



PR1/A4: WEED OUT Course Pilot Testing

WEED OUT Summary Country Reports

Introduction	This summary of the WEED OUT country reports from Cyprus, Czech Republic, Germany, Greece, Latvia and Lithuania are designed to summarize the trainers' feedback on the WEED OUT-approach at a national level. WEED OUT equips employees and managers with the necessary knowledge, skills and competences that will allow them to improve the sectors performance regarding occupational violence and support them in their efforts to prevent/manage the issue.
Basis and procedure	This summary is based on ten interviews in the respective countries with eight questions each. The interviews had a minimum length of 45 minutes and could be set as in a group setting or individually. During the interview the trainers had the chance to review all Weed OUT-modules and the WEED OUT game <i>Recognize and Act</i> before the interview.
Methodology	<p>To investigate the impact and reception of WEED OUT, our research employed semi-structured interviews as the primary data collection method. Here's an overview of our methodology:</p> <ul style="list-style-type: none"> • Interviews commenced with a general introduction, expressing gratitude to establish a positive rapport. • Open-ended questions were used to allow respondents to freely express their thoughts and experiences. • The pace of respondents was respected, and pauses were embraced to ensure thoughtful responses. • A non-judgmental approach was maintained, avoiding leading or closed questions. • We used clear, open-ended questions starting with words like "How? Where? When? Who? What? Why? How much? How many?" to encourage detailed answers. • We ensured that key informants thoroughly understood each question and clarified any ambiguities. • Concluding interviews were done when all relevant topics were discussed, with gratitude expressed for participation. • Post-interview summaries were created soon after each interview to facilitate subsequent analysis. • Clarifying questions were used to ensure the quality of information. <p>This methodology allowed for open and candid discussions, ultimately resulting in comprehensive and insightful data for our research. The feedback received</p>

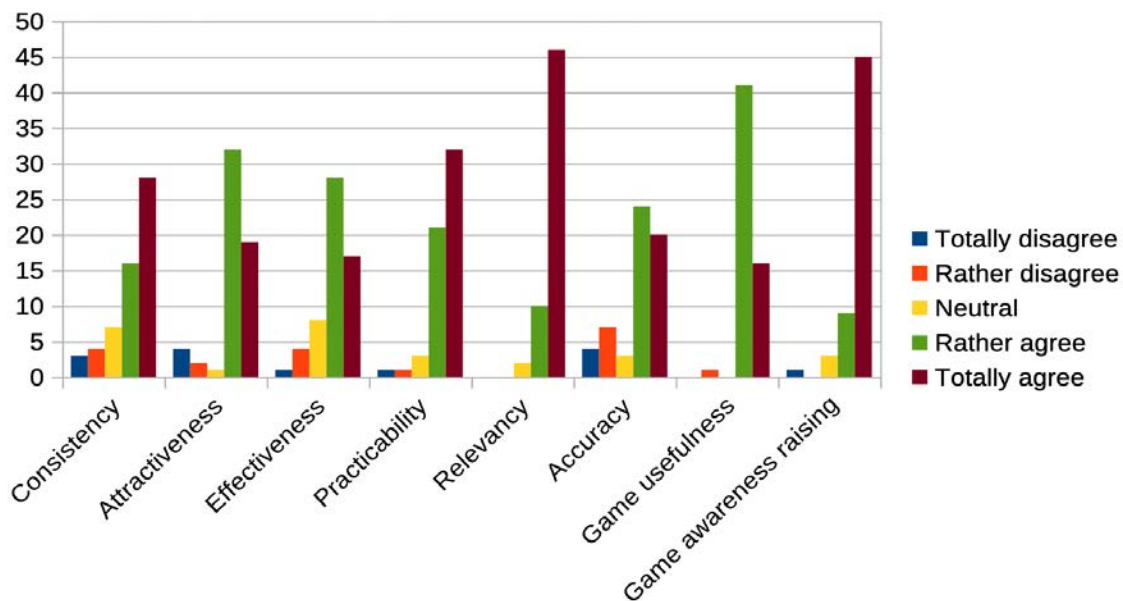
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	underscores the relevance and innovation of WEED OUT within the HORECA sector, particularly its practical and inclusive approach.
Feedback	
1	<p>Respondents comments on the modules content:</p> <p>The respondents reacted positively on the modules content. They saw a high usability and interest for the subject in the HORECA-sector. WEED OUT provides precise and compromised information on threats in reference to workplace violence. It is a true asset for the sector. WEED OUT also reveals the current weaknesses in relation to workplace violence and gives practical and useful advice. Moreover, the respondents highlighted the clear separation of the modules. By that, they are able to use what they need and they are not forced to work themselves through all modules. They also highlighted that the wording of the modules has an engaging character and that the framework allows testing and training WEED OUT content in a playful way.</p>
2	<p>General suggestions and concerns:</p> <p>The respondents mentioned the useful of infographics. The employees and managers are not necessary academics or have enjoyed a similar training. Therefore, the use of information to structure and make the subject comparable is central. Taking this into account, the respondents also recommended to use as much as possible real-life examples. Those situations would allow a divers and experience-based reflections of the subject. Furthermore, the respondents recommended to integrate more tests. The theoretical part of each module can be memorized better and used as a broader basis for reflection of the real-life examples. Some respondents said that the presentation could be more colorful and wished to have the references in the text and not at the end of each presentation.</p>
3	<p>Sum up of training curriculum highlights:</p> <p>The respondents particularly underlined the logic and structured sequence of the modules. It allows a maximum of flexibility and adaptivity during teaching and training and is based on clear learning objectives. The given real-life examples elaborate content that is based on collective experiences. By that, the curriculum is practical and useful and does not have an academic character. The clear framework of the modules allows a comprehensive use of the curriculum and supports a step-by-step approach orientated on the employees and managers needs. In summary, the respondents highlighted that WEED OUT sheds light on a subject that is mostly not properly reflected in the HORECA-sector.</p>
4	<p>Suggestions for improving training curriculum:</p> <p>The respondents asked for a coherent labeling and formatting of the manuals and modules. Some respondents did not like the separation between the WEED OUT-game and the modules. Others said that a flowchart would support their training and education methods. The same applies to infographics. Summarized information helps the employees and managers of the HORECA-sector to grasp the necessary information of each module. Other respondents recommended the usefulness of a trainer-the-trainer approach. This would allow a broader</p>

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	dissemination and more feedback to improve the content further.
5	<p>General comments on “Recognize and Act”: The game is great tool for discussion, reflection and learning on workplace violence. Facing the difficulty of talking about workplace violence in the HORECA-sector, the colorful cards are a real asset for the subject in reference to raising awareness. The usefulness is also supported by the variety of situations and solutions. It is not a rigid question and answer-format. It is a simple, clear and easy accessible game. Furthermore, the basic idea should be also used in other sectors. It allows an approximation to a serious and harmful subject in a playful way. The respondents also underlined the importance of an online game. The sector is very divers and knows a lot of players. Therefore, a tool that can be used at anytime really meets the HORECA’s needs.</p>
6	<p>Suggestions for game improvements: Most of suggestions were related to the online game. There were recommendation to integrate social media tools such as youtube into the game. Allowing parallel online research on the different subjects and making the given instructions more concrete would be other recommendations. Some translation had minor mistakes. Facing the importance of the WEED OUT subject for the sector, these could be a source of distraction. Some comments were related to the integration of the game into the modules to increase playfulness and practicability. The current separation would leave the integration to the trainer. This could reduce its use or create a dominance of modules or game according the trainer’s preferences.</p>



7	Rating of the statements using a scale from “Totally disagree” to “Totally agree”:
8	<p>Final comments: The online game is rather rigid in its usability in comparison to the cards. It is also less interactive, said some respondents. The modules are geared to the needs of trainers. An individual learning is rather difficult with them. Therefore, an add-on could be a learners’ version. Further comments were related to tailoring the results to specific corporate needs and the development of a questionnaire that allows a reflection how well the subject is understood after the course.</p>

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Summary of the results:

The respondents gave a positive feedback how inclusive, practical and useful the modules and the game particularly are. The material is attractive and appealing. The content reflects the needs of the HORECA-sector and gives workplace violence a practical framework. The interactivity could be further increased by an integration of the game into the modules. The modules could profit from infographics at the beginning. The online version is rather rigid and should be enhanced through social media and gamification as well as research approaches. The customization of the content to specific companies or association could increase WEED OUT dissemination effects further. Overall the feedback derived from the pilot testing shows the necessity of the WEED OUT-content for the HORECA-sector and recognized its innovative learning approach.

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