super skilled practitioner”*
- *“The hour blocks of content are difficult to absorb; I recommend breaking up the content somehow (mini-quiz, turn and talk, stand and stretch, whole-group response techniques)”*
- *“Less lecture and PowerPoint, more utilization of expertise in the room, more activities”*