



Carousel

What is it?

A focus group technique in which flipcharts are posted around a room and participants, individually or in groups of two or three, take turns writing answers to questions or reactions to topics on each flipchart. After a certain amount of time, each individual or group moves to the next flipchart, carousel-style.

When can I use it?

- When you have little time to evaluate the application of training on the job.
- To confirm or deny ideas about on-the-job application.
- To collect a large number of employees' observations.

Who does it?

- Trainers prepare the session and materials.
- Employees participate by writing their answers to the questions or topics on the flipchart.

Cautions!

- This technique does **not** help identify new issues/barriers very well.
- The questions/topics on the flipcharts must be very specific to keep the focus on information related to the training.
- Ideally, use a maximum of 6 flipcharts for no more than 18 participants.
- Some people may be hesitant to express negative observations with everyone else around.
- Be sure to conduct this method before and after training, using the same questions. This will result in data from which you can more easily draw conclusions.

Guidelines for Designing

- Prepare a series of questions, statements, or topic titles designed to solicit input about training's impact on the job.
- Include a question asking participants to attach a confidence value (from 1 - 100) to their estimates.
- Ensure that the questions, statements, or topics cover only the tasks taught in the training and place them on flipcharts in each corner of a room. Ideally, place the flipcharts so they face each corner to minimize cross-group distractions.
- Invite a cross-section of employees who are representative of the whole training population.