

FOPP

FUNDAMENTALS OF PROFESSIONAL PRACTICE

PARTICIPANT QUESTIONNAIRE RESULTS

March 2017

Class No. 26

1. Please rate the value you derived from various elements of the FOPP program in which you participated. Circle the one number that best expresses your opinion.

5 = extremely valuable, 4 = Valuable, 3 = Somewhat valuable, 2 = Not valuable, and
1 = A waste of time.

a.	Remote study/testing program in general	4.0
b.	<i>Practice Management for Design Professionals</i>	4.5
c.	Mentor participation	3.6
d.	Performing the research assignment	4.1
e.	Research report submission comments	4.2
f.	Preparing and presenting your self-introduction	4.0
g.	Joseph S. Ward Lecture by Gerry Salontai	4.2
h.	Preparing and presenting your research-assignment summary	4.3
i.	Listening to others' summary presentations	4.4
j.	<i>Trapped under the Sea</i> presentation	4.4
k.	Case-history workshop, Part 1: Thursday evening	4.4
l.	Case-history workshop, Part 2: Friday morning	4.4
m.	Case-history presentations by Dan Harpstead	4.5
n.	Active-listening presentation by Eric Kaufmann	4.6
o.	Conflict-resolution role-playing workshop	4.7
p.	Friday-evening cocktail reception	4.2
q.	Friday-evening dinner	4.2
r.	Saturday-morning "Our Professional Futures" led by John	4.3
s.	Getting-involved presentation by Evan Thomas, Ph.D., P.E., MPH	4.3
t.	Getting-involved presentation by Barry K. Thacker, P.E.	4.6
u.	Informal discussion with peers throughout course	4.7

2. Please evaluate other aspects of the FOPP program on a 5 to 1 scale:

5 = Excellent, 4 = Good, 3 = So-so, 2 = Weak, 1 = Bad.

a.	Quality of Facilitators', Workshop/Seminar Leaders', Speakers' Services	
	John P. Bachner	4.8
	Daniel L. "Dan" Harpstead, P.E., F.GBA	4.6
	Kevin B. Hoppe, P.E., F.GBA	4.7
	Eric Kaufmann	4.8
	Nancy K. McKeithen	4.7

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| Gary W. Raba, D.Eng., P.E. | 4.6 |
| Gerald J. "Gerry" Salontai, P.E., F.GBA | 4.6 |
| Neil Swidey | 4.6 |
| Barry K. Thacker, P.E. | 4.8 |
| Evan Thomas Ph.D., P.E., MPH | 4.6 |
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| b. Overall FOPP Operation of Distance Learning (Part 1) | 5.2 |
| c. Overall FOPP Operation/Seminar (Part 2) | 4.8 |
| d. Physical Facilities at the Seminar | 4.4 |
| e. Facility Food and Beverage | 4.4 |
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| 3. Based on your experience, would you recommend the FOPP program to someone else in your position? | |
| Yes 43 | |
| No 0 | |
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| • Every engineer should participate in FOPP. It adds a tangible aspect of professionalism that cannot normally be experienced through work only. | |
| • But the final seminar would be mandatory. | |
| • I think the course helps to open your eyes and see how you can make a difference. | |
| • Learning to motivate myself and internally motivate others. | |
| • Definitely! | |
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| 4. If you have derived benefits from participating in FOPP 26, please list the top three or four in descending order of importance: (43 responses) | |
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| • Better understanding of the importance of engineering. More detailed understanding of business aspects of engineering. Better awareness of my writing and word usage. | |
| • A more coherent understanding of what it means to be a professional. A good turning up on the importance of good writing. My research project helped me better understand a good client representative that I have known for 10+ years. | |
| • Improvement of my technical writing. Understanding the engineering profession. Case histories. | |
| • Communication. The need to improve our profession as a service, not a commodity. Understanding the history of our profession. | |
| • Developing pride in profession. Presentations. Interacting with peers. Reading <i>Practice Management for Design Professionals</i> . | |
| • Professional limitation of liability. Importance of the profession. Better writing skills. | |
| • Pride in my profession. How to act/work professionally. Networking within geo-engineering community. | |
| • Improved writing skills. Increased knowledge of the profession and challenges it faces. Loss prevention knowledge. | |
| • Improved communication. Pride in profession. Hope to make improvements, and risk management. | |
| • Be proud, get involved. Communicate better. Think about loss prevention in everything you do. | |
| • Awareness to improve communication skills. Knowledge of risk management and legal implications of the professional license. Opportunity to network with other peers to learn of their experiences within the profession. | |
| • Reinforcement of the importance of professionalism. Increased social interaction. Ability to share my career experience. | |
| • Communication. Conflict resolution. Style preferences. | |
| • The focus on writing and "soft skills" was valuable. Interaction with other participants was also quite valuable. | |
| • The importance of being an engineer, and the services we provide. Better communication skills, both written and oral. Practice management and limitation of liability | |

- Importance of limitation of liability. Contract language. Case histories.
- New relationships/contacts. Renewed excitement about our profession. Developed/learned new communication skills. Discovered new resources for further enrichment.
- Connecting with peers. Building professional confidence. Tools for communication.
- Overall knowledge to work as a “professional.” Improved communication skills. Appreciation of company-implemented policies/practices derived from GBA and FOPP participation.
- Learn about the liability issues within my profession. Learn how my writing is perceived outside of my profession. Appreciate engineering and its value.
- Improved writing. Invigorated positive attitude towards my profession. Exposure to legal side of the profession.
- Understanding the legal side of consulting business. Knowing the importance of community involvement in this business. What do you mean by being a “professional.”
- Defining what a professional is. Methods for being a better communicator. Better understanding of contracts.
- More fully understanding our risks and ways to mitigate through effective writing, documenting, less ambiguity, etc. Better management through communication, problem solving, etc. Better strategies for client interaction and dealing with problems (early).
- Re-enlightenment on my profession. Realization of the importance of good communication. Networking and work with other engineers.
- I learned that professionalism is a never-ending goal. I learned that my writing is important. I met a lot of wonderful people at the seminar.
- Importance of my profession. Awareness (heightened of liability). Improved writing skills.
- Listening program. Conflict resolution. Research project. Presentations.
- By committing to my research project, I forced myself to complete an important, but not urgent, document. I am more energized and encouraged about my place within the engineering profession than I have been in several years. I am more aware of how I communicate and what I need to keep in check (in my communication style).
- Better informed about risk/liability. Importance of communication skills/improving my EQ. Speaking with other participants and realizing all of our firms have similar issues and we have a lot to learn from each other.
- Learn new style of communication and how to relate to others. Presentation of the research topic. Group sessions; being able to collaborate on projects. Case histories, learning from the past.
- Research-assignment presentation. Self-introduction presentation. Case-history workshop. Research-report comments.
- Importance of writing in a professional manner. The impact of FOPP in my organization and culture. The value of the engineering profession.
- Stronger understanding of professional liability (via book and project). Greater appreciation of the importance of “professionalism.”
- Writing-skills improvement. Team building/working together with other professionals that I just met. Learning the importance of our engineering history.
- How to be a professional. Writing skills. Communication.
- Avoid ambiguity. Critically assess business opportunities. It’s ok to say no. Learn to communicate properly.
- The gravity of our actions we perform each day. The importance of contracts and understanding our legal environment. Realizing the importance of being visible with both the community as well as professional organizations.
- Better understanding of professional risk and liability as it relates to how we, as professionals, communicate. Writing skills are important. It is not enough to be technically proficient we must also educate our clients and the public about our profession.
- Awareness of legal aspects. Improved communication skills. Opened my eyes to importance of becoming involved with community.
- Improved writing skills. Improved understanding of the engineering legal environment. Built confidence as a professional.
- Importance of profession. Importance of proper communication. Understanding of practice management.
- Improved writing. Development and business plan. Trying to reduce risk. Communication.

5. What was the weakest aspect of FOPP (distance learning and seminar)? What would you do to improve it, or with what would you replace it? (40 responses)

- Better group interaction in early stages. Would help make the personal interactions deeper. Maybe split the seminar into two sessions.
- The distance learning was the weakest element. I say this as it had no direct involvement with FOPP staff. This comment is more reflective of the strength of the latter parts than an indication of weakness. Change nothing!
- More interaction with other FOOP participants throughout the course. More case history presentations.
- Need more time for report-submission presentation.
- Quizzes. Some answers are a bit nebulous.
- I did not find the “Active-Listening” seminar to be productive.
- The weakest aspect was the online quizzes. They could be improved with community posts/discussion posts between FOPP participants.
- Distance learning. It needs an introductory web meeting to kick things off. The reading material is very informative, but the research report needs to be revamped.
- Opened ended questions instead of multiple choices.
- I find multiple choice tests a terrible medium for learning and testing understanding. I know there are limited alternatives, but you may want to consider changing the testing method.
- Weakest aspect was the online quizzes, the reading was very valuable however the grading added stress to the course. Consider making an interactive module so if you get an answer incorrect, it can explain or refer to text passage.
- Distance learning provided a lot of information, which may not have been reinforced by multiple choice quizzes. I will probable re-read the text.
- Website clunky to use.
- American focus of course and lectures not always applicable to a Canadian context. Additional reference material would be appreciated. Premises were very cold.
- The disconnect between selecting an assignment and what may be beneficial for your company/career.
- For me it was the distance learning, it's just related to the way I learn and retain things. I retain information better when I listen and write it down.
- Case history workshop—I think the groups were too big. I also think assigning different cases to each group would make the activity more interesting.
- I think it would be helpful to have a video introduction of John and the program in the beginning. Getting to meet him in person and learning he wasn't a total asshole made the program totally worthwhile.
- While I appreciate Neil Swidey's presentation, I would have liked a different presentation more.
- More interaction for the reading/quiz portion. Maybe a few interactive webinars.
- The reading and quiz portion of the distance learning. I feel that a brief (1 hour) Skype call after each module to summarize and discuss topics would be beneficial. (Big group call, not one-on-one, that would be overkill).
- Tight schedule: I would recommend doing this seminar (part 2) in 3 days, not 2.5 days.
- The LinkedIn web page was not really used.
- Distance learning reading and quizzes. Kick it off with a video (YouTube) from John B. More interaction with the class.
- The weakest aspect would be the reading assignments. To improve, make them a little interactive, possibly a video in the mix.
- The reading was difficult and dense at times. Perhaps further split up assignments.
- The feelings that were brought up by tough criticisms. Not sure, because I know it's necessary and made me better.
- A little more break time.
- I was disheartened and upset by the edits to my first submission. I would improve the process by returning the edits to the mentor, and forcing the mentor to provide the results. Being given

my results on a Saturday evening, and not having the opportunity to talk it through with my mentor until Monday, was difficult and discouraging.

- Quizzes/reading—very time consuming. A lot of good information but some seemed unnecessary.
- For me, my research assignment. If I would have started earlier and used my resources. I felt like I put a lot into my research, but somehow I could have done more. I would use my resources better.
- Distance learning. I did not get as much benefit compared to the time spent compared to other aspects.
- The amount of time the whole process involved. I have responsibilities as a senior consultant which include: client development; client management; technical leader; and team leader. I also have a family with 3 active children. Maybe a FOPP light.
- The “Read to Take a Multiple-Choice Test” method of review of course material seemed outdated. Perhaps incorporation of web-based webinar, video and or group video-conference would be more effective.
- Quizzes were good, but on-line format was sometimes a struggle due to having to finish the quiz once started, internet may go out. Make quizzes more user-friendly.
- Mentor. Mine was not very helpful. That could be partly my fault because I chose my mentor.
- It was all good, well structured and thought provoking.
- I didn't feel like I had adequate time to read and fully comprehend the reading assignments. Honestly, that “weakness” lies entirely on my end. Perhaps some (or one) additional quiz during the seminar may have forced a second review of the material.
- Communication among participants prior to seminar.
- I struggled with this. A weak aspect to me is the program runs into Saturday and could back up a day to end on Friday. However, that would require traveling on Tuesday and use too much of the work week.
- I would suggest more communication during the first six months. Perhaps client contract meetings.

6. Has participation in the program changed your attitudes in any way?

Yes 40

No 2

a. If Yes, please identify the attitudes and how they changed. (42 responses)

- I have a more complete understanding of what it means to be a professional engineer.
- Communication. How to listen and interact better. Writing. Improve my writing. Understanding of the engineering profession. How we are taken advantage of, and need to do more to promote what we do.
- Be proud of my profession.
- Pride in profession. Eye for professionalism in all interactions/writings.
- Participation has made me aware of some grammatical errors that I have been making.
- I have more pride in my profession. I now see the value and importance of community involvement/outreach.
- Increased respect for the profession. Attention to loss prevention/details. Highest quality of service on every project.
- I am inspired to participate more in community. I have found pride in engineering profession. I am impressed with the peers I met from across the country and am amazed at the things we have in common.
- Similar to question 4. I think more inspired to be proud and get involved.
- Attitude toward professionals to work toward improving public perception of engineering.
- The importance of promoting our profession will be brought to the forefront.
- To be professional in all writings, particularly, e-mails. By professional I mean to be considerate about the words used.
- Pride in being an engineer and to uphold myself, and my profession, in the highest regard.

- I see more clearly how our profession relates to everything, and got some great ideas about how to educate and inform my friends, clients, and community.
- I wish I would have taken FOPP more seriously from the start.
- I am more self aware of how/why I conduct business on a day-to-day basis. Evan/Barry have inspired me to be more active in my community.
- Always thought liability/legal issues were for the principals within my firm but I have realized I need to learn about these issues because my actions/writing may somehow cause an issue if I am uniformed.
- It's easy to be led away from things like writing, communication, and history in day-to-day work. I'm glad to be reminded of its importance
- This program changed my attitude related to community outreach.
- I have a different opinion of engineers, in general.
- Focus more on ways engineers are perceived and how I can better the profession and leave a legacy.
- It will for sure change my writing style. It has also made me realize that we, as engineers, are responsible for loss of respect as professionals.
- I became more self-aware of my professionalism.
- Made me place more importance in my profession and gave me drive to do a little more.
- I am more aware of writing styles and notice unprofessional behavior more than I previously did.
- Ways I need to approve my communication skills with my employees. Attitude towards competitors; before they were viewed as "enemies." Now I see them as fellow professionals suffering with similar issues.
- Many times I feel what I do isn't important or doesn't mean much to others. However, it means something to me and if I show that, others will see that.
- I am more aware of liability issues. I am more aware of the way I write and how my writing can be improved.
- Being a professional in the consultant world is not always about competition and beating your peers, but should include collaboration.
- My attitudes towards risk and liability have changed, I better understand and consider risk when working at projects.
- It made me realize why I loved my job. (Reminded me why). Do more, serve others, I do a lot (in my mind), but I realize there is so much more I can do to be a better engineer, there is more I can do in my community, there is more I can do for our younger generation.
- Being professional is important. Education staff is also very important and needs to be improved
- I am more proud to be an engineer.
- Better personal management to manage projects. My attitude will affect those around me, so stay calm and positive. Get off your ass and do it!
- How I feel about writing and reviewing reports and proposals. I've always known language was important, but not always given my writing/reviewing the attention deserved.
- The program has instilled pride in me in respect to my profession and its importance.
- I've realized that I need to step up and strive to improve the public and client perspective of our profession.
- Need to be active in profession awareness.
- Look at risky words more along with risk management.

7. Was the inclusion of the research assignment in the FOPP program beneficial to you?

Yes	43
No	0

a. If No, why not? (8 responses)

- Not certain my topic was fantastic; however, reading the writing guidelines and implementation into my writing was beneficial.
- Very beneficial.
- Helped improve writing skills.
- I learned things about safety that I otherwise would not have. I think what I learned will be implemented.
- Learned about a topic not covered in the other parts of the class. The other people's presentations were also learning opportunities.
- It was beneficial to me. I learned a lot about our company and have a better appreciation for how it is organized. I know about what we do.
- It got me focused.
- While I hated every minute of it, I can say today it was very beneficial.

8. **Was the inclusion of the research assignment in the FOPP program beneficial to your firm?**

Yes 38

No 1

a. **If No, why not? (6 responses)**

- Caveat: if I follow through on findings.
- It was sorely needed and will likely be implemented
- But somewhat limited. Not sure how serious they took it.
- Both helpful and not helpful. I did research to select a new branch office, but I believe firm may go towards another direction. I think it benefited the firm by better educating me in business-/marketing-plan development.
- I am not sure yet. I am hopeful that I can “convince” our partners of the importance of my assignment and why it is necessary that we become more diverse and how we need to “transform” or improve our culture.
- To be determined. We may use the research assignment within our group.

9. **Do you have any additional comments? If so, go to it! (26 responses)**

- Don't change anything.
- Thank you for the opportunity to participate in FOPP.
- Super fun, empowering, entertaining. Definitely will be promoting within my firm more.
- I am very grateful to have participated in the FOPP program. Thank you for your efforts in improving the engineering profession.
- This seminar was an incredibly positive experience for me. I loved the opportunity to interact with my professional peers and learning from the unique presenters, who were all very different but made me realize how important each topic or skill was. This seminar and program are clearly well thought out and organized, I really want to see more Fugro participation in FOPP.
- Spectacular!
- I really enjoyed the seminar and this course. Thank you!
- Overall, this program was run very well including ease of registration, clear expectations, and beneficial review comments. Thank you for the time and guidance throughout the course.
- Very nice and personable group of attendees.
- Thank you for your time and mentorship.
- The comments were tough to take.
- Thank you for making the Friday evening cocktail hour and dinner mandatory. Given the option, I may not have attended, but I am so glad I did. It was wonderful to meet more new people and have conversations that were not part of the planned curriculum. You (John) and your staff are all amazing people. I enjoyed the entire experience and will always value the time I spent working with you.
- Exams: I would recommend making questions more “scenario based” and not directly from text books supplied.
- This was a very beneficial course for me. I have learned a lot of information that I probably should have known already. Great job, John and Nancy!

- If somebody is only completing the research project it is a waste of time.
- Thanks for a great experience.
- I think group-/table-seating assignments should be mixed more to get to know more of the peers at FOPP.
- Really enjoyed it. Thank you for investing your career in us!
- I need to follow up and see if they are willing to implement/conduct stay interviews.
- Great course! The seminar really pulls it all together.
- The quality and diversity of the presentations, case studies, and discussions exceeded my high expectations. Even though I am an electrical engineer and much of the case studies were based on geo-tech projects, the information and lessons learned will be valuable to me as I move forward in my career.
- I am very pleased and satisfied today. The experience is more then I could have ever expected. I am a firm believer in the program and I hope to one day volunteer my service to the FOPP program.
- I loved the course!
- Thank you!
- This program has really energized my attitude at a stagnant period in my career! I found it extremely useful, especially the seminar.
- This was an amazing and eye-opening experience! Thank you for everything!