



## Question Hat

### What is it?

A focus group technique in which papers with course objectives written on them are placed into a hat. Participants each take one piece of paper and write how well they can perform the task and the barriers to application they've encountered. They then put all the pieces of paper back in the hat and draw again until everyone has seen every objective.

### When can I use it?

- Before and after training to get a lot of qualitative data from a few employees.
- To evaluate interpersonal or conceptual skills.
- When you want employees to give honest feedback while remaining anonymous.

### Who does it?

- Trainers prepare the session.
- Employees participate by answering the questions anonymously.

### Cautions

- Some participants may be uncomfortable expressing themselves in writing.
- Participants may end up drawing the same paper many times, which slows the pace of this technique.
- You may get inaccurate conclusions because individuals are writing their observations.
- 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

- Use one full sheet of paper for every objective. Include each objective covered in the course.
- Include a question asking participants to attach a confidence value (from 1 - 100) to their estimates.
- Fold each piece of paper and write a number on the top.
- Invite a cross-section of employees who are representative of the whole training population.
- To ensure more anonymity, bring enough pens (all the same brand/color) for all participants.

*"It is not the answer that enlightens but the question."*  
*Eugene Ionescu*