

Appendix B

Data Gathering Methods and Quantitative Results

1. Evaluator Observations and Recorded Interviews

The evaluator met with four care home managers at the beginning and the end of the project and carried out informal recorded interviews with them.

The interviews were recorded on a digital sound recorder to enable a free-flowing dialogue uninterrupted by note taking. Interviews were not transcribed verbatim but were used as a memory aid by the evaluator.

In addition the evaluator attended two of the away days and took part in the activities.

2. Benchmarking Questionnaires

The project was also measured using a questionnaire at the start and the end of the project, focusing on each specific outcome area.

Out of the 20 managers participating in the project, 16 returned both questionnaire one and two. The statistics below highlight the distance travelled for these managers.

The questionnaire asked managers to consider 7 questions:

1. I understand how to think creatively in response to person centred care

2. *I feel confident devising and implementing a creative strategy in care home management*
3. *I understand what an open and reflective leadership style is*
4. *I confidently practice an open and reflective leadership style*
5. *I create opportunities to share learning with my staff team*
6. *I feel confident sharing learning with other care home managers*
7. *I can confidently discuss the value of taking a creative approach to care home management*

Statistical Results from Questionnaires

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
% Before the project		4	30	36	30
% After the project				40	60