The Alternatives to Violence Project in Namibia:

An Investigation of the Effects of the Basic Workshops on the Participants

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ABSTRACT

Objectives: To investigate the effects of the basic workshops of the Alternatives to Violence Project in Namibia on the participants. This is relevant because it ensures the quality of the workshops and gives suggestions for further implementation.

Methods: 20 workshop participants filled out a structured questionnaire consisting of quantitative and qualitative questions. The questionnaire assessed the participant's opinions and experiences of the programme, if the participants improved in self-reflection and if the participants practiced affirmation, built more community, improved their communication skills and resolved more conflicts non-violently. Changes in attitude, intention and behaviour were examined.

Results: The results showed an overall positive picture of the effects on the participants. Participants understood what the Alternatives to Violence Project is about and appreciated the programme. The quantitative data suggested that most participants improved in self-reflection, practiced affirmation, built more community, improved their communication skills and resolved more conflicts non-violently after attending the workshop. The qualitative data supports these findings but suggests that building more community must be considered with some caution.

Discussion: The results indicated that the workshops had affected the participant's attitudes, intentions and behaviours. Although the results should be interpreted with some caution they suggest that implementation of the basic workshops should be continued.

INTRODUCTION

Interpersonal violence in Southern Africa is of serious concern. Literature review shows that research focuses predominantly on domestic or intimate partner violence and sexual violence, violence against women and violence against children. In a 2002 survey across eight Southern African countries (Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, Zambia and Zimbabwe) Andersson, Mitchell, Scheepers and Goldstein found that 18% of women aged 16-60 years and 14% of men reported being a victim of partner physical violence in the last year. A study on the risk factors for domestic violence in South Africa (Jewkes, Levin & Penn-Kekana, 2002) shows that domestic violence is experienced by many women in South Africa, in marital, co-habiting and dating relationships: Lifetime prevalence of domestic violence was 24.6% and prevalence in the past year was 9.5%.

Besides intimate partner violence, literature reports about violence against children. Violence against children in Western and Southern Africa occurs most often in the family and home and in school (Zuberi, 2005). Violence in the family and at home includes physical (including corporal punishment), sexual and emotional abuse, neglect, and harmful traditional practices, amongst others. Violence in school means violence committed by teachers against students in the name of discipline; using methods of discipline that are not consistent with a child's dignity; verbal abuse; as well as sexual and physical harassment and abuse. The key problem in the school context is usually sexual harassment and abuse by male teachers against female students. This problem is also shown in a Zimbabwean study which reported cases of child sexual abuse committed by teachers in rural primary schools over an eight year period (Nhundu & Shumba, 2001). The study shows that 98% of the victims were girls, many between 11 and 13 years old while all perpetrators were male teachers. Penetrative sex was the most prevalent (70%) type of sexual abuse. Another study on child abuse in Zimbabwe shows that sexual child abuse is a serious problem and seems to be increasing (Meursing,

Vos, Coutinho, Moyo, Mpofu, Oneko, Mundy, Dube, Mahlangu & Sibindi, 1995). In a study on the risk factors for child rape among 14 to 30 year old school students in South Africa, Madu & Peltzer (2000) found that 54.3% of the respondents indicated any physical contact forms of sexual abusive experiences of participants before the age of 17 years with an adult or a person at least 5 years older or a person in a position of power. Here, no gender inequalities were found; the prevalence rate for males is 56% and for females 53.2%. Sexual violence is of particular concern in Southern Africa because of the high HIV/AIDS prevalence rate. Southern Africa is the world's most affected region with HIV and AIDS; more than 60 % of all HIV infected people are living in that region (UNAIDS/WHO, 2005).

The problems pertaining to violence in other Southern African countries are similar to those in Namibia, the country on which this paper focuses on. In 1990, Namibia gained independence from South Africa, after approximately 23 years of liberation struggle. The population is therefore affected by the history of fighting against the South African occupation and the violence inherent to the occupation itself. With gaining independence, the era of the South African Apartheid ended, which means that the discriminating laws against the non-white population were abolished. Namibia is ruled by a Multiparty Parliament and has a democratic constitution. Its capital is Windhoek. Since Namibia's independence, the official language is English. However, only about 2 % of Namibia's households use it as their main language. The main language of most Namibian households is Oshiwambo (48.5%) followed by Nama/Damara (11.5%) and Afrikaans (11.4%) and a variety of other languages and dialects (Government of the Republic of Namibia and the United Nations System in Namibia, 2004). This variety gives an idea of Namibia's multicultural society. Namibia's economy is mostly based on mining, fishing and tourism. The country is facing a high unemployment rate which, according to the Labour Force Survey in 1997, amounts to 34.5% (Jauch, n.d.). Namibia is classified as a lower middle-income country. Though, income

distribution is broad, which means that the inequalities of standard of living and quality of life are masked (Government of the Republic of Namibia and the United Nations System in Namibia, 2004). Namibia's most serious health issue is the HIV/AIDS prevalence. According to UNAIDS, WHO & UNICEF (2008) Namibia is facing a HIV/AIDS adult (15-49 years old) prevalence rate of 15.3%.

Similar to other countries in Southern Africa, Namibia is confronted with a high level of interpersonal violence. In Namibia, "physical and sexual violence against women and children is a serious concern" (UNICEF, 2006). This is in spite of Namibia's egalitarian constitution and laws, which legally protect women and children from violence (Zuberi, 2005). However, the Namibian Legal Assistance Centre (2005) declared violence against women and children as "one of Namibia's most severe human rights problems."

Violence against women often occurs in an intimate partner relationship. According to a study in 2004, published by the Ministry of Health and Social Services, 1 out of 3 (36%) ever-partnered women had experienced physical and/or sexual violence from a partner (Government of the Republic of Namibia and the United Nations System in Namibia, 2004). In a different study on domestic violence, social workers reported that the numbers of incidences are increasing (Legal Assistance Centre, 2005). Sexual violence against children is demonstrated by a study of the Ministry of Health and Social Services (2004). The study showed that 33, 3 % of the sample below the age of 15 reported that their first sexual experience occurred through the use of physical force. Other indication for the prevalence of sexual violence in Namibia's population (about 2 million citizens) is given by records from the Namibian police. More than 700 cases of rape and attempted rape are reported to the Namibian Police each year. According to experts only about one out of every 20 rapes that take place is reported to the police. (Legal Assistance Centre, 2005). Due to Namibia's high

HIV/AIDS prevalence rate, sexual abuse also plays a significant role in the transmission of HIV.

It can be summarized that several types of interpersonal violence can be found in Southern Africa. Sexual and nonsexual physical intimate partner violence and violence against children could be identified. In Namibia, physical and sexual violence against women and children are of major concern. Also, the Namibian history is characterized by violence which could still influence Namibia's society.

The Alternative to Violence Project

In order to address those problems pertaining to violence and to move towards a less violent society a holistic, practical and easily replicable approach was needed. The Alternatives to Violence Project (AVP) addresses these needs. It was developed in 1975 by the Quakers in order to reduce the high level of violence in Green Haven Prison, New York State. As a result of its success, it was soon implemented in other prisons and later in other setting such as schools. Since then, the Alternatives to Violence Project has become a global initiative.

In 2006, the P.E.A.C.E. Centre implemented the Alternatives to Violence Project in Namibia. P.E.A.C.E., which is an acronym for "People's Education, Assistance and Counselling for Empowerment", is a non-governmental organisation, centred in Windhoek. P.E.A.C.E.'s stated mission is "to understand, assess, and address the dynamics of violence and trauma as well as the impact of violence and trauma on people's lives in Namibia". This is achieved through the identification and development of appropriate psychosocial interventions. One of these interventions is the Alternatives to Violence Project.

The Alternatives to Violence Project is a learning programme, which provides training in non-violent conflict resolution. It addresses all kinds of violence assuming that the same strategies help in different conflict situations. Therefore, it is applicable in different

settings and for different groups of people. The project is based on the belief that there is a power for peace in everyone which has the ability to transform conflict. The main focus of the programme lies in learning through experience. Instead of teaching and providing answers it is assumed that, if motivated and guided, participants are able to find their own answers and solutions. The AVP workshops provide an environment to encourage that. The programme offers workshops on three sequential levels, namely, basic workshops – on which this paper focuses on -, advanced workshops, as well as workshops for trainers. Each workshops in Namibia takes two days, is free of charge and voluntary.

The aim of the Alternatives to Violence Project in Namibia is to transform the ways in which Namibians deal with conflict with an emphasis on reducing levels of violence. This should be achieved by empowering people to lead positive and productive individual and community lives through self-reflection, affirmation, community building, communication and non-violent conflict resolution.

Self-reflection is describing an inner process which is expected to further develop through attending the workshop. Self-reflection means thinking about ones own actions, thoughts and feelings. Being aware of them and understand how they can contribute to conflict is seen as an important factor in non-violent conflict resolution.

Affirmation, community building, communication and conflict resolution are the main group learning experiences on which the workshop activities are based on. Affirmation means recognizing the positive qualities in ourselves and others. Community building means contributing to a group of people so that its members, including oneself, feel safe, cooperate, respect and trust each other. Communication means being able to listen to each other and to be able to talk with clarity. And conflict resolution means that a solution for a problem is found through understanding the position of the other and without being violent. It must be noted that these concepts can not be seen as separate units but rather as interconnected.

The basic workshops follow the AVP Basic Manual. The manual offers guidelines and a variety of group activities to set up a workshop. It provides sample agendas which can and should be revised in light of the group's experience so far, present mood and needs. This undogmatic approach means that not all workshops are exactly the same but that they can be set up quite flexible. However, each workshop has the same structure and is based on the learning experiences affirmation, community building, communication and conflict resolution.

Each workshop has the following main structure. In the beginning of each workshop the facilitators welcome the participants and shortly introduce the Alternatives to Violence Project and the planned agenda of the workshop. The participants are asked to introduce themselves and a boundary agreement and housekeeping are discussed and determined. The workshop is divided into six sessions. Each session begins with an agenda review and closes with an evaluation. The evaluation will point out how the agenda needs to be revised to meet the needs of the group. Each session is made up from several activities, which are mainly based on the learning experiences affirmation, community building, communication and conflict resolution. Table 1 gives an overview of possible workshop activities.

Table 1

Overview of Possible Exercises in the Basic Workshop

Learning Experience	Example of Exercise
Affirmation	Affirmation Exercise: What I like about myself (see text)
	Poster (writing positive and true statements on each other's posters)
Community	Co-operative Construction Exercise: Broken squares (see text)
Building	Trust circles (person in the middle of group is gently pushed around with eyes closed)

Communication	'I'-messages (see text)
	Concentric circles (in pairs: one speaking about given topic other listens)
Conflict Resolution	Karate story (listening to a story in which a conflict is resolved)
	Role plays (practicing non-violent conflict resolution)

In an exercise, for example, which is mainly aimed to experience affirmation, one person is asked to talk three minutes about what he/she likes about him-/herself while another person is listening. Afterwards the partner will be introduced to another pair or the whole group. In a different exercise the '"I' message", a communication skill which is helpful in conflict situations, is taught and practiced. The "'I'-message" basically attempts to minimize blame by stating how one feels about a certain issue. The "broken squares" task is an example of a community building exercise, which should sensitize the participants to some of their own behaviour in solving group problems. Role plays, in which non-violent conflict resolution can be practiced, are also part of the workshops. After each exercise the group will process the experience together by, for instance, talking about the meaning of the exercise or sharing thoughts and feelings about the experience. Games called "Light and Livelies" are also part of the workshop schedule and provide energizing activity and humour. They also serve as icebreakers and community builders. The workshop closes with an overall evaluation of the experiences and a goodbye ceremony.

To ensure the quality of the Alternatives to Violence Project Namibia, it is necessary to get a picture of its effects. This is relevant for decision making for all parties involved: The Department of Prisons and Correctional Services, schools, individual participants, organisations who might want to participate in the future, sponsors of the Alternatives to Violence Project in Namibia and particularly P.E.A.C.E. as the initiator of this study.

The objective of this study is to gain insights into the effects of the basic workshops of the Alternatives to Violence Project in Namibia on the participants. To approach this, the first question of research is:

1. About what opinions and experiences do the participants report?

The second question investigates if the participants developed their ability to reflect on self:

2. Did the participants improve in self-reflection?

The following questions investigate the effects of the four learning experiences on the participants:

3. Did the participants practice affirmation?

    a) Did the participants change their attitude towards affirmation?

    b) Did the participants intent to affirm more?

    c) Did the participants affirm more?

4. Did the participants build community?

    a) Did the participants change their attitude towards building community?

    b) Did the participants intent to build more community?

    c) Did the participants build more community?

5. Did the participants improve their communication skills?

    a) Did the participants change their attitude towards communication?

    b) Did the participants intent to improve their communication skills?

    c) Did the participants improve their communication skills?

6. Did the participants resolve more conflicts non-violently?

    a) Did the participants change their attitude towards conflict resolution?

    b) Did the participants intent to resolve more conflicts non-violently?

    c) Did the participants resolve more conflicts non-violently?

METHOD

Participants

From September 2007 until October 2008 eleven basic workshops were conducted by the Alternatives to Violence Project Namibia. Three of the eleven basic workshops were conducted in prison and one was for women only. The other seven basic workshops were all mixed regarding to sex and age. People who were in the prison group, the women only group and people who followed the advanced workshop after the basic workshop were excluded from participation. This left 87 people on which this study focused on.

Phone numbers, and in some cases email addresses, were available to contact the workshop participants. Each participant was tried to approach up to five times via phone and, when possible, additionally via e-mail. This was rather challenging because most participants (49) were not within reach. From the 38 people who were successfully contacted, three people were not willing to participate. Eleven people did not show up to the set appointment or did not send the questionnaire back as agreed. Four others could not participate due to geographical and technical reasons (e.g. no internet available to send questionnaire online). The rest seemed gladly willing to participate. It was managed to reach about 23 % (n= 20) of the 87 workshop participants to serve as a sample for this study and about 53 % of the 38 successfully approached workshop participants.

Instrument

In order to gain more insight into the basic workshops a self-report, structured questionnaire was designed. The questionnaire had four main sections that contained questions on the following subjects:

Socio-demographic characteristics

The first section dealt mainly with demographic characteristics of the sample including age, gender, education level, location and language. It was also asked when the participants had taken part in the workshop. This allowed a description of the sample and served as a "warming-up" for the participants.

Opinions and experiences of the participants

The second section consisted of open questions that were meant to give a general picture of the Alternatives to Violence Project. Participants were asked what they thought about the Alternatives to Violence Project, they were asked about the most important thing that they had learned, if they had used what they have learned in the programme in their lives and if they had changed something in their lives after participating.

Improving self- reflection

The third section aimed to investigate if the participants had reflected more on self after participating in the Alternatives to Violence Project. This section, as well as the following, contained quantitative and qualitative questions. It was asked if the participants had thought more about their actions and if they had tried to think more before acting. Additionally, it was asked if AVP had helped them to understand themselves better and if it had helped them to understand how their feelings and thoughts can contribute to conflict. It was asked about what actions the participants had thought more, when they had tried to think more before acting, how AVP had helped them to understand themselves better and how AVP had helped them to understand how their feelings and thoughts can contribute to conflict. The quantitative questions were measured with a Likert-Scale, ranging from Strongly Disagree to Strongly Agree. Each question was followed by an open-ended question in order to gain more

in-depth information, to preserve the unique personal context of the respondent and to validate the former answer.

Practicing Affirmation, Building Community, Improving Communication Skills and Resolving Conflicts Non-Violently

The questions were posed along the four main elements of the Alternatives to Violence Project; practicing affirmation, building community, improving communication and resolving conflicts non-violently. It could not be assumed that the participants remember the name of those concepts. Therefore each concept was shortly described in order to get meaningful answers. In each subsection one main element was related to dialogue about new attitudes, dialogue about the intention to change behaviour and reported actions. Regarding affirmation this meant that the participants were first of all asked if they, after doing AVP, had better understood that it is good to recognize the positive qualities in others and why they thought so. After clarifying this change in attitude it could be asked if they had engaged in dialogue about this issue. The intention to change behaviour was measured by asking if, and if yes in what way, the participants had planned to recognize more positive qualities in others after doing AVP. Again it was asked if the participants had talked with other people about that matter. The next questions concerned the actual changed behaviour. It was asked if the participants had recognized more positive qualities in others after doing AVP and, when they agreed, what these qualities had been. The same questions were asked about affirming oneself. In this same line the dialogue about new attitudes, the dialogue about the intention to change behaviour and reported actions regarding community building, communication and conflict resolution were measured. Like in the former section the responses to the quantitative questions could be indicated on a Likert-Scale, ranging from Strongly Disagree to Strongly Agree. In the following open question the respondents could describe their given answer in

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more detail. To reduce confusion all questions in the questionnaire were phrased positive and rating scales were consistent. The questionnaire was designed with the input and judgement of former workshop participants and workshop facilitators. A pilot test was conducted.

Procedure

Eleven questionnaires were filled out in the P.E.A.C.E. Centre in Windhoek, Namibia. The participants were asked to read the front page of the questionnaire where confidentiality was assured and instructions for the questionnaire were given. When the instructions were clear the participants were left alone with the questionnaire in order to minimize social desirable answers. Privacy and a quiet atmosphere without distraction were secured. When the participants were not able to come to the P.E.A.C.E. Centre the questionnaire was sent by e-mail (2 responses), by fax (2 responses) or was brought to the participants (4 responses). In one case the questionnaire was collected in the Centre but filled out at home. In these circumstances the participants were asked to fill them out in a quiet atmosphere without being distracted. Participation was voluntary and no incentive was provided.

RESULTS

Socio-demographic characteristics

Table 2 shows the characteristics of the sample. The mean age was 25.45 years; ranging from 17 to 56 years and men and women were almost equally represented. Grade 12 was the reached by 95 % of the participants and 85 % of the participants are most comfortable with the English (some in addition to another language). This indicates that participants should not have had a problem filling out the questionnaire. Also the place where participants lived most of their lives and the date of the attended workshop is represented in table 2.

Table 2

Socio-Demographic Characteristics of the Sample (n=20)

	n	%
Sex		
Male	9	45 %
Female	11	55 %
Age		
17 - 19	6	30 %
20 - 29	10	50 %
30 – 39	3	15 %
59	1	5 %
Date Workshop		
September 2007	4	20 %
November 2007	3	15 %
February 2008	1	5 %
March 2008	5	25 %
October 2008	7	35 %
Language		
English	9	45 %
English and other language	8	40 %
Afrikaans	4	20 %
Oshiwambo	3	15 %
Rukwangali	1	5 %
Other (Afrikaans, Khoekhoe-Gowab & Oshiwango)	3	15 %

Education		
Grade 12	19	95 %
Grade 4	1	5 %
Place		
Windhoek	8	40 %
Windhoek & Omusati region	1	5 %
North of Namibia*	6	30 %
Oshana region	3	15 %
Omusati region	1	5 %
Kavango region	1	5 %
Otjiwarongo	4	20 %
Keetmanshoop	1	5 %

* 10 % did not further specify

Opinions and experiences of the participants

What do you think about AVP?

Half of all respondents answered that the Alternatives to Violence Project is about preventing violence or solving conflicts in a non-violent way. Also, it is often mentioned that AVP is about building a better society (30 %). The answer "It is a very educate programme and essential to the Namibian society as a whole in our fight toward promoting a culture of non-violence" summarises those two points. Other comments stated that AVP helps people, that it should be spread to more people, that it is something new and that it is "an eye opener programme especially to the people who are working direct with communities". Half of the responses included an explicit positive judgement like "AVP is a very good thing …". No

negative judgements were given. All in all it can be said that the participants think very positive about the Alternatives to Violence Project.

What is the most important thing that you have learned in AVP?

The most important thing that participants stated to have learned in AVP was non-violent conflict resolution. This and something related was reported by 18 of the participants (90%). Eight participants (40 %) mentioned strategies taught in AVP, such as using the "I-message" (4 responses) or "communication" (5 responses). Others answered, for example, "respect, trust and responsibility and cooperation", "…that we always have a choice" or "to get to know myself beter…".

Did you use what you have learned in AVP in your life?

All of the participants agreed that they had used what they have learned in AVP in their lives. Some respondents explained their answer more in detail adding comments such as "My decisions and my interaction with others have changed" or "I have by practicing it at home with my kids".

Did you change something in your life after doing AVP?

Also here all participants agreed that they had changed something in their lives after doing AVP. Most of the participants gave a definite statement that they had changed something whereas two people were not completely convinced about it stating "Not much but I know myself better and can grow to be a better person" and "Okey … not completely but at some point when I'm in the middle of trouble I think of it". Some participants pointed out that they had changed the way they look at and/or handle conflicts. Participants reported, for example, "I changed the way I look at other people and the way to handle situations that my lead to

violence or conflict" or "Seriously I stopped being violent". Others became "more considerable", "more patient" or respect other people and the own person more.

Improving self-reflection

Table 3 shows that all participants stated to have thought more about their actions after attending the workshop. Half of all participants thought more about actions which might affect others or themselves negatively like "fighting and acting immaturely" or "being aggressive". Four participants (20 %) reported to have thought more about how to handle these situations (e.g. "…Walk away and calm down"). Another four participants (20%) thought more about their future plans (e.g. "… Thinks like for example planning the goals in my life"). Other responses were "How to be in society. Helping, advising." and "to talk about AVP more so that it will help people as it helps me".

Tabel 3

Participant's Quantitative Responses to Questions assessing Improvement in Self-Reflection

Self-reflection	Strongly Disagree	Disagree	Don't know	Agree	Strongly agree
Thinking about actions	--	--	--	35 %	65 %
Thinking before taking action*	--	--	5%	30%	60%
Self-understanding	--	--	10%	40%	50%
Understand how feelings contribute to conflict	--	--	5%	45%	50%

| Understand how thoughts contribute to conflict | -- | 5% | 5% | 40% | 50% |

* 5 % did not respond

The participants (90%) also indicated that they had tried to think more before they act after doing the workshop (Table 3). Half of the responses emphasize that participants do so in critical situations before, for example, engaging in "…That type of actions that can left scars behind…". In three of those answers participants mentioned that they had tried to think more when they experience certain feelings like "when I am furious, angry, mad and sad. And stressfull". Other answers (30 %) focused on the time like "everytime everyday" or more precisely "before taking any action you have to think carefully".

Understanding oneself better was another aspect of investigating if the participants had reflected more on self after attending the workshop. Table 3 shows that this seemed to be true for 18 participants. The explanations were quite diverse. Three participants reported that this is because they have learned about their strong and weak points in AVP (e.g. "to know who I am and what am I good at and again about my weakness"). Other respondents answered "that I am a simple person but can do better", "it make me more open" or "by thinking before I act". Other responses contained, for example, aspects of AVP like "listen more" which do not give a clear answer to the question.

Furthermore table 3 shows that the participants, besides one who did not know, stated to have understood how feelings contribute to conflict. The participant who did not know explained "But we did a role play and it also involved how feelings can contribute to conflict. That helped me understand how feelings can contribute to conflict but I don't think it was enough". Some others mentioned role play as well. Half of the participants responded that feelings can contribute to conflict by controlling one's own feelings. They, for example, said "You feeling can contribute to a conflict by putting them to practice towards a positive

reaction. THANK YOU STILL !!!" or "Being a short temper, this can contribute much and I came to a point of controlling it some how". Others reported more specifically how they have been controlling their feelings like "to calm down when conflict occurs and think over it, why, how it has happen" or "when I speak out how I feel about a certain thing done during a conflict" which is called the "I-message". 25 % of the respondents also stated what negative feelings can contribute to conflict (e.g. "When your sad or angry that might contribute to conflict cause you want your anger out.").

Besides understanding how feelings can contribute to conflict, it was asked if AVP has helped the participants to understand how thoughts can contribute to conflict. Eighteen participants agreed. One of the meaningful answers here was "When you have negative thoughts it causes you to be negative allowing for conflict to build. through AVP I have learned this". Besides some other similar responses participants reported that "it taught me that the way one comprehends a conflict situation has an effect on the way you deal/react towards" or "AVP helps me to respect other people's thoughts, its only then that my thoughts can avoid conflict".

Practicing Affirmation

The attitude regarding affirming others seems to have changed. Table 4 shows that every one of the participants agreed to have better understood that it is good to recognize the positive qualities in others after doing the workshop. When asked about the reasons, answers could basically be classified into three categories: Six participants thought that it is good for the person who affirms others (e.g. "to learn more and copy good examples" or "It helps you deal with other people better). Five participants thought that it is good for the other person (e.g. "It is a way of boosting a persons self esteem" or "To motivate them on their strong points"). And three participants thought that it is good for both parties involved (e.g. "For better

understanding of each other, and realizing that others can do things, it enables us to value each other, and promoting the spirit of togetherness.". After clarifying if the attitude regarding affirming others has changed it was asked if the participants had talked with other people about that. 65 % "agree" and 35 % "strongly agree" with that they had engaged in dialogue about this new attitude.

Tabel 4

Participant's Attitude, Intention and Behaviour regarding Affirmation after the Workshop

Affirmation	Strongly Disagree	Disagree	Don't know	Agree	Strongly agree
Attitude					
Affirming others	--	--	--	15 %	85 %
Affirming oneself	--	--	--	15 %	85 %
Intention					
Affirming others	--	5 %	5 %	50 %	40 %
Affirming oneself	--	5 %	--	55 %	40 %
Reported actions					
Affirming others	--	5 %	5 %	60 %	30 %
Affirming oneself	--	--	5 %	35 %	60 %

* 5 % did not respond

The attitude towards affirming oneself has changed in the same way as towards affirming others; Table 4 indicates the result is the same. When asked to motivate why it is good to recognize positive qualities in oneself, it was seven times stated that it enhances one's self understanding (e.g. "So that I can understand my self better…") and six times that

it enhances one's confidence (e.g. "And you will also believe in yourself more and you will be confident in whatever you do"). Five other people indicated that doing so has helped them to improve themselves (e.g. "Because it makes me a better person"). 50 % of the participants "strongly agree" and 50 % "agree" that they had engaged in dialogue about affirming oneself. They had talked mostly with friends and relatives about this issue but also community members and colleagues were mentioned.

18 participants agreed with that they have intended to affirm others more after attending the workshop (see Table 4). To clarify those responses it was asked in what way they had planned to do so. Most of the meaningful answers (10 responses) were associated with getting to know and understand other people better through communication. Participants thought that one must take a closer look in order to recognize more positive qualities (e.g. "stop judging a book by its cover"). Other plans were linked to positive thinking like "By adjusting myself to be positive minded" or similar. Most of the participants agreed – 45 % "agree" and 15 % "strongly agree" - that they had engaged in dialogue about their intention to recognize more positive qualities in others. 25 % "don't know" and 15 % "disagree".

The answers to the question about the participant's intention to affirm oneself were similar to affirming others. Here nineteen participants agreed, whereas one participant disagreed. The latter motivated her answer by saying "I cannot plan to recognize positive qualities into me. Is other people should do that I think". However, this was the exception. The most upcoming method to plan to affirm oneself was self-reflection (7 responses). Participants said that they do so "by acknowledging my strength" or "by being more open and honest with myself and to get to know myself". A specific strategy to reflect on one's positive qualities was given by a participant saying "I draw myself on a paper and start to brainstorm my positive qualities". Others said that they had planned to affirm themselves by positive thinking or by communication with others. However, not all responses here were

meaningful. 45 % of the participants "agree" and 15 % "strongly agree" that they had talked with others about their plan to recognize more positive qualities in themselves. However, 30 % "disagree" and 10 % "don't know".

As table 4 shows 18 participants reported to have affirmed others after attending the workshop. Participants recognized qualities like not being selfish, good listening skills, honesty, beauty, kindness, respect, care, creativity, helpfulness or trust. There was little overlap between the answers. Although most people listed those specific qualities, there were two slightly different comments saying "That most of them are good people trying to be bad" and "The caring nature of the people, though were against me".

19 participants reported to have affirmed themselves more often after doing AVP. A positive quality which was reported several times (5 responses) is having communication skills. Some other respondents (3 responses) said to have leadership qualities. Other mentioned qualities were, for example, self-esteem, reliability, care, innovativeness, helpfulness, the ability to resolve conflicts, "my respect for other people's choices despite our differences…", "the ability to overcome my weakness" and to be "…able to change my bad habits and also that I don't need to make up excuses to do things. And also that I'm able to teach what I have learned".

Building community

Table 5 indicates that the attitude regarding building community has changed after the workshop. All participants agreed to have better understood that it is good to build community. Fourteen participants even strongly agreed. When asked why it is good to build community half of the respondents stated that building community creates unity and living together in peace and harmony in a healthy and caring society. One respondent said that "The community is the base of everything. If we can help educate children about violence, alcohol

then we would have better citizens. Citizens that can build up a country." Furthermore, building community was seen important to achieve common goals and "To communicate more with each other. In that way people can share ideas." (4 responses). 45 % "strongly agree" and 45 % "agree" that they had talked about this issue with others whereas 5 % "don't know" and 5% "disagree".

Tabel 5

Participant's Attitude, Intention and Behaviour regarding Building Community after the Workshop

Building community	Strongly Disagree	Disagree	Don't know	Agree	Strongly agree
Attitude	--	--	--	30 %	70 %
Intention	--	5 %	10 %	35 %	50 %
Reported actions *	--	5 %	5 %	60 %	20 %

* 10 % did not give an answer

The results moreover indicated that the intention to build community after doing the workshop has changed (Table 5). When asked how the participants planned to build community most of the responses (13) contained that they had planned to do so by promoting a culture of trust, respect and cooperation. Some people said that they had planned to gather people together (e.g. building a youth group), speak about problems and give advice (e.g. "… To tell the young to behave well eg if they are smoking etc"). One participant "wanted to hand out flyers with non-violence messages on them. Or flyers with positive phrases and encouraging words. But paper is expensive and people will just throw the flyers around". After clarifying their intentions it was asked if they had engaged in dialogue about those. 40

% "agree" and 25 % "strongly agree" that they had talked with other people about their plan to build community. 10 % "don't know" and 25 % "disagree".

It was reported that 80 % of the participants had made efforts to build community. When asked how they have built community not every answer was meaningful. In some cases future tense was used and in other cases it was unclear if their efforts were a result of AVP or if they had engaged in community building activities already before attending AVP. However, other participants responded, for instance, that they "promote peace, love, respect, happiness and non-violence" or build community "by just talking about AVP when ever I am with a lot of people". Others mentioned elements learned in AVP like "I taught my friends and family how to use the 'I message' " or "Try talking about something before taking action".

Improving Communication Skills

The results indicated that the participant's attitude towards communication had become more positive after the workshop (see table 6). Most of the participants (9 responses) said that it is good to communicate with other people because it helps to understand each others point of view (e.g. "It help you better understand the person/situation rather that just to assumptions"). It is also stated (3 responses) that one can share ideas and learn from one another (e.g. "for ideas and to find out what really is the main problem that you need to focus on"). Others mentioned that it promotes strong relationships, development and peace. 45 % "strongly agree" and 50 % "agree" that they have engaged in dialogue about this topic. 5 % "don't know".

Tabel 6

Participant's Attitude, Intention and Behaviour regarding Communication after the

Workshop

Communication	Strongly Disagree	Disagree	Don't know	Agree	Strongly agree
Attitude	--	--	--	25 %	75 %
Intention	--	--	--	35 %	65 %
Reported actions *	--	--	5 %	50 %	40 %

* 5 % did not give an answer

Additionally, table 6 shows that participants had intended to communicate better with other people. When asked in what way they had done so, a lot of the participants (8 responses) emphasize that they planned to listen more often and/or attentively. They stated, for instance, "When we communicating / talking, give each other a chance to talk" or "Being a better listener is sometimes more important than talking only and not paying attention to what the other party has to say.". Other skills learned in AVP - the "I" – message, showing respect, building relationships, solving conflicts, and affirmation– were mentioned as well (7 responses). 35 % and 25 % of the participants respectively "agree" and "strongly agree" with that they had talked with other people about their plans to communicate better. On the other hand 30 % "disagree" and 10 % "don't know".

The results show that the participants have improved their communication skills (table 6). Half of the respondents reported that they had communicated better because they listened more often and more attentively to others. In addition, a few answers (3 responses) contained that they had done so in a nonjudgmental and respectful manner. The response "I let people

finish what they have to say without interfering. And by not asking questions or saying things that might degrade or belittle a person" included those two main points.

Resolving Conflict Non-Violently

Table 7 shows that the attitude towards non-violent conflict resolution has changed. Participants (10 responses) motivated their answer by saying that no one gets hurt when a conflict is resolved non-violently (e.g. "Because no one will feel offended or being hurt"). Another upcoming explanation (3 responses) is that violence does not solve any problems, like for instance "Through violence nothing is resolved more tension is rather build in the process and resulting in continuation of the violence". Two participants also stressed that resolving conflicts non-violently will build good relationships. When asked if the participants had engaged in dialogue about non-violent conflict resolution 55 % "strongly agree", 40 % "agree" and 5 % "disagree".

Also, the intention to resolve more conflicts non-violently after doing the workshop was strengthened (see Table 7) The missing response was probably a mistake because the respondent agreed in the following answer by saying "By communicating & try to understand well; both parties involve; By having time for one another and not by thinking that by fighting one can resolve a situation". Some other responses were similar to this one, stressing the plan to understand the whole conflict (6 responses). Other participants explained what they specifically had planned to do in order to resolve a conflict non-violently. Most of them were associated with communication (11 responses) like speaking in a calm or assertive way and using the "I"-message. Others said to calm down or to "think before reacting with care and respect for others". 45 % "strongly agree" and 40 % "agree" that they had engaged in dialogue about their intention to resolve more conflicts non-violently. 10 % "disagree" and 5 % "don't know".

Table 7

Participant's Attitude, Intention and Behaviour regarding Non-Violent Conflict-Resolution

after the Workshop

Non-Violent Conflict Resolution	Strongly Disagree	Disagree	Don't know	Agree	Strongly agree
Attitude	--	5 %	--	10 %	85 %
Intention *	--	--	5 %	30 %	60 %
Reported actions	--	--	--	50 %	50 %

* 5 % did not give an answer

Furthermore, the participant's behaviour in a conflict seemed to have changed. The results show that all participants reported that they had resolved more conflicts non-violently after attending the workshop (see table 7). In order to gain more information it was asked what conflicts they had resolved and how they had resolved those conflicts. The participants equally reported about conflicts they had been involved in themselves and conflicts in which they had been involved as the third party. In some cases this was not clear. Participants mentioned conflicts about money, misunderstandings, domestic arguments, attacks and street fights. A lot of respondents (7 responses) mentioned conflicts within the family. Others reported conflicts between friends (4 responses), conflicts in the neighbourhood and/or conflicts with people they did not know (4 responses). Several participants (8 responses) answered that they had resolved the conflict by talking calmly with the other/s party/parties or giving advices. In some cases (3 responses) participants reported that they had tried to understand the situation. One person, for example, had talked about a situation with her son at home. She said that they solved a bothering situation in a "calm and healthy way" instead of

fighting, adding that "that was a milestone". She explained that the conflict was resolved "By communicate, understand what his views where, In what I was explaining to him that positive things can even be born after 10 years & that he should not think that's it's over; there is a light shining" . In other cases (5 responses) the conflict was resolved through separating the two parties or running away. One participant answered that he resolved "arguments that would have resulted into serious fights" by "controlling the way I am transformational power". Also the "I"-message was used when a participant had a misunderstanding.

DISCUSSION

The results in this study showed an overall positive picture of the effects of the basic Alternatives to Violence Project workshops. The reported opinions and experiences have clearly represented this. Participants thought positive about the Alternatives to Violence Project and understood that it is basically about non-violent conflict resolution and building a better society, which are in fact the general aims of the programme. Non-violent conflict resolution was the most important thing learned. All participants agreed to have changed something in their life after doing the workshop and apply what they have learned.

The results showed that the participants improved in self-reflection. Almost all participants indicated that they had begun to reflect more on self after attending the Alternatives to Violence Project workshop. Participants thought more about their actions, especially about actions which might affect others or themselves negatively. Also, the majority thought more before they act after participating in the programme. This is mainly in critical situations. The results showed that the participants have better understood themselves. They have understood how their feelings can contribute to conflict. This is mostly explained by understanding that one is able to control one's own feelings. The participants also indicated that the Alternatives to Violence Project has helped them to understand how their

29

thoughts can contribute to conflict. Those results regarding self-reflection give a clear picture on how the Alternatives to Violence Project has changed the participant's view on themselves, their understanding of their behaviour and cognitions. Additionally, this result was reconfirmed by other responses on the questionnaire, even though it was not explicitly asked about self-reflection. For instance, the most upcoming method to plan to affirm oneself can be summarized as self-reflection (like reflecting on one's strong and weak points). Also participants explained that affirming oneself is good because it helps to understand and improve oneself.

Furthermore the results showed that participants had practiced affirmation after attending the workshop. All participants reported to have better understood that affirming others and themselves is good for oneself, others or the interaction between people. A lot of responses indicated that it motivates others and oneself to use one's positive qualities in order to strengths the self image and understand and accept oneself or others better. Everyone has positive qualities on which one should focus on. This is in line with the project's assumption that all people are actually good and have the ability improve on their weakness to become a better person. Recognizing this in yourself and others contributes to a non-violent society. It was also shown that participants not only had changed their attitude towards affirmation but also speak about it with other people who haven't followed the course. In this way the message is spread and reaches more people. The intention and the actual action to affirm other and oneself were in line with the attitude; almost all participants had the plan to affirm more and also reported to have implemented this plan. Also here most of the people engaged in dialogue about affirmation. The plan to affirm others more were most frequently associated with getting to know and understand other people better through communication. As mentioned earlier, the most upcoming method to plan to affirm oneself was self-reflection.

Interestingly, communication and self-reflection were also mentioned by the participants when not explicitly asked about it. This shows the importance of those themes.

Moreover, the results demonstrated a change in attitude regarding building community. All of the participants agreed to have better understood that it is good to build community. This is mostly explained by saying that it creates a better society. Almost everyone has talked about this issue with others. Most of the participants had planned to do so by promoting a culture of trust, respect and cooperation. Also here the majority has engaged in dialogue about this plan. Additionally, the majority indicated to have made more efforts to build community after the workshop. However, when asked how they do so it was not always clear if their reported actions were the result of the workshops or if they had engaged in community building activities already before the workshop.

The results also showed that the participants have improved their communication skills after attending the workshop. It was better understood that it is good communicate. A lot of participants explained that it has helped to understand each others point of view. All participants have planned to communicate better with other people and almost everyone agreed to have actually communicated better. Listening and other specific communication skills learned during the workshop were mentioned here. Participants have engaged in dialogue about communication and their plan to improve their communication skills.

This study investigated the effects of the basic workshops of the Alternatives to Violence Project in Namibia on the participants. The study gave insights about the effects; it showed what the participants think of the programme, what they have learned and how they have changed. Also, the goals of the workshop were achieved. Therefore, the study makes a relevant contribution to the Alternatives to Violence Project in Namibia. The positive

feedback gives enough reason to continue implementing the basic workshops of the Alternatives to Violence Project in Namibia.

Confidence in the reliability of these findings lies in the variety of questions which cover all important aspects of the workshop. Before measuring self-reflection, affirmation, community building, communication and conflict resolution it was useful to ask general questions about the participant's opinion on the Alternatives to Violence Project and about the experiences the participants have made. This ensured that the participants were still familiar with the Alternatives to Violence Project. These questions also gave an unbiased picture of what the participants remembered and applied without being exposed to the concepts, and their descriptions, used later on in the questionnaire. Additionally, the combination of quantitative and qualitative research methods has been advantageous to this study. The quantitative responses gave a clear, structured picture of the effect of the Alternatives to Violence Project and the qualitative responses provided more in depth information and validate the quantitative questions.

However, the results must be interpreted with some caution. The questionnaire relies on self report which can be biased by social desirability. This is even more risky when asking about sensitive topics (like in this case about violence) or when the respondent thinks that he/she has something to loose (like in this case possibly not being invited for the advanced workshop). Though, the latter is not likely because data was collected by the independent researcher and not by an AVP facilitator who decides on the workshop level. It was also explained that data will be held confidential and anonymous. And it could be assumed that socially desirable answers could be detected by asking the general, open questions in the beginning and the more specific questions afterwards.

A related issue is that change in the participants relied on self report and was measured by retrospective questions. This means that it was assumed that the participants

would have been able to retrospect how they had thought and behave before and after the workshop. A more reliable method to investigate change is conducting a pre- and a post-test by which the findings do not need to rely on retrospection. However, since the workshops have already taken place without a conducted pre-test this design was not possible to realize. For future research this might be a valuable suggestion. In addition, one might want to compare the experimental group with a comparison group in order to make more inferences about the workshop. In this case this was not feasible because of, among other things, the small sample size. A bigger sample size would also be needed for comparing pre- and post-test in the future and is desirable for replications of this study. In order to enhance the sample in further research it is suggested to invite the participants immediately after the workshop to join the study so that the researcher will not face the difficulty to get hold of the participants.

In this case, a sample size of 20 was satisfying. The sample size represented 23 % of all workshop participants relevant to this study and 53 % of the successfully approached workshop participants. This and the unambiguous findings of the study make it possible to generalize with some certainty to other participants in the mixed and basic only workshops. However, when looking at the characteristics of the sample it is conspicuous that almost all participants reported grade 12 as their highest grade in school. This could mean that most of all workshop participants reach grade 12 and that the sample is representative for the study. In this case it would be interesting for the Alternatives to Violence Project in Namibia to focus on less educated people as well. Another explanation could be that the sampling is biased. In this case the results only speak for the more educated participants. To face those inconsistencies in the future it is recommended to ask the participants several background questions after each workshop. Besides the highest grade in school it would be interesting to know if participants hold a diploma in higher education. Also it should be clarified if the participants have already engaged in community building activities before the workshop

since the results were not completely articulate. Additionally, it should be pointed out that the period between the workshops and the study differ. It might be that the effects on the participants change over time. It is therefore suggested to conduct each survey after the same amount of time.

It can be summarized that for replication of this study the following suggestions can be made. It is advised to ask for background information after each workshop and invite the workshop participants immediately after each basic workshop to fill out the questionnaire in, for instance, three month.

The study provided a clear positive picture of the effects of the programme on the participants. Even though these striking positive findings were found, the overall aim of AVP Namibia to transform the ways in which Namibians deal with conflict with an emphasis on reducing levels of violence should be seen more sceptical. The high prevalence of interpersonal violence in Southern Africa is complex and cannot be described by one factor. The Government of Namibia and the United Nations System in Namibia (2004) state in their Country Assessment that "The root causes of violence against women and children in Namibia are cultural acceptances of such violence, negative cultural attitudes toward the roles of women and children in relationships that view them as second-class citizens, poverty, slow economic growth and job creation, the lack of education and the inadequacy of policy frameworks and institutional capacities to deal with the violence and alcohol abuse" Therefore, it cannot be expected from a programme like the Alternatives to Violence Project to change a whole society. Nevertheless, it can contribute to building a better society. This study showed that this is possible.

The study has met its demand of giving a picture of the effects of the basic workshops. This was explored by answering the research questions. The participants have

positive opinions about the Alternatives to Violence Project and reported about lasting experiences. The participants have improved in self-reflection. And the participants have promoted affirmation, have improved their communication skills and have resolved more conflicts non-violently. Participants have changed their attitudes, intentions and reported to have changed their behaviour. Additionally, participants were still familiar with the content of the programme, have used learned strategies and have spread the message of the Alternatives to Violence Project outside the workshop by engaging in dialogue with others. These findings all sum up to one positive picture. Based on these results it is suggested to continue with the basic workshops of the Alternatives to Violence Project in Namibia. It is promising that it also works for other parts of the country. In that manner it contributes to the overall aim of the Alternatives to Violence Project Namibia to transform the ways in which Namibians deal with conflict with an emphasis on reducing levels of violence. Thinking in an even wider sense the Alternatives to Violence might make valuable contributions to the development in whole Southern Africa.

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Appendix

Questionnaire used in this study filled in with all given responses

Dear participant,

Some time ago you participated in the Alternatives to Violence Project (AVP). To get a picture about your opinion on AVP we would like you to answer the following questions. Honest responses would be very helpful for the improvement of AVP. Your information will be held in confidence. Participation is voluntary and anonymous.

Many thanks for your time.

Instructions:

Please decide if you (strongly) agree or (strongly) disagree with each statement or if you do not know the answer. You do that by ticking the appropriate box. Please make sure that you tick one box for each statement. Please give an answer to all questions. When blank space after a question is provided please use that space for explaining your answer.

1.	When did you participate in AVP?	2. September 2007 -1- 3. Sept-Oct 2007 Döbra -2- 5) march 2008 -3- 6) November 2007 -4- 7.) October 2008 -5- 8. February 2008 -6- 10. The year 2008 October 17-18 (via email) -7- 11. October 2008 (via email) -8- 13. October 2008 -9- 14. 17-18 October 2008 -10- 15. last year 2007 (Sept 07) -11- 16.) 7-9/3/08 (questionnaire filled out in Otjiwarongo) -12- 17.) 7-9/3/08 (questionnaire filled out in Otjiwarongo) -13- 18. 7-9/3/08 (questionnaire filled out in Otjiwarongo) -14- 19.) 7-9/3/08 (questionnaire filled out in Otjiwarongo) -15- 20.) 17-18 Oct 2008 -16- 21.) 17-18 Oct 2008 -17- 22. Nov. 07 -18- 23. most probably Nov 07 -19- 24. 28-30 September 2007 (not filled out in peace; she received questionnaire via fax in Rundu and brought it filled out to the peace centre) -20-
2.	What is your sex?	2. male 3. female 5. female 6. male 7. female 8. female 10. male 11. male 13. female 14. female 15. female 16. male 17. male 18. male 19. male 20. female 21. female 22. female 23. male 24. female
3.	How old are you?	2. 23 3. 30

		5. 39
		6. 29
		7. 31
		8. 56
		10. 21
		11. 22
		13. 28
		14. 19
		15. 27
		16. 17
		17. 18
		18. 19
		19. 18
		20.) 20
		21. 29
		22. 18
		23.) 23
		24. 22
4.	What was your highest grade in school?	2. grade 12
		3. grade 12
		5. grade 12
		6. grade 12
		7. grade 12
		8. grade 4 (std.2)
		10. grade 12 year 2004
		11. grade 12
		13. grade 12
		14. grade 12
		15. grade 12
		16.grade 12
		17. grade 12
		18. grade 12
		19. grade 12
		20. grade 12
		21. grade 12
		22. grade 12
		23. a B in Environmental science [-> 12]
		24. grade 12
5.	In which place have you lived most of your life up to now?	2. Katutura (WHK)
		3. Windhoek
		5. Windhoek
		6. Ongwediva
		7. Windhoek
		8. WHK, Nam
		10. 89 % Windhoek and 11% Oshakati
		11. Windhoek
		13. north of Namibia
		14. Windhoek
		15. In the Omusati region, Nothern part & Windhoek

		16. Otjiwarongo
		17. Otjiwarongo
		18. Otjiwarongo
		19. Otjiwarongo
		20. I lived in the north since I was born until 2003 than I moved to Windhoek
		21. Oshakati – Oshana Region
		22. Keetmanshoop
		23. Oshakati]
		24. Rundu Town
6.	What language are you most comfortable with?	2. English
		3. English
		5. oshiwambo and English
		6. English
		7. English
		8. Khoekhoe-Gowab
		10. English, English, English
		11. English
		13. Both, English and oshiwambo
		14. English
		15. English
		16. Afrikaans & English
		17. Afrikaans & English
		18. English & Afrikaans
		19. Afrikaans & English
		20. English
		21. Kwanyama & English
		22. Afrikaans
		23. Oshiwango
		24. Rukwangali & English

7.	What do you think about AVP?
	2) Its good. It is a programme that builds society in a positive way.
	3) helping people to be a better person in life
	5. I think AVP to be centraised ? to each and everybody in our nation, communities etc
	6. it's a very interesting program/project and I'm sure if it's well implemented it will help and change a lot of people
	7. is all about community building, peace
	8. I think it's a good idea that AVP must keep-it up and grow
	10. The Alternatives to Violence is / was / designed / intended to assist in men and women in developing non-violent **strategies** to manage their personal, social and emotional experiences.
	11. AVP have alternative interventions towards creating a peaceful and joyful world.
	13. AVP is great, because it is the first of its kind that I've known
	14. It is a very educative programme and essential to the Namibian society as a whole in our fight toward promoting a culture of non-violence
	15. I think it is an eye opener programme especially to the people who are working direct with communities

	16. I think AVP is a good thing, to influence people to reduce violence in their life. AVP also learn us a lot of things, that you never even heard of. AVP is also the solution to violence. 17. I think that it's a great project, which is raising awareness. It educated people that problems can be solved in a non-violent way. 18. It is one of the solution of violence taking place around us. 19. It's a great project that should be shared with all 20. AVP is a very good thing because it educate people on how to prevent violence which will make our country better 21. I think that AVP is doing well to reduce the violence actions in our society 22. I think AVP is a great program because it learns you more about violence 23. Is a project helping Namibians/people young and old on how to solve conflict in a non-violent way and I think they are doing a great job 24. I think that in 3 to 4 years to come the AVP must try recurte? Their trainer and also give more information about violence
8.	What is the most important thing that you have learned in AVP? 2) The causes of violence and its effects. 3) respect, trust and responsibility and coorperation 5. I message 6. I learned that violence is not always the answer. And that we always have a choice 7. communication 8. How to prevent violence and hoe to solve issues in a non-violent manner 10. *To have Peace* , and I also learned how to *adjust* my level of communication, especially through the I message ….. 11. Applying I messages towards conflict resolution 13. Resolving conflict nonviolent 14. I learned that violence is not the answer, there are better ways to solve problems/conflicts 15. conflict resolution 16. The most important things I have learned is affirmation, co-operation, communication, transforming power and conflict, community building. Those all inspired me in my life. 17. Communication, transforming power, violence ain't the only way of solving a problem. 18. That violence is not the solution. 19. To get to know myself beter and resolve and/or avoid conflict. 20. I learned how to listen to others peoples opinion. I learned how to deal with my problem without commiting violence 21. To solve problems peacefully not using force 22. The different types of violence and how you can avoid it 23. Using the I-message 24. I learned more things but the most important is how to solve someones problem and how can you understand other peoples personal issues
9.	Did you use what you have learned in AVP in your life? 2) Yes! I mostly shared it with young man in the community 3) yes 5. yes 6. yes I did in many way. And I stil use what I have learned in many situations!

	7. yes 8. YES; I have by practicing it at home with my kids. 10. I use it most of the time and even speed some time teaching my younger friends in the location on how to live a peaceful life with each other,, Im busy organizing a young street football team and the first lesson is <u>DICSIPLINE</u>// 11. Yes, Almost everyday 13. Yes. My decision and my interaction with others have changed. 14. yes 15. very much especially in my workplace 16. Yes, well not everything, but some of it. For example like co-operation and affirmation and transforming. 17. Yes, I have. 18. Affirmation 19. I have used the I message several times and has had quite a positive outcomes 20. Yes I did and it change my life know I'm good 21. Yes. I was in the North conducting workshop and my participants happen to argue and I make it peacefully 22. Yes of cause and it helped me a lot 23. Yes I used it and still does at school (polytechnic) and I have even introduced it to many people as well 24. Yes
10.	Did you change something in your life after doing AVP? 2) Yes a lot! My way of looking at conflict has totally changed 3) yes 5. yes 6. I changed the way I look at other people and the way to handle situations that may lead to violence or conflict 7. yes, I have resolve a conflict non-violently 8. YES; from what I've learned and my mindset got a better understanding 10. I changed my passion; I had this hyper passion with but now I am more stable and really put myself together before I can go on to decide on what with applying the activity. 11. Yes, resolving conflict had become an easier thing to do. 13. Yes. I have become more considerable. 14. Yes 15. yes 16. Yes I did. My attitude towards the people who care for me totally changed. I am more sweeter than before. I communicate a lot with them. 17. Yes, I'm more patient with people now. 18. Okey…not completely but at some point when I'm in the middle of trouble I think of it 19. Not much but I now know myself better and can grow to be a better person 20. Yes I did I can avoid a violent situation and it also open me up know I can do something for the people 21. Yes. I always remember what Dina, Francina, Ben, Boby told us whenever I am in conflicts. 22. Seriously I stopped being violent 23. Yes, respect others and myself. their opinions. 24. Yes

<table>
<tr>
<td colspan="6" align="center">**Affirmation**
Affirmation means recognizing the positive qualities in ourselves and others.</td>
</tr>
<tr>
<td>11.</td>
<td>After doing AVP I better understand that it is good to recognize the positive qualities in others.</td>
<td>Strongly disagree
☐</td>
<td>Disagree
☐</td>
<td>Don't know
☐</td>
<td>Agree
☐

15 %</td>
<td>Strongly agree
☐

85 %</td>
</tr>
<tr>
<td>12.</td>
<td colspan="6">Why do you think that it is good to recognize positive qualities in others?

2) you start valueing others
3) because it might also help you to set better qualities from others.
5. simply because you will learn the things that you do not know before. You also remember what you know, but you never use it
6. it will help them to think twice before doing or commiting something bad. Also to help them notice that they are better people
7. to learn more and copy good examples
8. So that they'll also recognizing the positive qualities in me.
10. – (strongly agree)
11. For better understanding of each other, and realizing that others can do things, it enables us to value each other, and promoting the sprit of togetherness.
13. Its good because its help the person to use his/her positive qualities
14. It helps you deal with other people better.
15. because once you recognize the positive qualities in others it is very easy to understand them and respect their feelings and ideas
16. Because it shows a lot of respect to other who communicate with others. It also motivated others who see a positive quality in others to communicate more.
17. It is a way of boosting a persons self esteem.
18. To motivate them on their strong points
19. We all have positive qualities in us, recognizing them in others is a blessing as it helps you learn and understand others better
20. Because good things bring peace and happiness and is the only way forward
21. For you to respect others, helping each other, supporting and caring for one another
22. Because it's not always good or right to only see wrongs or negative qualities in others while the positive is there
23. So you get to learn something new and how others think
24. Because in other ways the same problem can also happens to you again</td>
</tr>
<tr>
<td>13.</td>
<td>I have talked with other people that it is good to recognize positive qualities in others?</td>
<td>Strongly disagree
☐</td>
<td>Disagree
☐</td>
<td>Don't know
☐</td>
<td>Agree
☐
65 %</td>
<td>Strongly agree
☐
35 %</td>
</tr>
<tr>
<td>14.</td>
<td>After doing AVP I better understand that it is good to recognize the positive qualities in myself.</td>
<td>Strongly disagree
☐</td>
<td>Disagree
☐</td>
<td>Don't know
☐</td>
<td>Agree
☐
15%</td>
<td>Strongly agree
☐
85%</td>
</tr>
<tr>
<td>15.</td>
<td colspan="6">Why do you think is it good to</td>
</tr>
</table>

	recognize positive qualities in yourself?					
	2) it builds a good self image about yourself 3) In community you must be an example to others. You must set better goals for yourself. 5. simply because you shall change for good 6. it will be easier to recognize them in others also. And you will also believe in yourself more and you will be confident in whatever you do 7. ? good manners and honestly people will learn comm., I feel proud that I am someone with? 8. Because it makes me a better person 10. This pushes up the self esteem to do more or eventually go an extra mile for other in doing them good. 11. To boost up my level of confidence within myself, and recognizing that I have a very important role to play, I need to realize that I have value. 13. It helps me to appreciate the area of my life where I can do better 14. It helps you understand yourself … To build a better love for yourself and accept the way you were made. 15. because it is easy to understand myself and accept myself as I am 16. To prevent others and yourself from doing wrong things in your life. To also make life more interesting without bad things happening. 17. So that I can use them to the maximum and also improve on my weak ones 18. To build up positive selfesteem 19. It not only helps you understand yourself better but also helps you grow into a better person 20. In order for me to know myself and I can use them to make my life better 21. Whenever you want to do something you should have self confident. with that you can make it 22. Because the positive qualities is rather good than negative qualities. Because the positive will make you a positive being 23. You get to know and understand yourself more 24. So that I can understand my self better, to know whats good and bad to me					

16.	Have you talked with other people that it is good to recognize positive qualities in yourself?	Strongly disagree ☐	Disagree ☐	Don't know ☐	Agree ☐ 50%	Strongly agree ☐ 50%

17.	To whom did you talk about that it is good to recognize positive qualities in yourself? 2) young men in my community that abuse drugs and alcohol 3. my friends and people in my community 5. to my children, to my neighbors 6. mostly my close family and friends and also my colleagues who asked about the project 7. I have talked to some of the family members 8. With my sister and kids 10. My boss at work and he was happy to even hear that there are programs like AVP around my country. 11. My fellow colleges in the community 13. to teenagers who find it hard to discover positive qualities in themselves 14. My sister (siblings), My cousins, My friends

	15. During workshops that I conducted I happen to share with participants 16. With my friend I trust the most and my girlfriend and my mum 17. my friends, my peers 18. Some friends but mostly with my relatives 19. To my sister and a close friend of mine 20. To my friends 21. My friends. The people who attend the workshop in the North. Owgediva, Oshakati, Eenhana and yuiapi? 22. With my friends my brothers and sisters as well as my parents 23. to my fellow house and class mates 24. I talk to my sister, brother, friends and to my parents						
18.	After doing AVP I planned to recognize more positive qualities in others.	Strongly disagree ☐	Disagree ☐ 5%	Don't know ☐ 5%	Agree ☐ 50%	Strongly agree ☐ 40%
19.	In what way did you plan to recognize more positive qualities in others? 2) by recognizing the good things they do 3. be responsible to others. Setting better goals for themselves what they want to achieve in life 5. simply because of their help, friendly and their good action 6. through communication even though some people find it difficult to open up to others 7. through communication and conflict resolution 8. to understand them better and to get to know them 10. In a peaceful way 11. Will interact more with others, people from all walks of life. 13. in interaction with others, the way they see things and their reaction. 14. Stop judging a book by its cover 15. During conversations and interactions 16. By being more polite and kind to others and talking to them about AVP (disagree) 17. It is a way of improving or boosting a persons confidence. 18. By adjusting myself to be positive minded 19. By seeing not only the bad in people but the good as well. 20. by talking to them and I take them out spend the day together and let them do what they want and what they are good at. 21. When they are yelling something doing something ..? the way to see the quality of the person 22. By just seeing the good things in others and talk good about them 23. Talk to them more ..?, being friendly and listening carefully to what they are saying 24. I talk to my neighbour about my plan and they were very much happy about it					
20.	I have talked with other people about my plan to recognize more positive qualities in others?	Strongly disagree ☐	Disagree ☐ 15%	Don't know ☐ 25 %	Agree ☐ 45%	Strongly agree ☐ 15%
21.	After doing AVP I planned to recognize more positive qualities in myself.	Strongly disagree ☐	Disagree ☐ 5%	Don't know ☐	Agree ☐ 55%	Strongly agree ☐ 40%
22.	In what way did you plan to recognize more positive qualities in yourself?					

	2) by acknowledging my strengths 3. being with the people in community, how I behave in the comm.. exploring better ideas 5. in the way not to fall in angry, not to blame anybody 6. through positive thinking. And that I'm able to influence others to change their ways 7. by using peaceful words especially through conflict resolution 8. By being more open and honest with myself and to get to know myself 10. In a peaceful way as well and I mean by being clear with yourself in what measurements to take next. 11. Will put myself to the test. 13. the way I communicate with others 14. By analysis & understanding my characteristics 15. when I reflected at things about myself 16. With great responsibility comes great personality. That was my logo. 17. Allow people to do different tasks by doing this you will see what they good in? 18. By trying to look for another alternative rather than violence 19. By learing to understand myself better to be best I can be 20. The way are that I go to visit different people and I ask them how they feel about me and to describe me I let them say what they want. 21. I cannot plan to recognize positive qualities into me. Is other people should do that I think (disagree) 22. By just being positive and to do whats always right. 23. Have time to myself, being alone by myself and just talk to myself 24. I draw myself on a paper and start to brainstorm my positive qualities					
23.	I have talked with other people about my plan to recognize more positive qualities in myself.	Strongly disagree ☐	Disagree ☐ 30%	Don't know ☐ 10%	Agree ☐ 45%	Strongly agree ☐ 15%
24.	Did you recognize more positive qualities in others after doing AVP?	Strongly disagree ☐	Disagree ☐ 5%	Don't know ☐ 5%	Agree ☐ 60%	Strongly agree ☐ 30%
25.	What positive qualities did you recognize in others after doing AVP? 2) that everyone is valueable 3. behaviours change, communication skills improved, sharing better ideas for better future, respect 5. they are not selfish 6. good listening qualities, not letting other people influence them in a bad way 7. co-operation, kindness listening and more communication, trusting 8. Bout that man can communicate well, if you understand each other 10. Knowledge of understanding; Trustworthiness; Commitment; Positive thinking 11. Honest, Faith, Peace, Openness, Beauty 13. respect, kindness, warmth and love 14. The caring nature of the people, though were against me 15. that some people are good at mediation when there are conflicts 16. I really think there was no changes I saw. It is still the same. (disagree)					

17. Some people have a way making you happy. Some people are encouraging.
18. That most of them are good people trying to be bad
19. The little things they do for me even though they have other better things to do. Their helpfulness, their kindness
20. They are able to help others to avoid violence and they can understand others
21. That everyone has an idea, to bring something to the nation. Everyone's opinion should be listened to be useful
22. By just seeing the good. What they're worth. (don't know)
23. They like their self, the believe in their opinions and don't let others to put them down
24. I think I can even be able to quide others in the ..? way when ever they are wrong

26.	Did you recognize more positive qualities in yourself after doing AVP?	Strongly disagree ☐	Disagree ☐	Don't know ☐ 5%	Agree ☐ %35	Strongly agree ☐ %60

27.	What positive qualities did you recognize in yourself after doing AVP?

2) that I have the ability to overcome my weakness
3. behaviour, communicating skills, always wants to help where needed, respect (Don't know)
5. positive qualities & recognize is not to be selfish
6. that I'm able to change my bad habits and also that I don't need to make up excuses to do things. And also that I'm able to teach what I have learned
7. I can able to communicate with others
8. That I'm a well communicater & that I can do well in community projects, upliftingment & so on
10. Self respect. My leadership qualities increased by 50%
11. Innovative, strong, reliable

13. my respect for other people's choices despite our differences I start to focus on positive qualities in myself than before
14. I am beautiful, inside & outside Caring, loving & thoughtful
15. Not taking things personal I always look at things and accept the way they are
16. My self esteem increased to a level that I didn't expect.
17. I can make people listen to what I am saying. I can be a successful leader.
18. That life is more fun without violence involve
19. My listening abilities (good listener) helpfulness and kindness and ability to resolve conflict
20. I can help people to understand things I have a leadership qualities, people likes me and they says I'm a person for people
21. Yes, comments from others make me to see my qualities
22. That I'm a very strong girl. And that I have many positive qualities in me.
23. I'm a good listener, I have potential of solving others problem. I don't give up. Can work on more 2 things at the same time
24. Now I can overcome my own problem even not to for counseling.

Community Building
For AVP community is a group of people in which its members feel safe. The members cooperate (work together), respect and trust each other.

28.	After doing AVP I better understand that it is good to build community.	Strongly disagree □	Disagree □	Don't know □	Agree □ %30	Strongly agree □ %70
29.	Why do you think that it is good to build community? 2) for a healthy society 3. from better community the future oriented goals will be set. From strong communities more leader will come up 5. it is good to build the community because if always people are fighting, one day the will tribalion and civil war 6. so people can trust and look well after each other. And also for the younger generation to grow up in a safer community with strong mentality. To minimize domestic violence and child abuse. 7. every community member need safety and security 8. To have a better community & a safe one in order to add to a healthy community & by so doing our communities be growing to a plus 10. Communication with neighbors., RESPECT, Community Group Discussions; Community Parents meeting. And Child welfare. A community also needs activities and productive team participants to keep a project development on track. 11. Community plays a major role in everybody's life. 13. people help one another and work together, so I feel it is good in building community because they start to care for each other 14. So that we can live together peacefully, in a harmonous manner 15. For the community to be able to work together in a good spirit and achieve goals 16. To communicate more with each other. In that way people can share ideas. 17. The community is the base of everything. If we can help educate children about violence, alcohol then we would have better citizens. Citizens that can build up a country. 18. To understand what the other person ment, not just jumping into conclusions 19. It helps create unity amongst people and help the community to grow as one, allowing people to live in peace together 20. I think it is good because you make them feel safe wanted and feel at peace and they will make a difference and help on another 21. To help one another. When someone fall you are there to lift him/her 22. Because I'm the community and I can see that we as the community is at a down fall. 23. So we can cooperate to achieve common goals that we have 24. Because in a community its good, more people, can come and sit together and work together as one group					
30.	I have talked about it with others that it is good to build community.	Strongly disagree □	Disagree □ %5	Don't know □ %5	Agree □ %45	Strongly agree □ %45
31.	After doing AVP I planned to build community.	Strongly disagree □	Disagree □ %5	Don't know □ %10	Agree □ 35%	Strongly agree □ %50
32.	How did you plan to build community?					

| | 2) I wanted to start a youth gathering
3. as I were working with adults and disadvantaged groups of young people I tell them about cooperation, to build trust and respect in communities
5. to stop violence if others are not understand each other. To tell the young to behave well eg if they are smoking etc
6. to continue what I have been doing which is mobilizing people about HIV/AIDS though another organization which I'm part of. (3)
7. by cooperating with one another, protecting each other and trust one another
8. Bring the mothers & children all together; chat about matters that will grow our people; By means I'm trying to chat to youngsters bout alcohol use; how to minimize it
10. I planned to build a community in so many ways in my life… I did Community talent shows , Community Soccer tournaments,,. Community debates,., Community hiv/aids fund raising events., and im still planning to organize more to develop any Namibian developing community….   Please contact me ..
11. – (Don't know)
13. I have planned to build community both materially and morally
14. I am planning to promote a culture of non-violence and by showing same love and respect to the lesser advantaged. I go play with the cancer children at central hospital on Saturday.
15. Making them understand the importance of respecting and trusting one another
16. To change some bad things I did in to good things AVP taught me.
17. I wanted to hand out flyers with non-violence messages on them. Or flyers with positive phrases and encouraging words. But paper is expensive and people will just throw the flyers arounds
18. That to give the other person a chance to air his views
19. By starting small first amongst my friends and see how that goes before moving on.
20. I started a youth group where we talk about how we can help each other to build the community and to educate others about the effect of violence
21. By giving information how we should help each other to make our community as one family which will work together in each aspect
22. (disagree)
23. Solving conflict between people.
24. I can call the community people man & women, young & old to come together and discuss their issues | | | | | |

		Strongly disagree	Disagree	Don't know	Agree	Strongly agree
33.	I have talked with other people about my plan to build community.	☐	☐ 25 %	☐ 10 %	☐ 40 %	☐ 25 %
34.	After doing AVP I make efforts to build community. 10 % no answer	Strongly disagree ☐	Disagree ☐ 5 %	Don't know ☐ 5 %	Agree ☐ 60 %	Strongly agree ☐ 20 %
35.	How do you build community? 2) im attending a mans group every Wednesday whereby we come together to build each other 3. we gather together and set our aims what we need gain respect, trust and cooperation and what we want to achieved in lifes 5. for example in the area I stay, I use to call people, most women, to tell the how they help themselves stop stress, fighting, drinking alcohol etc 6. I sometimes talk to my neighbors kids when they want to involve themselves in fights and encourage them to play football (3) 7. I will start with family members then neighbors and will teach them how to work together (no					

reply)

8. In my suburb I've got young stars close to 26?, whom I interact with in a daily basis, where I strongly comdem alcohol use, and I talk to them about negative issues concerning

10. *I did Community talent shows , Community Soccer tournaments,,. Community debates,., Community hiv/aids fund raising events., and im still planning to organize more to develop any Namibian developing community....   Please contact me ..*

11. I will speak out my mind to everyone in our community, tell them what I feel, the importance of loving each other as human beings.

13. I have told people in our community that to build our community we need to identify the need of each one of us

14. Promote peace, love, respect, happiness and non-violence

15. By participating in decision making processes and community meeting and share my knowledge (no reply)

16. By just talking about AVP when ever I am with a lot of people

17. I taught my friends and family how to use the "I message"

18. Try talking about something before taking action.

19. Not really my community but building our friendship with my friends letting out friendship grow stronger and more stable by listening more to them and trying to better understand them.

20. By talking to them and tell them to stand up for their rights

21. We as people are killing each others for political reasons. I advice them to build their community with love, respect and dignity as one nations.

22. (disagree)

23. – (agree)

24. Every person in a community must come up with any idea and set up our roles that can be followed each community

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Communication
Communication means being able to listen to each other and to be able to talk with clarity.

36.	After doing AVP I better understand that it is good to communicate with other people.	Strongly disagree ☐	Disagree ☐	Don't know ☐	Agree ☐ 25 %	Strongly agree ☐ 75%

37.	Why is it good to communicate with other people?

2) for ideas and to find out what really is the main problem that you need to focus on

3. we communicate to understand each other, to share ideas and issues

5. I help you to know that you are not alone in that situation, eg even a bad situation. Helps you to know new good things

6. Because mostly people tend to disagree cos of a lack of communication. It's good to communicate to get each others points of view.

7. because it brings most of the things which are related to one another eg problems

8. To know how they feel about a situation and also do one learn from them, their views how they see & understand suturn? situations.

10. To gain in on more interpersonal skills,People that know each other communicate better

11. Communication is a key to development and establishing peace.

13. It is only through communication that one may get the position of another in the issue or in a matter that may be there

	14. eg You can learn/hear how you make others feel 15. Because communication is the only way people can share with others about what they feel and need 16. to share more ideas and experience people in different ways 17. It is a way of understanding other people better. Without communication we can not do anything successfully. 18. To have a clear view over a certain point. 19. It help you better understand the person/situation rather than just to assumptions. 20. You gain a lot from others 21. To have strong relationship between you. 22. Communication is very need, in order to communicate you should also communicate with others 23. To be able to understand each other's opinion. 24. For you to find out what bad or good things different people are having.					

38.	I have talked with other people that it is good to communicate.	Strongly disagree ☐	Disagree ☐	Don't know ☐ 5 %	Agree ☐ 50 %	Strongly agree ☐ 45 %
39.	After doing AVP I planned to communicate better with other people.	Strongly disagree ☐	Disagree ☐	Don't know ☐	Agree 35 %	Strongly agree ☐ 65 %

40.	In what way did you plan to communicate better with other people? 2) by building relationships and by listening 3. first you have to listen to others opinion before commenting on it 5. in the way of the I message 6. First is to respect each others opinions and to accept that we are all from different backgrounds. And also to listen more and make my points clear when talking 7. through radio, telephones, face to dace and through an internet 8. I'm more open & feel also free no boundaries as it was in the past; Visiting family members just for communicating; even travel to do so 10. In a peaceful respectable and understanding manner.. 11. Think before you could talk, have affirmation in your self. 13. In any way that needs communication because we need to communicate better no matter how simple the case may be 14. Communication is a two way thing so now I know its not always good to be doing the talking you have to give others a chance too 15. Listen attentively and believe in them 16. By socializing more with others 17. Solving problems. Solving disputes. 18. Affirming them. 19. Being a better listeners is sometimes more important than talking only and not paying attention to what the other party has to say. 20. The people that I did not like to communicate with know I do communicate with them 21. When ever doing or build a community there will be no strange words toward my co-community 22. Talk to them and also by listening to them.

	23. When we communicating/talking, give each other chance to talk. 24. To call them and have a small discussion about AVP and tell them more things about it					

41.	I have talked with other people about my plans to communicate better.	Strongly disagree ☐	Disagree 30 %	Don't know 10 %	Agree 35 %	Strongly agree 25 %
42.	After doing AVP I communicate better with other people. 5 % no answer	Strongly disagree ☐	Disagree ☐	Don't know 5 %	Agree 50 %	Strongly agree 40 %

43.	In what way do you communicate better with other people? 2) I listen more, ask questions more and give input if necessary 3. opinions must be set and after each person opinion we as community have to decide whats good 5. in the way of visiting them, greeting them if we are in the same way, in taxi etc 6. I let people finish what they have to say without interfering. And by not asking questions or saying things that might degrade or belittle a person 7. cellphone chating and face to face 8. Without boundaries I do that since; By even join a strong church prayer group, whereby this or by joining them this thing of communicating has a …? …? 10. In a clear way…. The right form of communication e.g (language , Writing , Vision or Motion) 11. – (Don't know) 13. I listen attentively to others and I make my point clear 14. Be a good listener 15. By not judging them or thinking that I'm better than them 16. I talk to every friendly person who is kind and loving 17. I listen to people and try to understand them better. U can only resolve a problem when you have fully understood the problem. 18. I gave the people to talk about their side of the story. 19. I talk more and listen to what they have to say and point out my view/opinion without downgrading or deswising? Their view/opinion. 20. I listen to them even if I know is not good or it is 21. I talk peacefully to everybody in order to achieve our aim 22. By talking to them and listen to what they have to say to me. 23. You listen first to what they have to say and then you talk to them in a polite way back. 24. Call a meeting at my house and some of them they can not talk or say something unless they write

	Conflict Resolution Resolving a conflict nonviolently means that a solution for a problem is found without being violent. All people involved understand the position of the other. Together they find a solution.

44.	After doing AVP I better understand that it is good to resolve conflicts nonviolently.	Strongly disagree ☐	Disagree 5 %	Don't know ☐	Agree 10 %	Strongly agree 85 %
45.	Why is it good to resolve conflicts					

nonviolently?

2) it builds good relationships
3. violence will never solve problems, its better to solve conflict nonviolently
5. simply because you stop or? you help a person who was in trouble
6. violence does not solve anything, it just brings more heartaches and hatred to peoples live. Violence also leads to death and suicides
7. because no one will feel offended or being hurt
8. In order not to touch others dignity (being person) & also to maintain a open channel all times; By so doing our communities will be better living places.
10. In decreases the risk of anyone getting hurt. Saves Life and help create a reasonable understanding between the two parties.,./
11. Violence is never OK!
13. It is good because the conflict is solved without anyone being hurt and in the procces is the transformation of power
14. It leaves less people hurt
15. Because when resolving conflict unviolently it helps build a good relationship afterwards
16. It is not always good, because you will also end up in a conflict if you try to resolve it so its better to talk to them after the conflict (disagree)
17. Violence is bad, it is dangerous. People get hurt physically.
18. Because violence might have a bad result.
19. Through violence nothing is resolved more tension is rather build in the process and resulting in continuation of the violence
20. Violence will be prevented
21. It is good, there is no beating insulting, harming. You'll be happy all together.
22. In that way no one gets hurt and there will be peace afterwards.
23. To understand each other and to avoid further conflicts or getting violent.
24. Because if you are solving it nonviolently no other problems can come after the conflicts

46.	I have talked with other people about that it is good to resolve conflicts nonviolently.	Strongly disagree ☐	Disagree 5 %	Don't know ☐	Agree 40 %	Strongly agree 55 %
47.	After doing AVP I planned to resolve more conflicts nonviolently. 5% no answer	Strongly disagree ☐	Disagree ☐	Don't know 5 %	Agree 30 %	Strongly agree 60 %

48.	In what way did you plan to resolve conflicts nonviolently?

2) I try to understand what really is the problem. AND I talk about it
3. find out causes of conflict, find ways to overcome the causes, come up with better solutions or problem solving ways
5. In the way of speaking with peace voice
6. By letting people know that crime does not pay. And that violent people lose respect from the community
7. by listening and treating every body equally also make them understand
8. By communicating & try to understand well; both parties involve; By having time for one another and not by thinking that by fighting one can resolve a situation. (47. no answer)
10. *In a clear way…. The right form of communication e.g (language , Writing , Vision or Motion)*
11. I will think before reacting with care and respect for others.
13. I will find ways which are convincing and are not hurting any part involving in the conflict

14. By communicating to my fellow people

15. Just to get in as a third party and not being one sided

16. Well I haven't seem or have been in conflicts. But my way to resolve conflict is by just separating both from each other (don't know)

17. using the "I message"

18. To look for other alternative

19. By trying to get both parties to understand why the other feels the way they do and help them understand that just because you differ in opinion it does not mean you have to get violent to get your opinion/view heard

20. By letting people to cool down so we talk and by understanding them

21. By intermediate, listen the problem before any actions and think.

22. By talking in a assertive way with the person and try to do it non-violently.

23. I take a deep breath, talk slow and think what I will have to say before I say it.

24. If a teacher try to beat a learner in a classroom and I am also a learner in the same class, I will just tell a teacher that beat me first before hitting the first learner it will make the teacher to be confused and after on a teacher will just change his/her mind that I will not beat any one.

49.	I have talked with other people about my plan to resolve more conflicts nonviolently.	Strongly disagree ☐	Disagree 10 %	Don't know 5 %	Agree 40 %	Strongly agree 45 %
50.	After doing AVP I resolve more conflicts nonviolently.	Strongly disagree ☐	Disagree ☐	Don't know ☐	Agree 50 %	Strongly agree 50 %

| 51. | What conflicts did you resolve?

2) mostly at home when conflicts arise I try to resolve them

3. quarreling, problems facing in neighborhood, money problems

5. attacked by botsotsos

6. mostly domestic conflicts and some involving my friends

7. A sister was trespassing?? On a wet floor

8. Even a situation in house with my children. My son sitting and talking about a "suturn? (Certain?) situation" that was bothering; instead of fighting & quarrel we solve this matter in a calm & healthy way; That was a milestone

10. Street Fights , Taxi Fights, and Animal fights-my Dogs and the Neighbors'

11. Arguments that would have resulted into serious fights.

13. the conflict I resolve recently was between my cousin and security ..? conflicts between siblings, mate and conflicts between other and my.

14. I was accused wrongly for say something I didn't say.

15. conflicts with my family members and with my colleagues at work

16. I resolved conflicts between my mum and my sister. When they start I always take my sister for a walk and leave my mother alone far from my sister. And between me and my girl.

17. A fight between schoolmates. A fight between me and a friend.

18. There are girls staying behind who are throwing stone at our roof till they ended up argueing with my mom.

19. Two of my friends had a disagreement and instead of letting them resolving it with fist had a talk with both of them and had to sit down talk man to man and got them to resolve the issue

20. I privent people to fight

21. My participants in the North having different political interest. I made it.

22. I resolve conflict between me and my sister. She always yelled at me so one day I told her |

	very peacefully that I don't like. And so she said she is sorry. 23. Misunderstanding. 24. A wife and a husband was fighting and a man try to kill a wife, so they are my neighbour I went their and call a husband and told him that if you kill your wife youre kids will be suffer from hungry
52.	How did you resolve those conflicts? 2) By communication, talking about it 3. conflicts occurs in 2 to many people so bring them together, find out causes, what needs to be done to solve from both sides. Communication is a better problem solving skill 5. I run away 6. By letting them know that they won't get any rewards or certificates through violence 7. I told them to wait until the floor is a bit dry. As I used peace words they agree 8. By communicate, understand what his views where, In what I was explaining to him that positive things can even be born after 10 years & that he should not think that's it's over; there is a light shining 10. By getting involved in the conflicts and I physically had to be the centre of attraction. By mentioning the word STOP more than once; 11. Controlling the way I am transformation power 13. I try to understand the ground of each of them and try to convince all parts to have respect for each others feelings 14. I just listened to the person accusing me, smiled and told them very light & calmy that I didn't say that 15. I negotiated with them, talked to them in a very calm way and I also facilitated the processes 16. I separated my sister from my mother. And I just start talking about other issues when I start arguing with my girlfriend. 17. I talked to them, asked them why they wanted to fight and I told that it wasn't worth the trouble. 18. I manage to get her away from them and convinced her to report to police for them to intervene 19. Two of my friends had a disagreement over the ones girlfriend. The one guy ..? called the others girlfriend and this caused a quarrel. 20. I talk to them and I took one of them from the place where they where 21. By telling them that politic it is not to hate, killing, but just a choice, like you choose to eat fish and one meat. 22. A fighting between me and my sister. ↑ 23. Using the I-message. 24. I took the wife at our place and we watch TV & drink tea latter on she just stop crying and start talking other things

		Strongly disagree	Disagree	Don't know	Agree	Strongly agree
53.	After doing AVP I think more about my actions.	☐	☐	☐	35 %	65 %
54.	About what actions do you think more? 2) what I should do especially if I am upset. Walk away and calm down 3. the changes that will be done, convert plans that are set into action start working on them 5. to talk about AVP more so that it will help people as it helps me					

6. I think of how my actions are gonna hurt me in the future and my loved ones. And how they might influence my younger siblings.

7. not to jump into conclutions

8. Personally, I never think of taking actions; that were taboo; that of my life; health & my children ("Better living actions (thinks that has causes that")

10. – (agree)

11. Transforming power.

13. the actions that are more likely to affect others and those may have serious effect in the community

14. About the effect will be my actions/words will have on others

15. not getting violently or shouting at others

16. The way I do may? Thinks like for example planning the goals in my life

17. Fighting and acting immaturely.

18. Thing which might have a negative result

19. The little things I do like when with my friends we make jokes that hurt others I still do it but try not to get personal or downgrade others

20. On what to do next

21. How to be in society. Helping, advicing.

22. Being aggressive

23. They way I act to a certain problem that ma arise and when someone did something to me which I don't like.

24. To stop someone from killing someone and those who want to beat their wives

55.	After doing AVP I try to think more before I act. 5 % no answer	Strongly disagree ☐	Disagree ☐	Don't know 5 %	Agree 30 %	Strongly agree 60 %

56.	When do you try to think more before you act?

2)when I am upset

3. before taking any action you have to think carefully (Nr 55 no answer)

5. is when somebody come to you with intention of fighting or practicing bad things

6. I'm not sure if it was after AVP but I try to think more now before I act (Don't know)

7. the next day after doing AVP

8. Even in a very difficult situation, I just don't stood up and do, when there is luds involve "lifes". That type of actions that can left scars behind I think over; try to get a clear pict.

10. When you are in a hurry, or late for work,., when you see that trouble is about to take place in that certain area of your condition.

11. Everytime everyday.

13. when my action needs the consideration of others

14. Thinking before I speak

15. the moment I receive the information

16. When I am in serious problems with others and handling problems

17. Before starting a pointless fight.

18. When I am amongs people who mostly contributed to my successes

19. whenever I try to do something which might offend someone I make sure that its worth the trouble even though sometimes I still do it knowing it might cause tension but then I at least know how to solve it.

20. All the time

21. Immediately if some problem rise. Immediately if someone approaching you.

	22. When I'm angry. 23. When I am furious, angry, mad and sad. And stressfull 24. When a person who is fighting having a knife, gun or a Panga					
57.	AVP helps me to understand myself better.	Strongly disagree ☐	Disagree ☐	Don't know 10 %	Agree 40 %	Strongly agree 50 %
58.	How does AVP helps you to understand yourself better? 2) that not everything is resolved through conflict 3. not just to make any decision first have to think of the better ways before action 5. AVP helps me to see inner? man? Of me myself 6. I really don't know because naturally I always understand myself (3) 7. I was a person who cannot listen, communicate 8. I mingled with people with diff. views; strong views, thinks that I was struggling with & didn't know how to get and off, or where to go for help & for workshop whom to talked too, come to light in the "projects" that I attend. 10. Grow better in, and chase what life all about (PEACE) 11. Affirmation 13. it helps me to understand myself in way that I understand others and I understand how my decision making may result in conflict 14. I am a better person now: - listen more, . anti-violence, - happier (Don't know) 15. to know who I am and what am I good at and again about my weakness 16. By those 5? Aspects we learned. I took all in considerations. 17. I now know my best quality and what my weak points are. 18. When ever I'm in trouble I sometimes think back of other alternatives 19. It helps me understand my limits and what to do when I have reached them 20. It make me more open 21. That I am a simple person but can do better. 22. By giving me all kinds of ways about violence and in which ones I was involved. 23. By thinking before I act. 24. First before AVP training I was a person who use to become angry so quickly and imagining bad things, like killing myself, but now I can to think about that					
59.	AVP helps me to understand how my feelings can contribute to conflict.	Strongly disagree ☐	Disagree ☐	Don't know 5%	Agree 45 %	Strongly agree 50 %
60.	How does AVP help you to understand how your feelings can contribute to conflict? 2) that feelings makes you lose control of yourself 3. to calm down when conflict occurs and think over it, why, how it has happen 5. to resolve the conflict 6. But we did a role play and it also involved how feelings can contribute to conflict. That helped me understand how feelings can contribute to conflict but I don't think it was enough (3) 7. when I speak out how I feel about a certain thing done during a conflict 8. The plays we perform in makes a huge contribution how we act in this life plays at the					

workshop. And the workshop "in plays" was a life drama – feeling inside u kept for a long time (period)

10. You feeling can contribute to a conflict by putting them to practice towards a positive reaction. THANK YOU STILL !!!
11. AVP have a powerful model.
13. If I am not considerate enough, my feeling can contribute to conflict
14. It taught me not to take everything personal as it may accelerate the conflict
15. Being a short temper, this can contribute much and I came to a point of controlling it some how
16. That when people argue about stupid thing I think that it is useless
17. Now I control my feelings
18. You might feel bad when someone said something and you might want to take revenge.
19. Negative feelings can contribute to conflict so whenever I'm feeling negative I try to be with positive people as positiveness radiates on to you and helps you get to be more positive avoiding conflict
20. They talked to us through a game
21. If you feel you are right every time it can contribute as every one think he/she right rather than to prove yourself wrong
22. When your sad or angry that might contribute to conflict cause you want your anger out.
23. Control my anger.
24. By taking someones problem and try to take it as if its your or my own problem

61.	AVP helps me to understand how my thoughts can contribute to conflict.	Strongly disagree ☐	Disagree 5 %	Don't know 5 %	Agree 40 %	Strongly agree 50 %

62.	How does AVP help you to understand how my thoughts can contribute to conflict?

2) just forgot about it
3. to think positively and only act on what is good
5. is to give the advise or physical help and spiritual
6. This happened after a story which one of our trainers read to us. It was about a person who was thinking of solving a situation with conflict
7. no one will know what are you thinking about only when you speak out your feelings
8. As I've mention earlier on , thoughts can be deserving, you can think what is not the issue/situation & that can also cause or bring a conflict situation. Only you thought, because maybe of lack of communication, that also can be.
10. By putting them to practice towards a positive reaction. THANK YOU STILL !!!
11. Ditto
13. AVP helps me to respect other people's thoughts, its only then that my thoughts can avoid conflict.
14. It taught me that the way one comprehends a conflict situation has an effect on the way you deal/ react towards it.
15. Sometimes you think about something happened to you and get angry with people involved then this contribute to inner conflict.
16. The way and the wrong words people say to each other are sometimes unnecessary.
17. It is very import to controle your thoughts. The things you think about determine the way you feel and your feelings determine your actions.

18. That you might start thinking violent thoughts when ever you had a oral fight with someone.
19. When you have negative thoughts it causes you to be negative allowing for conflict to build. through AVP I have learned this.
20. through a game play
21. What you think is what you probably act. If your thought are bad, you act in bad way. That is obvious.
22. Helps me to understand that when I think bad things that it contribute to conflict.
23. By thinking twice.
24. It helps me how to understand a situation or a problem and how can I solve it nonviolently.

Thank you very much for your help.