

FOPP

FUNDAMENTALS OF PROFESSIONAL PRACTICE

CLASS NO. 27 PARTICIPANT QUESTIONNAIRE RESULTS MARCH 2018

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	4.2
b.	<i>Practice Management for Design Professionals</i>	4.5
c.	Mentor participation	3.6
d.	Performing the research assignment	4.5
e.	Research report submission comments	4.5
f.	Preparing and presenting your self-introduction	4.1
g.	Joseph S. Ward Lecture by William E. "Bill" Hadge	4.6
h.	Preparing and presenting your research-assignment summary	4.5
i.	Listening to others' summary presentations	4.5
j.	<i>Trapped under the Sea</i> presentation	4.3
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 James K. "Jim" Johnston	4.9
n.	Active-listening presentation by Eric Kaufmann	4.6
o.	Conflict-resolution role-playing workshop	4.8
p.	Friday-evening cocktail reception	4.4
q.	Friday-evening dinner	4.3
r.	Saturday-morning "Our Professional Futures" led by John	4.2
s.	Getting-involved presentation by John	4.6
t.	Getting-involved presentation by Barry K. Thacker, P.E.	4.8
u.	Informal discussion with peers throughout course	4.9

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	4.9
	Benjamin D. "Ben" Crawford, P.E., G.E.	4.7
	Sharmyn Elliott	4.8
	William E. "Bill" Hadge, P.E.	4.8
	Eric Kaufmann	4.7
	Nancy K. McKeithen	4.8

James K. "Jim" Johnston, P.E., F.GBA	4.9
W. Jerrold "Jerry" Samford, P.G.	4.9
Neil Swidey	4.5
Barry K. Thacker, P.E.	4.9

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| b. | Overall FOPP Operation of Distance Learning (Part 1) | 4.3 |
| c. | Overall FOPP Operation Seminar (Part 2) | 5.0 |
| d. | Physical Facilities at the Seminar | 4.7 |
| e. | Facility Food and Beverage | 4.5 |

3. Based on your experience, would you recommend FOPP to someone else in your position?

Yes 48
No 0

a. If No, why not? (1 response)

- I know this said to respond of you said no, but I want to say that this program has been so beneficial for me and other employees of my company. I am actually disappointed knowing I can't go through the seminar again.

4. If you have derived benefits from participating in FOPP, please list the top three or four in descending order of importance: (48 responses)

- Bill's tips on communication/career. Idea of having a mentor outside of my firm. Connection with my peers from other parts of the country. Reminder to be involved in community. Contract language breakdown. (in book)
- Sense of engineering community. Attention to written communication (e-mail/reports). Connection to senior management within my firm. Understanding that the majority of our career is business/people oriented.
- Improve writing style. Better understanding of risk management. Meeting other FOPP participants.
- Benefit of team work in the work place. Improved and better understanding of how to communicate.
- Developing relationships. Learning about practices of other participants. Evaluation of issues in my firm through the project.
- Meeting new peers. Obtaining a greater understanding of "what is a professional. Improving my understanding of the value of good communication.
- Improve my writing. Meeting peers across country. Studying case histories.
- New connections with peers across country. Opportunity to impart my experiences to younger engineers. Teamwork with more diverse people than I typically work with.
- Interaction and discussions with other engineers. Insights developed during research project. Information provided in text book and more so from GBAC brown bag presentations. These were not officially part of the class, but they were entertaining and helped really cement the lessons learned.
- Better understanding of communication and how to write. Ability to identify and manage risk. Beneficial business practices for conflict resolution, client interaction, and community involvement.
- Improved communication skills. Ideas to advance my career. Understanding that my peers face the same issues as me.
- Greater awareness of professionalism. Realization of the impacts of the engineering profession. How to be an engineering consultant.
- Improve communication. Ideas on self improvement/creating opportunities. Ideas on improvement within CEC. Professional networking.
- Improved self confidence. Improved communication skills. Improved professionalism.
- Value of the written word. Value of professionalism. Not to make assumptions, get answers.

- Improved writing. GBA awareness. Improved communication.
- Improving your writing. Researching assignment. Networking with like-minded professionals.
- Pay attention to details. Pay attention to how I am being understood by others. Consider timing when delivering new or asking questions.
- Sharing research with other participants. Writing improvements. Learning from other professionals.
- To always act professional. Read what you write. Build relationships. Grow the community and yourself.
- Research report comments. Research for report. Preparing and presenting introduction and report summary. Conflict resolution workshop.
- Conflict resolution workshop. Jim Johnston case history. Our professional futures.
- Saw things from another's perspective to put my challenges in broader context. Gained confidence when speaking. Learned to be better writer.
- I better understand the concept of professionalism. I learned that I need to practice to improve my oral communication skills. I better understand contracts.
- Writing skill Loss prevention. Professionalism development
- It has become clear to me, through FOPP that I want to be a leader at my firm. My communication skills are improved since beginning FOPP. I learned how to be a more effective listener. I will read all the books referred by the speaker.
- I received the most benefit for reading the textbook. I learned new information about the "business aspects" of engineering such as insurance, contracts, and legal issues. I benefited from the research project because I gained insights into my company. I enjoyed meeting new people at the seminar and learning about their companies in order to gain ideas about implementing solutions at my company.
- Confidence in communication with others. The quality of my writing has improved. I have improved the quality of my writing. I have received a better understanding of the liability side of the profession. I will be able to incorporate my research project (training programs) to better my company.
- Writing importance. Interaction with everyone. Insight provided by FOPP facilitators.
- It motivates me to improve my personal professionalism. It helps me to see the big picture of geoprofessionalism. It was really good to see writing through different eyes. I really enjoyed spending time with other excellent participants, including administrators/advisors.
- Most importantly, I remembered why I became an engineer. I feel inspired and motivated to use my technical skills to make a difference. Amongst other communication skills, I have improved my writing.
- Things to do to earn respect from others. How to be careful for a better future for yourself and your firm. Teamwork. Perseverance.
- Instruction is "hands on" as well as lecture based. Case histories reinforce importance of professionalism. Interaction with other professionals from around the country is enjoyable and educational, as well as eye-opening.
- Improved writing skills. Learned about my company's operation and structure. Learned about risk management strategy. Gained knowledge about my weakness as a professional.
- Learning from peers and mentors. Getting a true understanding of risk. Learning negotiation/mediation skills.
- Improved my writing style. I was reminded of the importance and impact our profession has. I was made aware of how I can improve my communication.
- Risk associated in my writing. Networking with other students. The project helps me become a better manager.
- Re-engage; within our profession and my firm. Re-energize; this seminar has sparked my motivation for the things I want to accomplish. Skills to learn; this seminar opened my awareness to the importance of public speaking, how terrible I am at it, and the need to succeed at it.

- Tools to manage financial/legal risk. New perspective/appreciation for the profession. Connections made at conference
- Recognize the value of our profession. Improve my communication (written and oral). Recognize and avoid unnecessary risk. The value of face-to-face meeting.
- Professionalism. Communication. The importance of knowledge transfer from generation/generation (mentor). Professional outreach and involvement.
- Confidence, understanding of other engineer's problems, solutions, and effort.
- More professional insight from presenters. Communication with peers and other firms. Getting motivated and inspired.
- Improved writing. Spent time thinking about professionalism.
- Presentation practice/advice. Leadership advice, professional and personal life. Learn how to communicate better. Group work with new people.
- Meeting other similar professionals. Improving writing and presentation skills. Stepping back and learning about our profession.
- Connecting with other peers in the geoprofessional field. Learning about past losses in order to prevent them from being repeated. Improvement in technical writing skills.
- Being a professional. (Acting/behaving as one) Better writing skills. Research assignment. Topics covered in book.

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? (42 responses)

- I didn't like the Quiz website. It was confusing and difficult to navigate.
- (Distance). The first portion of the course felt impersonal; consider having an intro webinar to introduce John and the course. (Seminar). No complaints.
- It was hard to find anything weak about this experience. If anything, I think it would be beneficial to provide a binder summarizing all of the speakers' lecture.
- You must update your writing skills information to reflect words, places, and sentence ? that are more commonly used in engineering writing. For example, to simplistic.
- The beginning seemed impersonal. A video or some other form of introduction to the program would be helpful.
- Very tough to say...but, I found the quizzes to be the most frustrating, Maybe less of them.
- The information in the text book was excellent, however, I found it was a little difficult to internalize. I'd suggest more focus on the GBA e-brown bag, which presented a lot of the same information along with the text book. I also thought some of the quiz questions were misleading, although this might be by design.
- The weakest aspect of FOPP was the distance learning. To improve distance learning, I believe connecting reading topics to video lectures and commentaries to each chapter would make the distance learning more interactive and robust.
- Reading assignments should be replaced with video summaries, like the "e-brownbag" video series.
- Not enough time to network with everyone. Incorporate a 30 minute networking activity with people not in self-intro/report summary groups or in the "table" groups. Minor issues.
- Seminar lacked any real free time to experience the wonderful setting. No need to change.
- Participants didn't come together until ending of seminar. A starting seminar could also add value in building relationships.
- Participation with other class members. Have a group activity or check-in as part of distance learning.
- Lack of broad materials. (Only had text). Video learning. Could have fit more web-based materials.
- No discussion about accounts receivables and how to deal with that issue.
- The research presentations were very informative and often applicable to me, but most participants could have used more time to present. 15 minutes.
- It is so hard to read the hand written comments. Use computers to mark and ext comments.

- The wording on a few of the quiz questions was challenging. I felt that I know the answer but was incorrect.
- Case history workshop group size could be smaller.
- It was intense, but every part was important. I would have rather had a full day (or half) on Wednesday, rather than the 1/2 day on Saturday.
- I think more interaction between the participants during the distance learning phase would be beneficial. I would recommend making interaction between participants mandatory.
- Some of the quiz questions had two good answers that required guessing the best answer.
- The weakest aspect of FOPP was not making good use of Linked-In. I would have appreciated more prompt responses to questions. I noticed that the schedule of due dates for the distance learning was clustered toward the end of the class. Although, it may have been purposeful to simulate pressure, a more evenly dispersed schedule would have helped me.
- The one thing my group struggled with was the facilities technology for our presentations. Most of our computers were too new to be able to connect to the projector. I think the weakest part of the program was the fact that the participants did not connect until the seminar. It may be nice to incorporate an introduction seminar to introduce the participants.
- Have requirements on mentors put in place.
- I didn't put adequate study into the quiz portions of the program. That is mostly due to my own negligence. Still, there may be other ways to encourage quality study of the text. I loved the text book, and now know where to look with questions.
- I regret not calling John more to discuss the text book and the Limitation of Liability handbook. Although the text books are very helpful, I should have spent more time discussing the lessons with John.
- Mr. Bachner should be open to have one visual interaction (Skype) with all participants. Either one-on-one or group. Seminar - end the seminar at 8 pm so that participants can exercise and or be in touch with family.
- Distance - I did the reading and quizzes, but I felt like more of an individual than a class mate. Perhaps you should encourage a small amount of interaction between class mates during distance learning. The Linked-In group was not utilized much.
- I think some interactive element during the distance education would be helpful. Maybe some lectures offered through online participation.
- I would have liked clearer mark-ups on report submissions but understand that may not be easy to implement!
- John's attitude with respect to the submissions. I do understand this was a role he played.
- Nothing. Schedule was difficult at times, but serves the intent.
- None.
- Self reading. (Could be enhanced/replaced with webinars or recorded presentations).
- I felt a lot of effort, almost 75% of the time spent was on the research project and related re-writes. I would like to see more activities, tests, readings, etc. on the risk management, proposal and human interaction of the book. I feel that we spend so much time on that in our work lives that we could benefit greater.
- The distance learning part was a bit disconnected. I suggest to have a short on-line seminar to get things started. Something like a 2.3 hour WebEx meeting.
- Minimal leadership content in distance learning.
- I thought the distance reading assignments and quizzes were not exciting. The content is valuable, but wished there was more communication with the class or discussion.
- The quizzes I don't believe helped confirm knowledge of the text book but I did get value from the book. Possible just watching a video summary webinar of each chapter or something interactive.
- Business development tactics, tips, and advice. Have a guest speak on the topic.
- More communication between FOPP staff and students throughout the course (i.e., updates LinkedIn discussion board, feedback, etc.)

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

Yes **47**
No **0**

a. If Yes, please identify the attitudes and how they changed. (47 responses)

- The importance of being a professional in all aspects of life.
- More pride in my profession. Attention to detail.
- Need to focus on my writing style - work to improve it.
- My job is more than getting a paycheck. I need to get involved with my community. I need to mentor and work with younger engineers.
- My attitude toward risk and ?
- It has provided me with a deeper understanding of my profession and given me a new sense of value with respect to what I do.
- Mentorship is a key to creating a good firm. Communication is a key to ensure projects run smoothly.
- Made me more aware of how I communicate. Drove home the importance of mentorship. A better appreciation of my career/position as a professional engineer.
- Risk assessment, I will be more careful with this in the future.
- The need for one-on-one and face-to-face communication is critical with clients and employees.
- Increased awareness of the value from participation in professional organizations.
- Greater awareness of professionalism, Liability, and impact.
- Re-energized me to get involved in community and to affect change within CEC.
- Improved self confidence. Eagerness to put lessons learned into practice.
- I want to give back more to my profession and mentor new engineers more than I currently do.
- Add awareness to risks and technical writing.
- I am a leader and professional. That's what my employer sees in me. That's what I have to act like.
- Same as question 4.
- Increased appreciation of the profession and the importance of being professional.
- I take more time to be clear with clients and writing.
- I need to be more involved in professional organizations and community involvement.
- Focus on being assertive about our profession and serving people.
- Expanded the way I think of things as a professional and am considering some ways to approach problems in the future.
- I understand the importance of conducting myself in a professional manner and getting involved in my community. I now understand the importance.
- Will try to more actively participate in the professional associations.
- I want to be a more-effective listener. I had begun to lose faith in my engineering peers in my local community. This course has renewed my faith, primarily because I had open conversations at the FOPP seminar. I feel that I will now pursue open conversations with engineers in my community.
- I realize the importance of being active in the community.
- The seminar got me thinking of what else I can do as a professional. It also helped me be more confident in my writing and communication.
- Importance of peer review, our profession, my VIP.
- I am more personally motivated to improve myself. Historically, I've let "my firm" drag me down emotionally.
- Motivated to improve my communication skills, contribute to my community and grow my practice to make a difference.
- Face-to-face communication is most important to develop rapport. Build great relationships with co-workers and clients.
- Inspired to be a better (more outgoing) representative of the engineering profession. More inspired to serve outside of the office.

- I now identify more with the instructions and criticisms provided by my company principals. I think more about what I communicate the information.
- It has pulled together some related concepts to give a top-down view of how to be professional.
- I see more the importance of considering professionalism in everything I do.
- I am more aware of the risk associated with my writing. The mock litigation really opened my eyes to the benefit of cooperation with others involved in the litigation.
- It has made me aware of the importance of community involvement and moved me to pursue such.
- Increased understanding of risk. New fear of residential projects.
- Encouraged me to be a leader in the society and be a leader. Helped me to be conscious about my writing.
- Respect for industry profession, writing, and communication, outreach, and leadership styles.
- Get out and get involved. Take and make the extra effort.
- Motivated to be more involved in profession.
- Push myself to communicate better and get involved.
- Focus on community involvement. Value my profession.
- Taking on challenges outside of work for the purpose of professional development is worthwhile, and you get out of it what you put into it.
- Act in a more professional matter by having a better understanding of our business and associated risks. Being a better writer.

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

Yes 47
No 1

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

- I enjoyed my project, but would have preferred to read books, discuss them and write a paper instead.
- It created a platform for me to connect with senior managers within my firm, and to feel like I was contributing.
- The writing guide and practice using it (i.e. the project) were very valuable.
- Research assignment opened my eyes to what B.M.P.(s) is (are).
- It was stretching me beyond my comfort zone.
- But I feel it could be revised to require less overall effort and time.
- It was but the timing was not good for me personally. Could have done better if I had put more effort in it.
- Yes, although the time commitment was a struggle at times.

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

Yes 45
No 2

a. If No, why not? (5 responses)

- I believe it will be, but, benefits will be same over the longer term.
- They didn't/won't do anything with it.
- They will keep doing the same thing they have always done.
- Not sure yet, maybe in the future.
- Yes, I believe they will implement my new risk-assessment procedure.

9. **Do you have any additional comments? If so, go to it! (32 responses)**

- Would have liked the reading material to be electronic. The book was hard to hold open and big to have available. It would also be easier to reference later if electronic.
- Overall a great experience! But I am happy to be at the end of it. Thank you.
- It truly was an eye opening experience or wake-up call. I hope to use this experience to improve on my professionalism in the future and to help younger engineers understand professionalism.
- I will e-mail or call you to discuss.
- I approached FOPP as something I had to do but it turned out to be a very enriching experience that I would recommend to all future engineering leaders.
- My only critique is that I was still meeting new people in the program on the last day. Perhaps a more formal/organized activity(s) that makes meeting everyone early in the program.
- Bacon with breakfast would be nice.
- Move it to a Tuesday, Wednesday, Thursday format. More free time, everything's crammed in with little opportunity to leave the 4 walls of the conference room.
- It would be interesting to create an option for group based research topics for firms with multiple participants. This could allow for more work to be performed on a specialized assignment that could be more valuable to a firm.
- Great program! Thank you for all you are doing for our profession!
- We are in a beautiful location but all we got to see was four walls or a room and shades. Outside activities should be nice/refreshing.
- Thank you.
- Thank you for providing guidance for both writing and how to act like a professional.
- I would like to commend everyone involved in making this course happen. It was highly recommended and it 110% lived up to its reputation. Kudos, John! You are an inspiration.
- Thank you to every one of the speakers and facilitators for volunteering your time on our/my behalf.
- Everything within the program was amazing. It is wonderfully organized and implemented, it's a great program and I am grateful to be a part of. I will also encourage the younger employees of my company to participate and embrace the course. Thank you for helping me become a better professional engineer and a better writer.
- There is always room for improvement, but this program is truly wonderful. An experience to never forget. What is your plan to pass on this program once you retire?
- The program was excellent. I'm going to miss having the commitments I made for the class. They motivated me to improve. I'll have to keep working toward goal setting. Honestly, the only complaint I have with the venue is the lack of HDMI ports in the presentation rooms. It wasn't a big deal, but was still annoying. The legal settlement exercise was great! I have lived the exact same scenario in real practice. It was as real as it could have been. Thank you! I will be recommending that others from my firm attend this seminar. I would be interested in FOPP phase 2, for me to attend in the future.
- I cannot thank you enough for all that you have done with this program. I plan to make you and my profession proud.
- Target this course to other professionals as well. Geoprosessionals were dominant. Structural, Civil, Electrical. Help companies to really overcome the generational difference challenges at work. Contact companies to help them have routine check ups to see if the FOPP professionals are able to do what they were aiming to do
- During distance learning I think it might be good to have class mates interact in a small way. Perhaps you could encourage commenting on the Linked-In group or students can ask others to provide feedback on their submissions. This might help create more of a community during distance learning.
- Interviews gave me a reason to have deep, meaningful conversations with professionals from my firm and another. I would not have done that without a good reason.
- Great program. Thank you.

- Excellent course. My only constructive feedback is that Barry may want to be careful of cultural appropriation (wearing indigenous clothing) as this could be offensive to indigenous people and others.
- I think this program was a pivotal milestone to provide me a clear direction on advancing my career. I would recommend it to any aspiring professional. The FOPP team has to consider a succession plan for when John Bachner retires. A huge thanks to: John Bachner, Nancy McKiethen Patty Bachner, Jim Johnston.
- Thank you! Well Done!
- Thank you for the opportunity and the gained awareness.
- There was too much food!
- Wished there was a hot breakfast.
- The breakfast at the facility was a little disappointing. The conference rooms for presentations should have HDMI connections. A little more break time (or just a consolidated slightly longer break) to just step outside for fresh air would have helped.
- Need bacon at breakfast.
- Better breakfast at seminar (i.e., bacon) would have been nice to get more feedback on actual checklist I prepare for my report. Suggest topic on how to prepare and put on effective presentations.