Your views shape our community

Forced-Choice Pairs Survey

For youth program staff: two statements at a time, pick the closer one.

How to fill this in

There are no right or wrong answers on this form. We are trying to understand how the team sees the work, not to score anyone. Please use a blue or black pen, answer every item, and hand the form back to your program lead.

Program goals

Each item below shows two statements. Mark the circle beside the one that comes closer to how you see the work, even when both feel partly true. Please pick one statement in every pair.

1. ◯ Young people do best when an adult here knows them well.
   ◯ Young people do best when they leave with a skill they can name.

2. ◯ The first ten minutes are best spent setting out what we will do today.
   ◯ The first ten minutes are best spent checking in with each young person.

3. ◯ I plan a session around whatever the group is carrying that week.
   ◯ I plan a session around the goals we set for the term.

4. ◯ A good week is one where the group finished what it set out to do.
   ◯ A good week is one where a quiet young person finally opened up.

5. ◯ New staff should learn the program plan and how to run it first.
   ◯ New staff should learn the young people's names and stories first.

6. ◯ When a young person is struggling, I put the activity aside and talk it through.
   ◯ When a young person is struggling, I keep them working and support them through it.

7. ◯ I would rather a young person completed the program than drifted in and out.
   ◯ I would rather a young person kept coming back than completed the program.

About your work here

8. How long have you worked with young people? *(Please cross one)*

◯ Less than a year ◯ 1 to 3 years ◯ 4 to 9 years ◯ 10 years or more

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9. Which best describes your role? *(Please cross one)*

◯ Frontline youth worker ◯ Session leader or coach ◯ Program coordinator

◯ Volunteer ◯ Manager or director ◯ Support or admin staff

10. In a normal week, how many hours do you spend directly with young people? *(Please cross one)*

◯ Under 5 hours ◯ 5 to 14 hours ◯ 15 to 29 hours ◯ 30 hours or more

11. Which age group do you mostly work with? *(Please cross one)*

◯ Under 11 ◯ 11 to 13 ◯ 14 to 16 ◯ 17 and over ◯ A mix of ages

12. Where does most of your work take place? *(Please cross one)*

◯ Youth club or center ◯ School-based program ◯ Sports program

◯ Mentoring program ◯ Street or outreach work ◯ Residential setting

Your team and support

How much do you agree with each statement? *(Please cross one in each line)*

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
13. Our program goals are clear to me	◯	◯	◯	◯	◯
14. I have time to get to know each young person	◯	◯	◯	◯	◯
15. I am trusted to adapt sessions to the group	◯	◯	◯	◯	◯
16. Our team agrees on what good work looks like	◯	◯	◯	◯	◯
17. I get useful supervision and feedback	◯	◯	◯	◯	◯
18. I have had the training I need for this role	◯	◯	◯	◯	◯

Your comments

19. If either side of a pair felt wrong to you, tell us what was missing from it.

20. What would help you do your best work with young people?

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