

ANNEXURE

Transcription of in-depth interviews

Ph.D. Dissertation

**CONCEPTUALISATION AND MEASUREMENT
OF THE EMPOWERMENT OF WORKERS:
AN EDUCATIONAL PERSPECTIVE**

Ruth Meriel Albertyn

December 2000

Explanation of layout of the transcribed text:

- The transcriptions are set out according to the company (A-H)
- Within each company the transcriptions are set out according to the individuals at the Pre-test, Post-test followed by the Post-post-test
- Each respondent is allocated a number code and they are referred to according to these arbitrary numbers

COMPANY A
PRE TEST
SUBJECT A38

HOW WOULD YOU DESCRIBE YOURSELF TO SOMEBODY? WHAT KIND OF PERSON ARE YOU?

I would say that I'm a friendly person. I get along with all my colleagues. Everybody comes to me for a bit of advice so I always listen to what they have to say and I'm not a nasty person but then I always help people where I can.

AND YOU LIKE BEING WITH PEOPLE.

I like being with people yes. I like being by myself too because I like some time on my own. I like some privacy also.

AND IF YOU ARE A GROUP OF PEOPLE, WOULD YOU GO TO PEOPLE AND MAKE CONVERSATION OR WOULD YOU RATHER HANG BACK AND LET THEM COME TALK TO YOU?

It depends on the situation how it is. I first look at people and see, well, are they friendly or not. If I see they one sided then I won't just walk over to them and go speak to them but I will see they chatting and we get to talking and I value my friends. I just don't make a friend that easily. But I speak to everybody in general.

SO YOU'RE A PEOPLES PERSON.

Ja.

AND PEOPLE COME TO YOU FOR ADVICE?

Yes.

AND DO YOU ENJOY THAT?

Yes, it depends on the persons situation that they are in. I mean sometimes you can give the advice and you don't tell them what to do as long as you don't tell them what to do. You can tell them and say to them look you can try it this way or try it the other way. But I mean as far as working here I speak to everybody and everybody as far as I know they like me.

IS THERE ANY AREA IN YOUR LIFE THAT YOU WOULD SAY THIS IS A QUALITY IN MYSELF WHICH IS REALLY GOOD. SAY FOR EXAMPLE YOU APPLIED FOR A JOB AND THAT IS YOUR BEST QUALITY, WHAT WOULD YOU SAY IS YOUR BEST QUALITY.

It depends on what kind of job I'm going to apply for, you understand me.

IS THERE ANYTHING THAT YOU FEEL IS A QUALITY IN YOURSELF THAT YOU ARE REALLY PROUD OF?

Well, for all the years that I've been working I've always worked a good couple of years, I mean I don't go the minute something happens, just don't go job hopping, because before this company I worked for fifteen years at Adidas and then before that, and then they closed in Maitland and then I came here and I just casualed here actually and I mean we used to casual for two three hours a day. I mean the casuals casual every day, or three days a week it depends.

IS THERE ANYTHING THAT YOU ARE NOT SO HAPPY ABOUT YOURSELF THAT YOU WOULD LIKE TO CHANGE? IS THERE ANY QUALITY IN YOURSELF THAT YOU ARE NOT SO HAPPY ABOUT?

Maybe at home I give in, I'm a very soft person, I tolerate a lot. I've got a lot of patience. Maybe I give in to the one too, it depends on the situation.

HOW DO YOU COPE AT HOME, YOUR LIFE, HOW DO YOU COPE WITH RELATIONS, HOW ARE YOUR RELATIONSHIPS AT HOME?

First of all, this is my second marriage and I think I'm coping very well because first of all my husband and my son they don't get on and I'm the one in the middle all the time.

YOUR SON FROM YOUR FIRST MARRIAGE?

Yes, my son from my first marriage and being in the situation like that it's very difficult but I am coping never mind how he nag, I got to please him and I've got to see that my son is also alright. Then it happens so that my son and his girlfriend came to live with us and they got two children. Then my husband had feelings for the girlfriend. Then I decided okay I'm going to go for a divorce. Then he said, we spoke about it and this and that and the other, and I decided okay look, he said the feelings was there but they never did anything but I mean in a situation like this I can't believe anything what he's telling me. But then I told her she must move out and the kids could stay but of course a mother is always there with her children so she took the kids with. So in actual fact she's living on her own and my son is living right next door to me because my mother's living there by me and now my husband is in a two way situation. He's very much for the two children because we don't have children, so everything he does is for the kids. My son don't seem to making an effort to support them or to go forward go see them because he always say it's her problem she don't want him and you know all this hundred and one things that goes with it. But I think he's wrong if he wants to see the children he's got to make the effort. But I mean as far as my work is concerned I don't let it interfere. I'm every day the same because I have spoken to my son about it and I mean I've been off quite a couple of times going to the loo here and she said to me I can't see how you can handle all this things and still come to work and be the same. You handle this problem very well.

HOW DO YOU FEEL THAT YOU HANDLE IT?

I'm handling it okay but I'm not satisfied because for the mere fact that I'm not seeing my grandchildren but my husband sees the grandchildren because he go and fetch the children and take them away plus he takes the girlfriend, he takes her to work and I've got to come with public transport. And the thing is that I understand if we had been together, if she had still stayed with me I wouldn't have mind him taking her to work dropping her at work because of the children because I mean the two children, one has just started school now and the other is not in pre school so his mother is looking after the child and it depends you know, the money is not there so I mean he has his own little business going and we are trying to cope as much as possible. I try to buy the kids every week a little groceries and send it through and things like. But I mean the situation is still there I mean we've been to our prayers we've both of us been to the lawyer, but you know I just took it like this okay I'm just going to cancel it because at the end of the day there's a house that is involved and I'm not going to give up my home and let somebody come and live in my house, so I mean we don't share a bedroom, we share separate rooms, so you go your way and I go my way. Whatever we do if he gives money we put it to use either renovating because we are busy renovating, but the thing is I don't know how the situation is with him and her. We only speak about the kids.

SO HE DOESN'T TALK ABOUT HER AT ALL?

No.

AND YOU DON'T BRING IT UP?

And I don't ask him at all. And only if he speak about like the little one, she's going to hospital today because she's got a problem with her urine, and only if he tells me that she's sick and then I now ask, but furthermore I try not to ask too much and things like this because otherwise if you say something you nagging or something like that. So I try to just avoid asking.

AND THE RELATIONSHIP WITH THE TWO OF YOU, DO YOU TALK A LOT?

You see the thing is, he's got his own business and he comes home late. He comes home every evening about 9.00 or 10.00. By the time he come home then I mean I've made supper and I've eaten so his food is in the microwave, he warms it, if I'm up and watching the TV then we now. If not then I go to bed because I can't wait till he come, but I mean we do get time to talk but I don't want to ask him much because as I say I hear I'm nagging. Please don't nag, I'm tired or don't nag I'm this or that.

SO YOU JUST DON'T.

So I just ignore.

YOU BASICALLY LIVE YOUR OWN LIFE.

Yes. That's why I say it's a two way and I won't give in to what he wants and the thing is myto my mother and my son is there and I mean nobody comes to me. My son don't come, my mother would pop in there if he's there but nobody comes to me when they see he's there. They just check if the car is there. If the car is there then they don't bother.

HOW DOES YOUR SON FEEL ABOUT IT?

Oh my son is very upset about it because I mean he found out the hard way. He left the children. He left the girlfriend and the children because he moved out first because he couldn't cope with the girlfriend. And then the two of them now, the girlfriend and him they now started talking and talking and of course now he got fond of her and the feelings were there and whatever and then my son approached her and she said well she's got a man in her life but little did I know or anything but when you pick up little things man in the home, you pick up little things and I said what is going on. And then one day I was at work and I phoned him and I said to him can you tell me now what is really going on. How is the situation. I mean, I'm at work, I've got to phone him and ask him, so that day he tells me oh I've got feelings for this girl. I'm at work. And I was upset and then I just went into work and I said, I mean we are five ladies, we chop and change but the thing is I work in In Mail department, we are very close and I said, you know what this man just tell me, He's got bladdy feelings for Carla. You know everybody just sat back and said WHAT, after what you do for her. I mean they are staying rent free, Robert and I are both, but me I'm the one that's supporting them all the time. How can she do something like this to you and that and that. And it went on for weeks and for months you know, and then asking me questions and what, but I think if I, they weren't there maybe I would've handled the situation differently but they were there, they actually supported me also. Then they used to see them some of the colleagues that stays out Goodwood way, used to see them and but they would never tell me. But sometimes when we make jokes and then one of them would say hey, no scum chopping this way because we spying somebody. So I said to them straight I don't need to spy. You people know the situation and whatever and whether he used to come home or not I should've then started when he never came home over the Christmas holidays, I should've start immediately with the divorce procedure but I didn't have the money and afterwards when I did now and then I've got the letters and that so he realise look here she's not playing the fool anymore. She's going now to serious business, so he changed the subject. I cope very well with this.

YOU CAN SEPARATE HOME FROM WORK?

Yes.

AND YOUR RELATIONSHIPS AT WORK ALSO SEEM VERY STRONG. HOW DO YOU COPE AT WORK WITH YOUR RELATIONSHIPS? IF THERE IS A PROBLEM WHAT WILL YOU DO?

There's always one out of the lot in the department. If there's a problem I talk about the work and we talk about everything else and then if you want to ignore me that day I just don't talk. I just continue with my work and the next day that person feel better, fine they want to talk that day so then I will also talk today.

SO YOU GO BY THE MOOD OF THE PEOPLE.

We go by the moods. In fact our whole department go by the person.

YOU ALL FEEL WHAT THE MOOD IS.

Yes, you know if the one doesn't want to talk and the one is in the mood today we will just leave that person. We'll joke about it and go on but if that person doesn't talk we will just exclude her for that day and so on. But we just continue again the next day. By today she's feeling better she wants to talk or if she wants to laugh about something then we just continue again. We don't have that animosity that "Oh we didn't want to talk yesterday we are going to check you today why you didn't..." We make jokes about it and we just continue the next day again as usual.

IF THERE IS A BIG PROBLEM WOULD YOU GO AND TALK TO SOME SUPERIOR ABOUT IT?

Yes, I would talk to her outside of work.

ARE YOU INVOLVED IN ANYTHING IN THE COMMUNITY AROUND YOU OR DO YOU LIVE YOUR OWN LIVES?

No not really. Only at the church when I go sometimes to church and then whatever there is at church.

ARE YOU A REGULAR ATTENDANT AT CHURCH?

I am a regular at church but I don't get involved, if they have a cake sale I would bake for the cake sale but I don't go to the meetings that they have. I don't have a car and I can't depend on my husband for giving me a lift so that is why I don't involve myself in any of the activities at the meetings. It's just like a prayer group and it depends where they have a prayer group, but if I must phone and find out I am sure there are people who would give you a lift home but I wouldn't like to inconvenience the person. People say yes they will give you a lift and the next couple of times you want a lift then there is always a problem, so I don't want to be a nuisance to anybody.

HOW HAPPY OR CONTENT WOULD YOU SAY YOU FEEL ABOUT YOURSELF AT THE MOMENT?

Fair, halfway, semi because at the moment as I said I am very busy renovating and I this type of person if I want something done I want it done immediately. I don't want to let it lag on and as Robert is very lacks-a-daisy I have to push him all the time so that he can get something done. If I tell him today to help me with something, maybe in a weeks' time then he will say "Yes, you said you wanted ..." If I ask today I would actually like it done today not in another weeks time. That's me. If somebody asked me today to do something I will do it today I will try my best to do it. If I can't do it today I will tell them I won't be able to, but I will tell the person today. So I'm happy half-half, because I'm getting things done at home and I am getting to where I want to be not without his help.

SO YOU HAVE ACCEPTED THE SITUATION AS IT IS AND YOU ARE HAPPY WITH THAT?

Yes, sort of.

HOW DO YOU FEEL ABOUT THE FUTURE AND I MEAN IN YOUR OWN PERSONAL LIFE, YOUR CHILDREN, YOUR WORK, SOUTH AFRICA?

I would for the children's sake I would like to see them more often and for my son's sake I would like to see him in a stable job and for him to be more supportive to his kids. And for South Africa, I just hope that the crime rate stops, because a lot of things have been happening. I try to make a garden. I went to Stodels and I bought a couple of plants and the two of us planted them and that Friday we got up and there was one plant out of the ground and on the Saturday, we were both at home, it was passed 6.00 when somebody stole the biggest plant out of the garden, soil and all right out of the ground and we have a gate at the driveway, but one can climb out of the stoep wall, but there are two walls that they must climb over so they took it.

And that was early in the evening. I think they actually should bring the death penalty in but then again everybody is different. They don't think or do something like we are paying for the people who are in prison. Look at all the things going on in prison. In the Argus on Saturday somebody was hanged by his socks in prison. Things are going on and most of the people don't even know what is going on – the drug dealing maybe even right next door to you and you don't even know what is going on. Everybody wants to make money again that is their quickest way. So a drug free South Africa, crime free.

AND YOUR FUTURE?

I said to them I am going to work until I'm 50. I don't think so. I think I'm going to continue working until they kick me out then I will stop working because I'm thinking Okay at the age of 50 I would still like to go overseas and do something, but then again you must have extra money so maybe I will work until I'm 55 and from there because when you reach 60 you can't do things and go where you want to. I can't depend on Robbie on even going on holiday because he doesn't like flying, he doesn't like to go on the water, so I mean he just wants to sit in his car and now I can't even ask him to go on holiday because now in the morning the children must be at school at 8.00 and 12.00 the first one, in grade 1 must be fetched and taken to his mother so where is the time to go on holiday. He doesn't have the time so wherever I go I will go alone on holiday and enjoy myself.

COMPANY A
PRE TEST
SUBJECT A47:

DESCRIBE TO ME WHAT KIND OF PERSON YOU ARE.

I suppose I'm a fun person. I can also be serious and disciplined. I love people.

DO YOU LIKE GOING OUT WITH PEOPLE AND HAVING FAMILY AROUND?

I'm not in that way where I'm very family orientated but working with people, I get along with just about everybody. I love to be home with my family after work. I spend my time at home with my family. I like to go out but not that often. I love being at home.

IF YOU HAD A CHOICE YOU WOULD STAY AT HOME?

No, I would love to work. Over a weekend I would rather go out with my family.

IS THERE ANY CHARACTERISTIC THAT YOU HAVE IN YOURSELF THAT YOU CAN SAY THAT THIS A QUALITY THAT I REALLY AM VERY PROUD OF THAT IS NICE, STRONG POINT, IF I HAD TO TRY AND SELL MYSELF TO ANYBODY THIS WOULD BE SOMETHING THAT I WOULD SAY THIS IS ME AND I AM PROUD OF IT?

Being able to work with people. I think that is a strong point because nowadays there is no place in the work environment to be oversensitive. I found that out the hard way. I am not sensitive. I can give as good as I can get. I used to be. I have live. I am sensitive where it's personal but not where somebody comes to me and says "You did this wrong" I am not sensitive in that way. Only if it touches the next person or myself or my family then I am sensitive. Not in the working environment. I don't get excited over petty things. I am stable in that way. I have grown quite a bit.

IS THERE ANYTHING ABOUT YOURSELF THAT YOU WOULD LIKE CHANGE, A WEAKNESS THAT YOU THINK OR SOMETHING YOU LIVE WITH BUT I AM WORKING AT CHANGING.

There is something that I would like to change. It's the outside. Absolutely nothing to do with work. It is things going on reading in the newspaper - that I would like to change myself. I don't want to hold my children back because of the outside world. Otherwise work, no. It's scary out there for me and for my family. Unfortunately I can't.

HOW WOULD YOU SAY IT IS GOING WITH YOUR RELATIONSHIPS AT HOME? HOW DO YOU COPE IF THERE IS A PROBLEM HOW WILL YOUR FAMILY, YOUR UNIT REACT IF THERE IS A PROBLEM OR HOW WOULD YOU REACT FOR EXAMPLE YOU ARE BEING STRETCHED AND STRETCHED, WOULD YOU EXPLODE AT ONE STAGE OR TALK ABOUT IT. HOW DO YOU HANDLE EACH OTHER AND RELATIONSHIPS AT HOME.

My children are quite grown, so I can call them aside and say "This is not right". The one is 23 and the other 20. The boy is 13 and I have a little one of 4 years old, so they are grown up enough now to have a good discussion. I don't wait three months until I explode. I deal with it at the time.

IF YOU FEEL THAT YOU ARE TOO STRESSED AND YOU NEED TO ACTUALLY HAVE SOME HELP, WOULD YOU TALK ABOUT IT STRAIGHT AWAY OR WOULD YOU BE A COPER AND DO IT YOURSELF?

I normally just throw a few hints but they help. The older ones are both at Varsity and wherever they can they help. I know when they can't when they are studying, they work hard, I know that and if they can't they can't. Whatever I can't do today tomorrow is another day. It doesn't hassle me. I've also lived. I always wanted to do things now - everything must be done before a certain time. I found out if I can't, I can't. Whatever, it won't run away it's there. I can do it tomorrow. Nobody says you must do it today. Nobody stands over me and says you must do it today. It becomes simple for me, tomorrow or the next day. I've been to quite a few courses and I think it has helped me a lot. I have never done this course. I've done the self confidence how to approach people. They have helped me personally. I used to, if somebody said something to me I didn't like I would sit in the corner or in the Ladies and I would cry, I don't do that anymore. I think me wanting to grow in that way the will is there.

IN YOUR WORK SITUATION, HOW WOULD YOU SAY YOU COPE IN YOU RELATIONSHIPS AT WORK.

No, there it's fine. If somebody bogs on me I sort it out.

DO PEOPLE RESPECT YOU, DO YOU THINK THEY WOULD NEVER SPEAK TO YOU FOR THAT?

I have quite a few friends. I have never had a problem. I am not rude, never rude. I believe there are ways of saying things without being rude and I have never had people telling me they didn't like what I said to them. I have a good way with people.

ARE YOU INVOLVED IN THE COMMUNITY OUTSIDE OF WORK?

Unfortunately not.

IN THE COMMUNITY THAT YOU ARE IN, ARE THERE ANY COMMUNITIES WHO TEND TO DO THEIR OWN THING OR DO YOU STAND TOGETHER?

Where I live, no. There is nothing like that. We do our own thing. We live in quite a big house and I live in one side, my sister is on the one side, my brother is on the one side. There is no conflict.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL ABOUT YOURSELF?

Without the scary part being scared for the outside I think 80%.

HOW DO YOU FEEL ABOUT THE FUTURE, YOURSELF, YOUR WORK, YOUR FAMILY AND SOUTH AFRICA?

South Africa, I can actually say quite a bit. Probably I would love to be free. I have that carefree feeling again we had a few years back. You don't have to be scared to go out at night. I don't like that anymore. After dark I don't like going out anymore because you never know nowadays. I don't know how other people feel, but that is how I feel. Stopping at a robot at night you don't know who will approach you. I don't want to carry that over to my children where they also become scared, they must be free. I would like to change that become carefree again, where you go where you want to, do what you want. You can't. That is what I want to see is the change soon. For me that is the only thing that affects me. It's the crime. When I go out I'm not scared for myself. I feel like I will be able to handle it. I'm scared for my family, my children taking a taxi to Bellville everyday, that scares me. My son goes to school in Sea Point, that scares me because they must use public transport, that's the only thing that worries me, otherwise it is absolutely fine.

AND YOUR FUTURE AND YOUR JOB, DO YOU SEE A FUTURE FOR YOURSELF.

In the job I have at the moment, no. I don't think there is anywhere else I can do. There isn't something above that I'm doing now. I am still ambitious, I don't know if I'm too old for that but I would like to go forward. I have a dream to do something different or better, try other things, a new challenge, but as I say to me now I don't think there isn't another challenge for me.

DO YOU FEEL FRUSTRATED IN THAT?

No, I'm not frustrated. I just sometimes feel I'm here for going on my 10th year and I have seen people come being promoted and promoted and I am still where I am where I started 10 years ago, that's how I feel and I always think people I work with tell me I am a good worker, good at that, always praise what I am doing but I don't see anything going forward. But I'm not frustrated with my work. I love what I'm doing. I always think there is something else also that I can do.

SO YOU WOULD LIKE TO PROVE YOURSELF SOMEWHERE ELSE?

Yes, I cannot see the reason why not. I've never told anybody else these things.

WHAT DOES IT FEEL LIKE?

It feels good, and because you are a stranger I feel it was easier to talk to you. It's not a personal thing, it's me, not the next person, but sometimes people can think maybe they are doing something wrong, it's their fault. That is how I feel.

IS IT EASIER FOR YOU TO TALK TO ME BECAUSE I AM A STRANGER?

Yes. I think people start to know when they think it's personal but it's not a personal thing, it's me. Sometimes people can think they are doing something wrong, it's their fault, it's no-ones fault, that's how I feel.

COMPANY A
PRE TEST
SUBJECT A45

HOW WOULD YOU DESCRIBE YOURSELF?

I am shy in a way but can communicate well with people. I get on very well with people. Very cool natured.

SO YOU DON'T GET UPSET EASILY?

I do but I won't show my emotions too easily. Under the circumstances where I work I must always keep my cool because people get very excited. I work in a shipping department and the buyers always order their things or order too late and always hopping up and down so with me being in the shipping department must always keep my cool and not get excited and rant and rave when they do. Because afterwards with me being cool they will come and say thank you for not getting excited or sorry for being rude.

SO YOU WON'T GET FLUSTERED EASILY?

Inside I will but I won't show.

SO YOU CAN ACTUALLY CONTROL YOURSELF WELL BUT YOU WILL FEEL FLUSTERED?

Yes I will feel flustered inside. I'll just give a simple incidence like one particular person. She was very very rude and she would rant and rave and scream and everybody knows about her in the company and I would just sit quietly and wait until she's finished and then later on I would get up and to her and talk to her. Once or twice I think I lost my cool when I see her getting rude to other people when she swears and I will get up and say I don't think it's right and I will challenge her then, but I won't show people easily.

IS IT EASY FOR YOU TO CONTROL YOU EMOTIONS?

Sometimes yes.

IS THERE ANY PLACE WHERE YOU DO EXPLODE FOR EXAMPLE AT HOME? YOU DON'T NEED TO CONTROL YOURSELF THERE SO YOU CAN EXPLODE THERE?

My kids don't want to do like normal, I have a son and when I ask him to do something and he doesn't do it and I must wait on him.

AND THEN YOU GET UPSET.

I had a husband who was a very cool man and when he sees me exploding afterwards he says don't you think it's better to talk instead of shouting because you not going to get things done when you shout and I think through the years I have learnt through experience I have learned to keep my cool a lot fight fire with fire.

IS THERE ANY QUALITY THAT YOU CAN SAY IS YOUR BEST QUALITY? IF YOU HAD TO DESCRIBE YOURSELF THE ONE THING THAT YOU ARE IS IT THIS VERY FACT THAT YOU CAN CONTROL YOURSELF, IS THAT THE THING THAT YOU WOULD SAY IS YOUR BEST QUALITY?

Yes, my best quality.

WITH PEOPLE ARE YOU AN EXTROVERT OR INTROVERT?

I'm not an introvert. In a situation when I go to a party I don't just mix easily. You get people that can come into a company and just start talking. I will sit and look around and then I will start talking to people unless I know the people at the party. Like I mean you go to cocktail parties at companies, you don't know the people and it's sometimes very awkward and I think you find lots of people in the same situation. But afterwards then I mix easily once I get to know the people.

IS THERE ANYTHING THAT YOU WOULD SAY IS A WEAKNESS THAT YOU WOULD LIKE TO WORK ON IN YOURSELF?

Yes I feel sorry quickly for people.

REALLY, YOU HAVE A SOFT HEART. PEOPLE ABUSE AS A RESULT?

Yes they take me for granted, take for a ride.

HOW DO YOU FEEL THEN?

I feel very hurt when people take me for a ride, but I feel very very sorry for people.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME? HOW IS IT GOING AT HOME YOU SAY YOU SOMETIMES GET CROSS WITH YOUR SON? IF THERE IS A PROBLEM WHAT HAPPENS HOW DO YOU RELATE?

I am a widow and I have got three kids. Two daughters and a son and two weeks ago my son came to tell me that he was getting married in two weeks time and he's had a child from this girl and I thought that I would explode. I was so shocked and I was very calm about the situation and I just said to my son how can you get married when you have nothing and I think that my son obviously sat still afterwards and thought what I had said to him and he's not getting married not that I didn't want him to get married that's what I said to him. And I just spoke about it again. I didn't nag him like before when my kids were small I used to nag and my husband said don't nag the kids. You won't get things done if you nag all the time and I just left it and the other day I just asked him how far you are with the wedding what you going to do and then I thought let me take control of this situation here and I said to him look here I think we must go and do something about the reception and I went to see my brother-in-law without talking to him I went to my family and I said to them my family was very upset and then afterwards I said to my brother I said What are we going to do. What are we going to say, he wants to get married he's going to get married. Let's just support him whatever he wants to do. I want him to go out of my house because my kids – my son is still at home and I have got a daughter at home and I got a daughter living there with three children and I said to them just let's support him in whatever he wants to do and then let's see and afterwards he came to talk to me at 3.30 in the morning he came to tell me Mommy I don't think I gonna get married. And then he opened up to me why he was going to get married all for the wrong reasons and all that and then I could talk to him and I said to him It's not that I didn't want him to get married but I just thought if you want to get married you must have something because we all stay there and he is still an apprentice and he's only qualifying in June. Marriage isn't something that you just going to go in and it's all going to be hunky dory because if you haven't got money love can be tough and nowadays some women that when they earn more than their husband that can also break down a marriage and these were all the things that I told him and it was really eating on me that my son could do something like that knowing out of what kind of environment he came out of that was....

HOW DO YOU COPE WITH YOU LIFE AND RELATIONSHIPS AT WORK? I'M NOT TALKING ABOUT THE CUSTOMERS I'M TALKING ABOUT THE GROUP THAT YOU WORK WITH?

We get on very well. I work with two people and we always seem to be able work out a problem like Donavon he's in charge of us and like he would always come and say I'm gonna go to Bill I'm gonna do this and when someone else say to him but don't you think we must do it without Bill and of lately we sit and discuss our own problems first or how we going to solve a problem before he runs to the heads and we find we work very well together.

SO YOU'VE GOT GOOD CHANNELS BETWEEN YOUR RELATIONSHIPS.

Yes, very very good relationships. Like for instance the other day we were saying that we must train... Like I'll give you a simple incident, he was off and things went wrong and I took control with the assistant that we have here we took control I mean we were rushed off our feet but we could handle that so when he came back he was so grateful and he said thank you very much I said that is why we are here for one another. Then the other day he did the same to me. He said I must get you more involved in what I have got to do but we have a young person there of 32 and I'm 50 already and I said don't you think she's the right candidate to train now. Not that I've had my days but get her more involved as well then to me then we all know not only myself then we all know what happens where paper work and things are concerned and not leave her out in the dark so that when I'm not there she doesn't know what's going on and I think with that environment we work very well. There are things in the company I

don't agree with, like my colleagues that I work with we get on very well we can say to one another what we want to and bear no malice.

AND WHEN A PROBLEM COMES UP YOU SOLVE IT.

Yes there's no bickering.

ARE YOU INVOLVED WITH ANYTHING ELSE IN YOUR COMMUNITY? IS THE COMMUNITY THAT YOU LIVE IN A COMMUNITY THAT EVERYBODY DOES THEIR OWN THING OR DO YOU...

I'm just involved in the church that's all. Fundraising and things like that.

AND YOU ENJOY THAT?

I enjoy that.

IT'S AN IMPORTANT PART OF YOUR LIFE, WOULD YOU SAY?

Not really. I think I can do something more.

BECAUSE YOU WANT TO OR YOU FEEL THAT YOU SHOULD?

Yes because I feel I should.

NOT BECAUSE YOU FEEL YOU WANT TO?

Ja, I should do more in the community because there's a great need out there in the community.

BUT YOU ARE INVOLVED?

Yes.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

With myself, not happy at all at the moment. I can't say like I'm very happy in my lifestyle that I'm living but like you know like I want to go overseas but I haven't done anything about it. I haven't saved enough money to go overseas because I got a niece in Singapore and I've got niece in London that wants me to come over and I want to go but I haven't saved I spend too much money.

THAT FRUSTRATES YOU?

Yes. My kids always say when they give me money the first thing you do you go and invest it with Pick 'n Pay.

YOU ARE HAPPY BUT THERE ARE AREAS THAT YOU MUST WORK ON?

Yes, there are areas that I must work on.

HOW DO YOU FEEL ABOUT THE FUTURE. THE FUTURE FOR YOURSELF PERSONALLY, FOR YOUR FAMILY IN YOUR JOB AND ALSO IN SOUTH AFRICA. HOW DO YOU FEEL ABOUT THE FUTURE?

I think there's a great future in South Africa, great hopes for South Africa. For myself I can still see myself working a couple of years then I can retire but I cannot see myself sitting at home and grow old because I live not a hectic life but I live a nice comfortable life and my kids are all settled, so I feel quite...

YOUR DREAMS FOR THE FUTURE DO YOU HAVE THINGS THAT YOU WOULD STILL LIKE TO DO?

Yes, I would still like to go over seas like I'm saying. I would like to travel that is my dream to travel.

WHEN YOU THINK OF THE FUTURE DO YOU FEEL POSITIVE?

I'm very positive about the new South Africa. Because I always people sit on a chair and condemn and do nothing about it and I always feel by sitting and condemning nothing gets done and you must have a positive outlook and I think this is what I've always instilled in my children is to always be positive. Because only if you are positive will you be happy and go forward in life.

IT'S NICE TO HEAR SOMEBODY SO POSITIVE.

COMPANY A

POST-POST TEST
SUBJECT A45

HAVE YOU REMEMBERED ANYTHING ABOUT THE FREE TO GROW COURSE

I have learned a lot. There are lots of things that happens during the day that like before I wouldn't think twice about telling people off. Now I think my words through carefully before I say things and there's all little things that comes up that reminds me of Free to Grow. Just little things in Shipping Department we are always at loggerheads with people and now something at the back of mind reminds me that that person there on the other side is also doing a job like you and I can't just get my way and I must think what I say to them. Even with my friends I have learned a lot. Like I told you before with my son. Nowadays I sit and the other day he brought me a bunch of flowers. And I said to her she must come look and I showed her the bunch of flowers I got from him. And like I'm busy building and before I would say I want this I want that.

ARE YOU BUILDING YOUR CARPORT?

No, I'm doing my bathroom and my kitchen up and before I would say I want this now like I called him in and I said Look this is what I would like, what would you like? Before that wasn't a thing I wanted what I wanted with my home because it's my home and they would give me advice and I can take these things from them. Like just a little incident, before like on Saturday night, my son he is now an electrician, and he did the wiring and I wanted to know why can't you put it there. And he said no mommy. And I insisted I wanted it and afterwards I thought I know nothing about this and then I could see he was getting irritated and then I thought afterwards, he's right in what he's saying and I must just accept not just that I must accept it he knows what he's doing I don't know anything about electrical work. Why things are being done but I wanted to know also why these things are being done. And afterwards he could see I was getting irritated and afterwards he came to me and said "Mommy you know why I'm doing this? This is for this wire and that ..." And I said yes now I know. Before I would just clam up. I've learned a lot I must say. It's made me more assertive as well. I can see when I go to the forum meetings. I know now how to address things, handle things put it that way.

I REMEMBER ALSO YOU SAID THAT YOU WERE DOING EVERYTHING FOR EVERYBODY ELSE LIKE BUYING YOUR DAUGHTER CLOTHES AND NOT THINKING OF YOURSELF. ARE YOU MANAGING TO PUT YOURSELF FIRST?

Yes. I have learned now also now that I am building that I just can't buy for myself. There are things that I want for the house and that I must think through very carefully these days. But I have also learned now to forget about them and see to my needs first.

YOU HAD A PROBLEM WITH YOUR BROTHER IN YOUR RELATIONSHIP?

It's all sorted out now. He's been so fantastic with me.

DO PEOPLE NOTICE THAT YOU'VE CHANGED? HAS ANYBODY SAID ANYTHING OR IS IT SOMETHING THAT THEY WOULD ACTUALLY...?

I am sure they must have noticed something, but nobody said anything.

BUT YOU FEEL THE DIFFERENCE?

I can feel the difference at home and at work. And this brother ... he had a problem and he came to me two Sundays ago and he could tell me about his problem which has never ever happened. He had a problem with his

daughter and he came to me and I picked up the phone to find out how things were and then he said I'm going to come through to you now. And he came through and spent the morning with me telling me about his problems and I could give him advice on his problems. That I find very great, but everybody afterwards said ooph!! But people couldn't understand why also. I think because I also made a move first to approach him to find out how things were at home and all that. Because before I would keep out of his way and just not to cause any hassle. But at least I could face him. I can face him head on. And he has been very great with me with the things that I have been doing. Like I said to him the other day my nerves are finished I don't know if I made the right choice in choosing the right tiles and all that. I said I wasn't well I chose all those things. He said, Look here, you've chosen what you want no matter what other people think. Before he would not even acknowledge whatever I did. He would criticize whatever I did. But I think it's because of the approach I have. Like the other night it was my daughter's birthday and they were all there for supper. Before I would say why do you invite him. I don't want him here and I said to them I felt so great my sister was in London and when she came back my sister-in-law was sitting there and I said "How's things at home as well?". Before I would leave her then to sort out their own and she came to sit next to me and I took her hand and I said to her How's things? And she said you know things are not good at home and all that. And I felt great that I could talk to her and when I came home I said to my daughter I felt so great that I could take her hand and talk to her. That made me really feel great.

YOUR ATTITUDE HAS CHANGED. DO YOU LOOK BACK IN YOUR BOOK AT ALL OR IS IT SOMETHING THAT YOU HAVE ACTUALLY REMEMBERED?

That book I gave to somebody that I know has problems. I could give that book to somebody. I haven't followed up on that person yet because she's gone on holiday now. But I told her about the program and what I've learned and the thing that I have gained out of that problem and the baggage I used to carry – other people's problems and all that, but like sometimes I think like I was chatting to my other sister-in-law the other day and she was complaining about and worrying about other things and I said you know sometimes I think it's good to give other people lend them an ear and listen to people because like you have problems, I have problems and sometimes you can give good advice. Like my cousin's daughter was on drugs. She was sent out of the country and her husband was in Belgium and she came to me one Sunday morning and I could talk to her. I could call my son because like I told her my son was once upon a time in that stage when he was very rebellious and very aggressive and I could tell and he said to her, My mother, if I had to go complain my mother would have been locked up for life because my mother used to hit me, and he was saying to her it's amazing how the mommy has mellowed down over the years. He said now he can come and talk to my mother anything like his problems. He did his exams now and I said to him "How's things?" and he said a little bit tough. I said hang in there and try your best. If you fail you try again. Like before if you fail, ooh I would do my nut and then like my daughter said to me, You are mommy's baby, he came here he came to fetch me. That's the day he brought me the bunch of flowers just to say thank you. I felt so great because of that. Because I said to him if you fail it's not the end of the world, you try again. Then that makes me feel so great these days. I've reaped a lot out of this. I've learned a lot out of this.

IS IT SOMETHING THAT YOU HAVE TO THINK ABOUT CONSCIOUSLY OR IS IT SOMETHING THAT YOU REMEMBER? DOES IT JUST COME?

It just comes, you remember you know. Now before I came down, I believe one of the girls cracked upstairs and she came to me now and I asked her how she was and I could see that she wanted to cry. So I sit here quickly and I put my hand on her and said don't worry. I said I'll come to you just now when I come up and I'll come and talk to you then we work out what's wrong. Because the two of us work together as well. We have a lot of work that we do together. And she said I missed you last week because I had nobody to come talk to. You know I have these things that makes me feel at least there are people that can come to me. One came to me that was in the training up there and I said if you have a problem you can come to me anytime. And that made me feel so great people can come and talk to me. I must tell you I've learned a lot out of this.

HOW HAPPY DO YOU FEEL WITH YOURSELF AT THE MOMENT AND WITH THE FUTURE?

Very happy with myself. The things I am doing now before I would never have attempted. Building. I'm scared. I said to them, on Saturday I said to my father, I said I feel so great that at least I have made a start. It was just that one day when I wasn't well I was a bit nervous because I think it's only natural for anybody, did I make the right choice because if you put tiles on the wall and the floor you know it's a lifetime, did I make the right choice. Now the things are taking shape I think I feel great. I can see where my money has gone in and I am very excited for what I have done, but before I wouldn't know and hang on to my money and said no way. And like I said to the kids, if my money is finished at least I can sit back and enjoy it. My friends can see what I have achieved in the house here now. And like I said to them the other things are going to come later but at least the main things in my home are right at the moment. My daughter said to me she's moving out – she's going to buy a house – now she's

a bit nervous. I thought oh now I'm going to be alone. Now I feel so excited for her because my attitude has changed now because I feel so excited to think that it would've been selfish of me not to have wanted her to move out and buy her own place. She's a director of a company, she earns the money and it is very selfish of me. Before when my son moved out I said Oh what am I going to do? Will they manage? Now at least I can see and I can say I feel excited for them, I feel nervous because of the crime and you know this lady said just now that my one daughter was attacked not so long ago, I felt a bit nervous and afterwards I thought what must be must be now there is nothing you can do. If crime is going to come there is nothing you can do. It's going to happen whatever is going to happen. I feel very positive about things these days. I must thank you. It has taught me a lot. Lots of values. There are lots of things that you take for granted and things you don't take note of but you also become aware of your surroundings. Other peoples needs as well, like I learned about other baggage and things like that but sometimes I think there is little baggage that you carry for other people as well. It's with you reaching out and it becomes your little problem. It's not because you are going to be concerned about that person but at least you can be there to reach out and that is what is making me feel good these days. At least that I can reach out to other people as well, not only to my own children but to my family.

COMPANY A

POST-POST TEST SUBJECT A47

I THINK YOU KNOW YOU SAID TO ME YOU HAD BEEN ON QUITE A FEW COURSES BEFORE. IS THIS COURSE JUST ANOTHER COURSE – HAVE YOU FORGOTTEN ABOUT IT?

No. My children force me to remember always these things and I try and read them or try and use what I learn. I don't remember every day but I mean there are situations then you do tend to try and remember what you have learned how to handle a person or a situation.

DO YOU GO BACK TO THE BOOK EVER?

No, never gone back to the book.

YOU TEND TO THINK BACK TO THE SITUATION?

Yes, it's quite easy to remember because we weren't just sitting there and listening we actually had to do things to demonstrate how to handle maybe a situation.

SAY FOR EXAMPLE IF THERE IS CONFLICT DO YOU JUST SEE IN YOU MIND...?

You just visualise how we did certain things.

SO DO YOU THINK THAT MADE THE LEARNING QUITE EFFECTIVE THAT YOU COULD SEE IN YOUR MIND SO YOU DON'T NEED TO GO BACK TO YOUR BOOK?

I think so yes.

SO IS IT MAINLY AT HOME THAT YOU HAVE BEEN APPLYING THE STUFF?

No, also at work. I actually spoke to my manager how I felt at the time, I wrote there I need challenges and at the time I thought it backfired on me but now I've changed my mind because it actually feels like something is happening for me at this moment. I am going to move on to another job – in our department but I will be moving on. So they have actually listened at the time.

HOW DOES THAT MAKE YOU FEEL?

I'm nervous, because it will be new for me. I'm nervous of will I be successful. Can I do it but then I'm also excited.

WILL IT BE A CHALLENGE FOR YOU?

It will be a challenge because there is many things I can learn and that makes me nervous.

DID YOU HAVE TO CONVINCING THEM TO GIVE YOU THIS JOB?

No.

YOU JUST SAID YOU WANTED A CHANGE.

I said at the time, I think when we did our second interview we had our appraisal so that's the time...

SO WERE FEELING AT THAT STAGE THAT YOU WANTED MORE OF A CHALLENGE?

Yes.

SO YOU DIDN'T HAVE TO PROVE YOURSELF AT ALL TO THEM? THEY DECIDED ON THEIR TO GIVE YOU THIS CHALLENGE.

What happened is they are restructuring our department at this moment and I was – there's another girl – two assistants – and there we were both called and told that there will be a position open if anyone of us would like to apply. I asked questions and we were told ... but then our new director came to me and she asked me ; would you like to do something else. What do you want out of this? And I just said I'd like to do something else and she said think about this job, do you want it. And I went back on Friday and said I would like to do it. So I got it.

IT'S FANTASTIC THE WAY THAT YOU DID IT AS WELL THAT YOU GOT IT WITH TWO OF YOU WHO COULD HAVE APPLIED. WONDERFUL.

I'm sure I'll be successful eventually. I'll have to learn.

DO YOU NEED TO LEARN INTERPERSONAL SKILLS FOR THIS JOB? THE THINGS THAT YOU LEARNED IN FREE TO GROW WILL YOU BE ABLE TO APPLY THOSE KIND OF THINGS ABOUT MANAGING PEOPLE OR CONFLICT MANAGEMENT STUFF IN THIS JOB MORE THAN YOUR PREVIOUS JOB?

No. I'll be working with exactly the same people. It's in our group, it's just a different function, totally different function. I'm nervous but excited.

TELL ME HAVE YOU NOTICED A DIFFERENCE IN THE WAY THAT YOU RELATE TO OTHER PEOPLE IN THE WORK SITUATION?

Not really, I've never really had a problem with people. No I don't think that changed much.

AND AT HOME?

At home I actually sit down with my children, the older one, and have a nice conversation with them but in any case they are very open with me.

YOU'VE HAD A GOOD RELATIONSHIP. THERE IS NO ONE AREA THAT YOU CAN SAY THAT WHAT YOU LEARNED AT FREE TO GROW YOU HAVE SEEN HAS HAPPENED THAT PEOPLE HAVE COMMENTED ON HAVE NOTICED THE CHANGE. IS IT MORE IN GENERAL THAT YOU CAN FEEL IT?

I think it's more in general.

IN THE WAY THAT YOU FEEL ABOUT YOURSELF OR THE WAY THAT YOU ACT WITH OTHER PEOPLE?

I think you start to feel better about yourself because...

DID THAT COURSE AT HELP YOU TO FEEL BETTER ABOUT YOURSELF OR WAS IT JUST SOMETHING THAT WAS A NICE GROUP FEELING AT THE TIME. DO YOU THINK THAT IT'S HAD – I WANT YOU TO BE HONEST NOW – HAS IT HAD AN EFFECT ON YOUR FEELING OF WELL BEING ABOUT YOURSELF OR NOT REALLY. WAS IT SOMETHING THAT WAS NICE AND YOU ENJOYED IT

BUT YOU HAVEN'T ACTUALLY FELT THAT IT'S MADE A DIFFERENCE IN YOUR PERSONAL LIFE OR YOUR RELATIONSHIPS WITH OTHER PEOPLE?

It was nice, the whole thing. I think it changed a little bit because I get on well with people. I think it just changed personally where I think where, as I said to you before I've got a very stubborn daughter, she's very hyperactive, everything must happen now and she is never calm and I see, I don't know if it's because she's getting older, but where she won't just jump to conclusions and make her own assumptions and I try and calm her down. Please think what you say before you react or think of your consequences of what you doing now. And I don't know if she's listening to me if it's because of it but she is calmer she doesn't jump to conclusions any more because she will first think sometimes so I think there is a little bit of change. But at work I don't think, at least nobody came back to me and said; you didn't handle this properly or there is something wrong with how you handled this.

HOW HAPPY WOULD YOU SAY YOU ARE WITH YOURSELF AT THE MOMENT?

At the moment I'm happy with myself. At the moment I'm not happy with where I live but...

YOU WANT TO MOVE INTO YOUR OWN HOUSE?

Yes, but I'm happy with myself.

AND YOU ARE HAPPY ABOUT YOUR FUTURE AND THE JOB?

Yes, I'm so excited.

COMPANY A
PRE TEST
SUBJECT A36

I BASICALLY WANT TO GET TO KNOW YOU BECAUSE WHAT I WOULD LIKE TO DO IS TO ASK YOU QUESTIONS NOW BEFORE THE COURSE AND AFTER THE COURSE IS FINISHED AGAIN AFTER ABOUT THREE MONTHS TO SEE HAS IT MADE ANY DIFFERENCE TO YOUR LIFE. HAVE YOU HEARD ANYTHING ABOUT THE FREE TO GROW PROGRAMME OR NOT?

No not really. Most of the people is not really pleased with it.

DID YOU VOLUNTEER TO BECOME PART OF THIS OR DID THEY ASK YOU?

She asked who will do the interviews with you.

HOW WOULD YOU DESCRIBE YOURSELF? WHAT KIND OF PERSON, LOOK I DON'T KNOW YOU AT ALL, I WOULD LIKE TO GET TO KNOW YOUR PERSONALITY, HOW WOULD YOU DESCRIBE, ARE YOU AN INTROVERT AN EXTROVERT, DO YOU LIKE PEOPLE OR DO YOU LIKE TO BE BY YOURSELF?

I think I'm more an introvert. I do get along with people but I'm not quick to pick up a conversation. I will talk if someone else starts talking to me but I'm not one to start a conversation. I'm more quiet that way. I'm a very impatient person which I don't like.

OH, YOU DON'T LIKE IT, WOULD YOU LIKE TO CHANGE IT?

Yes, I try but I tend to forget myself quite a few times.

IN WHAT KIND OF SITUATIONS WOULD THAT BE? WHAT WOULD TRIGGER OFF YOUR IMPATIENCE?

I don't have patience. I've got two children, one is four and the one is six months and my son of 4 years old is very active, very hyperactive and I don't have the patience to say to him, Shane please mommy said don't do that, I just go over and shout at him, and I can't handle a lot of children around me. So that is where my patience, and sometimes with my husband if things don't go my way, I tend to get upset. Sometimes I know it's not right.

AND HOW DOES HE HANDLE THAT?

He's very patient, very soft so he sort of lets it by, he knows I will realise on my own afterwards that what I did wasn't right.

SO HE'S A GOOD PERSONALITY TO LIVE ALONG SIDE?

Yes, I think if it was anyone else it probably would have been head against head all the time but because of the way he is it sort of evens it out a bit.

AND YOUR GOOD QUALITIES, YOU SAID YOU WERE IMPATIENT, IF YOU COULD SAY SOMETHING THAT IS SOMETHING THAT IF YOU HAD TO APPLY FOR A JOB AND THEY SAID WHY SHOULD WE APPOINT YOU FOR A JOB WHAT QUALITIES DO YOU HAVE THAT YOU THINK ARE YOUR BEST QUALITIES?

I'm good at solving peoples problems.

ARE YOU INTERESTED?

Yes. I'm not the type of person that will go and try and intermingle myself with someone elses problems but people tend to come to me with problems and I'm always willing to help them. I will never, one thing I've learnt, I will never tell a person, do this or do that or anything. I tell them what I would do in a certain situation that they are in, but I will tell them that it doesn't always work for everybody. I don't know if it's just the way I am, but a lot of people tend to come to me and tell me of their problems and what can they do.

YOU DON'T FEEL IMPATIENT THEN?

No, not then. I've got a lot of patience with people with problems.

SO IT'S MORE THE DEMANDINGNESS OF CHILDREN.

Yes, because I once had a party for my son when he was two, I had a birthday party and there was all these children all around me and I couldn't handle it. I thought this was too much, I would never have a party for him again.

AND IF YOU ARE IN A WORK SITUATION, DO YOU GET IMPATIENT LIKE WITH CUSTOMERS ON THE PHONE?

Not really. There is times when I do get impatient but not with a customer. I get irritated with the phone ringing all the time, but when it's a person on the phone then I'm sort of, take my time and there is some customers that is unreasonable and when I try to explain things to them and they don't want to listen to me and they sort of obsessiveness, I know if they listen to me we could solve the problem then I will tell them, please if you just listen to me we can solve this problem, but that sort of upsets me but I don't show it to the customer.

SO YOU CAN CONTROL YOUR IMPATIENCE?

Yes, in circumstances, but there is times when I sort of can't. But I quickly realise this now what I'm doing is wrong, and then it happens again, so I feel so that, I don't know if it's the way that I was reared or if it's in the family, because my father is also a very impatient person and I think maybe I'm getting it from him or maybe I've learnt it from him or something.

COMING BACK TO YOUR GROUP QUALITIES, YOUR STRENGTHS? CAN'T YOU THINK OF ANYTHING? WOULD YOU PREFER OTHER PEOPLE TO TELL YOU WHAT YOUR STRENGTHS ARE? DO YOU FEEL SHY TO TALK ABOUT WHAT'S GOOD ABOUT YOURSELF?

Yes, but my husband's always telling me that's I've always got such little confidence in myself and you've got such a lot of potential. Like say when there's vacancies for certain positions and I will tell him about it and I would say to him. It's useless me trying to apply for that anyway because I know I won't get it. And he says why don't you just apply for it. You never know and you've got such a lot of potential. He's always telling me that according to him I'm intelligent. I don't know. All I did was I finished Matric, I did a course after Matric, just one course and then I've been working with the same staff, I don't know how he can say that's intelligence. I'm now busy studying at UNISA. I've just started last year, so I started, because it's been more than ten years since I've left school, so I

started with this introduction to management and I wrote my first paper and when I had to write my second paper I was in hospital with my baby. But then they gave me the first 400 and now I'm writing again in May. This also makes me very nervous knowing that I have to write and I'm always never sure if I know enough. I always go into an exam cause I know I was at school like that as well. I would go into an exam thinking did I study enough do I know enough, always nervous. I think there also I don't know if it's the confidence that I studied enough even though I study a lot. I always think I might just fail.

DO YOU NOT FEEL SO SURE ABOUT YOURSELF?

Ja, I think I lack a lot of confidence, self esteem. I think that is also because of the way I was reared. I have got three brothers, I'm an only girl and we were never really allowed to do things. My father was very demanding and domineering and he would always – it was like being in the army, he was forceful and he laid demands on you and you were never trusted even though you never gave reason to be mistrusted – you were never trusted and I think that played a lot on the way I am.

SO YOU THOUGHT ABOUT THESE THINGS QUITE A LOT?

Yes, I've spoken to my husband also and he being on the outside, not being reared by my father, he sort of could also open my mind to certain things and make me realise also why I am the way I am.

SO HE'S GOOD FOR YOU?

Yes.

HOW WOULD YOU SAY YOUR RELATIONSHIPS ARE AT HOME – YOU SAID YOU ARE IMPATIENT WITH YOUR FOUR-YEAR-OLD, IT SOUNDS THAT YOU TALK A LOT WITH YOUR HUSBAND, HOW WOULD YOU SAY HOW IS IT GOING WITH YOUR RELATIONSHIPS AT HOME AND HOW DO YOU COPE IF THERE IS A CRISIS, DO YOU BOTTLE THINGS UP AND MANAGE AND MANAGE AND MANAGE AND THEN EXPLODE ONE DAY OR HOW DO YOU ACTUALLY....

Oh no, that's one thing we've learned not to bottle things up there. If we've got something on our mind we say it immediately. Like for example, I said to my husband last week it's strange that I always hear people complaining about their marriage and their husbands, their finances, they're always having arguments and always fights in public also, I mean people that I know and we don't and there's people on the outside that always said that of all the couples that they know myself and my husband seem to get along the best and I said to him couldn't it be that there is something wrong there, I mean we do have – we misunderstand each other sometimes, we disagree on a lot of things, we do get cross – on Saturday evening my husband went into the fridge because he wanted to make something to eat and he found this piece of polony in the fridge that was moved but it was turned upside down and he put it a specific way but he didn't want that polony to be upside for I don't know what reason and he found it was upside down and he accused me – now it's just the two of us in the house and my son is 4 years old, he can't reach so he accused me and he shouted at me and said to me, not shout but just raised his voice a bit, he said you know I don't want to, I put this polony specifically here and I don't want it upside down, so I said I didn't turn it, I didn't touch it, but I did put something in the fridge which could've moved it and he wouldn't listen to me. So he said to me who else could've done it, it had to be you. So I said it's not me and he kept on accusing me and I looked at him and I got upset and I just kept quiet. He left, he went into the bedroom and then he came back to me and he said to me I'm sorry. I said it the wrong way. I didn't answer him because I was so cross because it's not the first time that happened where he accused me.

IS HE A PERFECTIONIST?

No not really, it's just that that polony he wanted put a certain way, I don't know why, he's not really a perfectionist and then I didn't answer him so I was upset with him the whole night, because I felt he's apologising for this saying he's sorry for the way he spoke to me but I still feel I didn't touch it and he feels it must've been me. So he's apologising for the one thing but I still feel there's something about the other thing. So Sunday morning we got up and he left for work, I was awake though but I was just lying in bed making as if I'm asleep and he came and kissed both the children and he kissed me and he left, but normally I am fast asleep but because of this that was hanging in the air I didn't feel good about it. And then when he came home at about 1.30 the first thing he did he came to me and he said what happened last night shouldn't have happened and I'm sorry and we seemed to misunderstand each other every time and I said to him that is not the thing about the way you said what you said, that is one, I feel more that you shouldn't accuse me of something you are not sure about. You didn't see me and I told you I didn't touch it and I know I didn't touch it so how can you accuse of something like that. So he said yes I

know. I said to him , there was in the past we used to say like he would be sure he told me something and I would say to him that I didn't hear you. And I don't remember you telling me and then he would say but I did tell you but it's almost like to him I.....and I would say something and he would tell me later but you didn't tell me and I said to him but I did tell you, and he would insist that he didn't tell me so I said how can you tell me I didn't tell you, rather say you don't remember me telling you or you can't recall, but I know what I did, you can't just say you didn't tell me. But he would rather accuse me, you didn't tell me, but that is like very few and far between I could do that and once every three-four months....

BUT OTHERWISE YOUR COMMUNICATION, THE FACT THAT YOU DEALT WITH IT AND YOU TALKED IT THROUGH

And always immediately. This thing that happened on Saturday I just didn't feel like talking about it on Saturday evening and then I'm upset then I can't talk. I don't say anything because then I just go off the deep end.

YOUR REALTIONSHPIS AT WORK. WHAT IS THE ATMOSPHERE LIKE WHERE YOU WORK, YOUR DEPARTMENT?

The people I work with, they've all got strange ways. But I tend to just leave it behind me because I take it so that this is the place I have to come to every day, the people I have to work with everyday and I'm not going to let them affect me personally. It's a work place and if they want to havethen it's fine. There is times when someone says something that hurts me and then I would also just keep quiet. I won't say anything and I cope with it, like Esther once she said something to me and, I don't remember what it was, I asked her something and she raised her voice and she said something to me and I felt bad and I didn't say anything and then later on, I said to her, Esther you know that thing you did it made me feel very bad. So she said yes, but you know... So I said yes, but you could've said it in a nicer way.

SO YOU WILL BRING IT UP IF SOMETHING IS BOTHERING YOU?

Yes, I used to be in the path where people ride all over me, walk all over me, I used to be like that and I was hurt many a times and I would just keep it bottled up inside but it doesn't do you any good either.

SO YOU WORKED OUT THE BEST WAY TO DO IT IS TO TALK IT OUT.

The only people that I will keep things away from is I'm feeling bad or if they hurt me is my parents. I could never, my father is very, he's a perfectionist. So it doesn't matter what you tell him or how you explain things to him, his way always the right way. So I'd rather steer clear from him. I tried it already to speak to him , it didn't work. I once opened up to my father, I was at school, I was still very young and I said him, Daddy, you know you never ever tell me you love me. And he went around making fun of me telling everybody what I said, like I was so bad and I thought I would never do it again open up to him.

SO YOU CLOSED OFF THEN SOMETHING AND YOU NEVER OPENED IT AGAIN?

But I thing it was also the way he was but I preferred because I wouldn't want to be made a fool of...

AND YOUR MOTHER?

No, me and my mother was never close. She was more for her sons than for her daughter because I was my daddy's pet, he would spoil me in his own little way, so I think she was a bit jealous of that. But I see she's making a lot of fuss of my daughter which I'm quite surprised.

OUTSIDE OF YOUR WORK AND YOUR HOME ARE YOU INVOLVED IN THE COMMUNITY IN ANY WAY? SPORTS OR CHURCH

I used to be with the church, I used to be part of Candelight ministeries. I don't know, the chose myself and my husband because they said we seemed to be such a loving couple so they wanted us to be part of family life ministeries where we organise for other couples to go away or have seminars for them. That was last year. They wanted us, we were part of it last year, they wanted us to be the leaders of it this year but because of my baby I declined.

DID YOU ENJOY THAT?

Yes I did.

AND WOULD YOU LIKE TO DO IT AGAIN OR IS IT TOO MUCH?

It is a lot, it's a lot of meetings you have to work – I probably would do it but not now, not so soon because of my baby, she's just a small baby, she's only six months.

AND IN YOUR COMMUNITY WHERE YOU STAY IS THERE A KIND OF A COMMUNITY SPIRIT OR DO YOU ALL DO YOUR OWN THING?

In the past, not that long past my husband and myself we were also they type of people that would go and party, but we didn't have children then so we had this one couple, our neighbours, and we used to go with them a lot and we used to go out together, that was the only way we worried with our neighbours and then my husband and myself made a change in our lives where we were going to church because now we had a child we had to think of rearing this child in the proper way so we decided to start going to church and stop all those night parties so we don't really worry with our neighbours now anymore, but they are still into the parties. We greet, we talk but we don't worry.

ARE YOU INVOLVED IN THE CHURCH APART FROM THE FAMILY LIFE MINISTERIES? DO YOU JUST GO ON SUNDAYS?

I go to church on the Saturday, but I'm not really involved in the church at the moment, my husband is but he's not that much involved also because I told him he used to be a deacon in the church and I told him that it was going to be too much for me with two children in the pew while he's up there with the pastor and things and my son is very hyperactive and I wouldn't be able to cope with both of them. Now he's not that much involved either. He's quietened down a bit.

HOW HAPPY OR CONTENT WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

I don't think I'm content. I'm happy in general, I don't know about myself but I am – I think I'm still searching for things that I'm not too sure of because I think that's the reason why I've decided to go and study because I wanted more because I felt I'm stuck in one place in the work place and I felt that I wanted to do more so I decided to go and study. The studying was also quite a lot so I don't know when I'll be able to finish that study either with two children. I said to my husband I think I should give it a break even though I just started last year and give him a chance maybe to go and study because he wants to study – he wants to do drafting and give him a chance to go and do that. Take it from there.

BECAUSE YOU BASICALLY ARE INTO STUDYING IN THE EVENING.

Yes. And my daughter is very, she wants to be around me all the time. I'm still breastfeeding so she wants to be with me.

SO YOU ARE REASONABLY HAPPY BUT NOT CONTENT. THERE ARE STILL THINGS THAT YOU ARE LOOKING FOR.

Yes, I am happy with my life. I think that the way most peoples' lives is going I think my life is sort of a breeze. There is still things that I would like to do. I still have to find out what it is.

SO YOU ARE NOT SURE. IT'S NOT AS IF YOU HAVE IT CLEARLY IN YOUR MIND WHAT IT IS. AND IF YOU HAVE TO THINK ABOUT THE FUTURE, HOW DO YOU FEEL ABOUT THE FUTURE. I MEAN YOUR OWN PERSONAL LIFE, YOUR FAMILY, IN SOUTH AFRICA, IN YOUR JOB, HOW DO YOU SEE THE FUTURE IN ALL OF THOSE DIFFERENT ASPECTS?

At the beginning of last year with the way this country is I said to my husband I want to immigrate and I found out what you have to do to go to Canada, but my husband changed my mind because he said that he got information on how cold it is out there and I'm not a person that likes the cold and my children probably won't be able to stand it. So I changed my mind but I still feel, because of my children I don't want to stay, but I'm not sure because I've come to realise that no matter where you go to there's crime all over, I don't know if it's just worse in South Africa but there's crime all over and like in the East it's getting worse and worse there, so I don't know what I'm going to do. I know I don't want to stay where I'm staying at the moment. I'm staying in Mitchells Plain, I don't want to stay there, I said to my husband because when we first decided to buy our house before we decided to buy in Mitchells Plain I said to him I'll go stay anywhere but not in Mitchells Plain. And that is where we actually ended

up buying the house. I was pregnant at the time and I wasn't sure if, I was working at Heritage Collection and I wasn't sure if I was going to keep my job because at that time they had the rule that if you are pregnant and you leave you don't come back and I asked them if they'll take me back and they never gave me an answer so we bought a house out at Mitchells Plain thinking of the long term that if I should lose my job we could still afford to pay and now I know I don't want to stay there. I think we want to look for another house and move out. That I know is going to be the near future. I'm going to move out there. It's a basic plan for my husband.

AND YOUR JOB HERE, IS THERE A POSSIBILITY FOR YOU FOR PROMOTION OR DO YOU FEEL STUCK HERE?

I've applied for different positions already but I've failed every time. I don't know why, I don't know if it's the way I handle the interview. I've been for a lot of interviews and I try to find out what it is that I'm doing wrong because I just don't seem to get the job and I think that if it is that I say something wrong in the interview, just one slip up or something, there was a vacancy now for a job in customer services for being on the phone and for doing correspondence to separate jobs and I wanted to apply for the one in correspondence because I want to get off the phone but I didn't do it. I don't know why, I'll just wait for the next one. But I would like to move up and do marketing. See I feel that if I get a job in marketing, not a major job, just something small, admin work or something and be a sort of help if I should decide to study in that line of marketing. I applied for the job there but I didn't get it either. They took somebody from outside with experience in marketing.

GENERALLY, IF YOU THINK ABOUT YOUR LIFE AND YOUR FUTURE HOW DO YOU FEEL? WOULD YOU SAY YOU ARE EXCITED ABOUT IT OR ARE YOU MORE APPREHENSIVE OR ARE YOU NERVOUS?

I wouldn't say I'm excited. I don't think of it as being exciting. I think I'm basically living my life as it is day to day. I want to study to try make a chance in my profession. I think I'll stay with the family.

**POST TEST
SUBJECT A36**

HOW WAS THE COURSE WITH YOU?

Oh it was nice. It was more than I expected.

I REMEMBER THE LAST TIME THAT YOU SAID THERE WAS NEGATIVE FEELINGS ABOUT FREE TO GROW IN THE COMPANY THAT YOU HAD HEARD ABOUT. WHAT WERE THEY AND HOW DOES IT COMPARE TO WHAT YOU EXPERIENCED IT?

What they said about it was nothing. Something must be wrong with them because I think it was a fantastic program.

YOUR IDEA BEFORE YOU WENT WAS ACTUALLY QUITE NEGATIVE – YOU WERE RESERVED ABOUT IT AND NOW YOU DON'T FEEL LIKE THAT ANYMORE.

I actually don't mind going on it again.

WHAT WAS SO SPECIAL ABOUT IT?

I think it's also the fact that the group got to know each other. They got very close and it was more personal than just know your work basis here and I think it was nice to actually get to know certain people that you thought were a certain way because of their outlook and you find that they are actually nice. You are taught that you don't just look at the person and judge them by what you see but to actually get to know them.

YOU GOT TO KNOW OTHER PEOPLE – THAT WAS GOOD. DID YOU GET TO KNOW YOURSELF BETTER?

A lot of old feelings was brought from the past that made me realise why I am the way I am. I knew I was a certain way because of things that happened to me in the past but it was just made a bit more clearer to me. It also made me feel that I am important.

I REMEMBER THAT WAS ONE THING THAT YOU ALWAYS SAID YOUR HUSBAND SAID YOU WERE INTELLIGENT AND YOU HAD POTENTIAL BUT YOU NEVER BELIEVED IT. DO YOU THINK YOU FEEL A LITTLE BIT MORE CONFIDENT WITH WHO YOU ARE?

Yes I think I do. I think I am more positive about myself.

HOW DID THAT COME ABOUT?

The things because of what we were taught. But mostly also it's more what we were taught but also because of how the dress of the book has made me feel. I'm not the type of person who likes to stand up in front of people because I get all nervous and eyes are on me and also people will find fault in me but I actually did it. In the training I did that and I will feel a bit nervous but I didn't mind doing it getting up and speaking.

DON'T YOU FEEL THREATENED IN THE GROUP SITUATION THAT YOU CAN'T OPEN UP OR DID IT COME EVENTUALLY AFTER TIME?

It actually came at first there was one girl that mentioned in the meeting "Oh you can't get anything out of her because she's a closed book."

AND HOW DID THAT MAKE YOU FEEL?

I don't really speak about my own situation. People that don't really know me personally or my home life I don't speak about that but in the course I opened up a bit. Not a lot. I think that's going to take time for me to do quite a bit.

BUT STILL YOU HAVE MADE A STEP IN THE RIGHT DIRECTION. WERE THERE ANYTHINGS THAT YOU LEARNED ABOUT YOURSELF THAT MAKE YOU FEEL REALLY GOOD THAT YOU MAYBE DIDN'T KNOW ABOUT BEFORE SPECIFIC THINGS THAT CONTRIBUTED TOWARDS YOURSELF FEELING GOOD ABOUT YOURSELF?

Nothing specific but what I do know is I always used to feel that other people were important because their lives always look better – they always seem that they had that confidence to do things. You know I always stay behind because I felt I wasn't capable doing things they did. I now know that I think everybody sometimes feel that way and it's up to you to take that step and then the rest of them look at you the same way they way you look at that person they think you are more capable than what they are and it's just for you to take that step and you're actually surprised by the response you get.

HAVE YOU MANAGED TO TRY AND APPLY OF THESE THINGS?

Not much. I have done a little at work. There was a vacancy for a while and I looked at it and I thought to myself "Ag why should I apply, they won't take me anyway." And after the program I thought to myself why should I feel that way. I should apply because you never know what will happen. They might just take me and it's not like they are looking for someone who has this high education which I don't have. I mean I've never been to university or anything or done any management course but I don't have any diplomas or anything but I thought I'll take the step and apply for it and I did. And I went for the interview yesterday and I felt good about.

DID YOU BECAUSE YOU SAID TO ME LAST TIME THAT YOU THOUGHT YOU DID SOMETHING WRONG IN THE INTERVIEW?

Yes, but actually I felt good after the interview.

WAS IT HERE IN THIS COMPANY.

Yes, it was in the company.

SO WHEN WILL YOU HEAR?

They are going to do interviews next week again and then after that I'll hear.

I HOPE IT GOES WELL BUT I'M GLAD THAT YOU ACTUALLY TOOK THE STEP.

Before actually, I wouldn't have applied for such a job.

YOU TOLD ME LAST TIME THAT YOU WERE A VERY IMPATIENT PERSON SPECIFICALLY WITH YOUR CHILDREN. HAVE YOU MANAGED TO OVERCOME THAT?

I have tried especially with my son and I have a baby and I seem to have a lot of time for her and there is jealousy. But I have taken the time to spend time with him and when he speaks to me I actually listen to him. I have learned that you must listen. Don't just say yes, okay fine. I have done that and it's also made a change in me. I can see because he used to be very demanding and naughty and hyperactive and I first realised that he did this to me was for my attention that's why he was doing that and now I'm giving him some attention and I've been patient with him. There are times when I do slip up but then I sort of realise then I do it this is wrong and then I stop myself. I'm still a bit impatient.

ARE THERE THINGS THAT YOU LEARNED ON THE COURSE THAT YOU CAN APPLY TO COMMUNICATION? NOT REALLY AT THE MOMENT – YOU'VE GOT A GOOD RELATIONSHIP WITH YOUR HUSBAND.

Yes we do. We haven't had really any mishaps and we are quite understanding of each other and I've explained to him about the Free to Grow and I see he's actually afraid of me. So he's also learning by that.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU ARE WITH YOURSELF?

With myself? I am happy with myself as a person. I feel that I've got a lot of potential and I feel that I actually want to put it to use.

AND HOW DO YOU FEEL ABOUT THE FUTURE? DID YOU HAVE TO SOMEWHERE WRITE DOWN WHAT YOUR GOALS OR DREAMS ARE?

Yes, I had to do that. Also the steps I'm going to take. My future plans involves my whole family so I have to involve my husband's plans and me helping him from what I have learned as to taking steps to see our dreams we have. We got a house at the moment but it's got two bedrooms and I got two children they are very small and I want a bigger house. And I want my..... to take a deposit of this house the profit I make on this house plus I'm meant to have extra money to put down a big deposit on a bigger house so that repayments won't be that much. And it was always difficult for me to put that money away. So we've come to the decision that we are going to – because we got one policy that we find unnecessary because we got two that's the same so we going to cancel the one and take that money and put that money away for the house.

SO YOU'RE WORKING ON A PLAN FOR THAT?

Yes.

AND YOUR STUDIES? ARE YOU MANAGING TO GET TO THOSE OR ARE YOU GOING TO LEAVE THAT?

No I'm leaving that for now. I want to attend to my baby but I'm going to start I think in the new year again.

COMPANY A
PRE TEST
SUBJECT 40

Nowadays when he would come to us and say do you think I'm generalising, do you think we can do it this way because of what was happening and this is amazing, this is how people felt there that we were the perfect department. Okay we have our ups and downs but because of how we relate to one another. It was very very good.

CAN YOU TELL ME ABOUT YOURSELF PERSONALLY? DID YOU FEEL THAT YOU LEARNED NEW THINGS.

I have learned a lot of new things. Things that I took for granted like just telling off and whatever not considering other peoples feelings.

WHAT DID YOU PERSONALLY DISCOVER ABOUT YOURSELF?

Like I'm saying, things that I took for granted like I can tell people off without considering their feelings and I would never really share my personal problems with other people but at least there I could bring it out and I could feel a lot of things within there and people would very free to share and nobody was scared to sit back and not talk.

OH REALLY, NOBODY WAS FORCED TO TALK.

No nobody was scared. But if one started you would find that in the next five minutes you'll find people will just freely talk then. I think people were really skeptical in the beginning but afterwards everyday it became better. Every session it became, people started freely to talk about their problems.

AND DID YOU FEEL THAT YOUR GOOD POINTS WERE CONFIRMED?

The good qualities were confirmed. Like when I came back when we had the last session with this guy came in and I had to say what the gains that I got out of there, the things that I learned there and lots of things that was happening in my department I could relate to the other departments and all that. And when I came downstairs this guy said to me You know I wanted to run up to you and hug you because to me there was nothing new for me to learn because I've learned such a lot because of the three of us working together he said we learn from one another every day and everytime I came down I would tell them this is what I learned today. I divulge what was happening there you because there are other people that wants to go up there but I would just come back and I would say today we learned about being honest with one another because we are not always honest with one another and like the one day I came down and there was a time there was lots of conflicts between us and another department and there was one time when I just flew up and this girl swore at me and I just retaliated and I said one thing that I have learned now that I must keep quiet and be calm and wait until that person is calm and then talk not fight fire with fire. I said this is one of the really good things that came out of here. I said I could relate to lots of things. I have a brother that I don't get on with and just this Sunday before I started the course - it was the 2nd course, my one brother said "Let's go visit this brother" and I said "No, drop me off at home". Then when I came home and walked inside, I said this was very wrong of me. I should have gone to him because it's just that we disagree on lots of things and that very night he came to visit me and I looked and I thought I must just be careful what I say and how I say things to him because whenever he says something I would attack him and things like that and I was so careful that night and I think I was trying to be too careful. But it worked.

IT ACTUALLY MAKES YOU FEEL YOU TRIED YOU'VE LEARNED SOMETHING AND YOU CAN FEEL THE DIFFERENCE AND PRACTICE IT AND I CAN HEAR YOUR SITUATION. IN YOUR HOME ARE YOU APPLYING THOSE THINGS AND YOU ARE CONSCIOUSLY TRYING.

Yes, but I remember as well what I have been taught like with my son. I would just tell off like any normal mother, but now I choose what I say to him. I choose very carefully the things that I want to say to him. I keep my cool now. It really afforded me to learn a lot of good things that came out the course.

IN YOUR WORK SITUATION NOW ARE YOU APPLYING THOSE THINGS.

Yes.

DO YOU THINK IT'S IMPROVED?

It has improved as well because I can apply to other people as well not only in my department like for instance the other day I was in the tea room and there was an argument over something and I just happened to be there between two people and when the one walked away the other one was really really furious and I said to her if you don't mind me telling you but I think you should have handled a bit better and not say the things you said because it was a bit ugly and she looked at me and she said are you converted. So I said no I'm not so I said no as an outsider I could hear and after the evening she said you know I went back to my desk and I thought about it. I must tell you it was really fruitful. There are such a lot of people now that they have heard what has happened there everybody seems to want to go on this program. Lots of people that came in here afterwards we found also that they've heard now everybody coming back and not saying what's happening but coming to give off something there once they've been on this program, which I think was really great because I'm telling you there are lots of people ... Now you can see the things that's happening around you because before you don't take notice of those things - to you it's a little thing - it's not part of you - it doesn't bother you - but now you can see and now you've learned from other people as well.

HOW HAPPY OR CONTENT DO YOU FEEL WITH YOURSELF AT THE MOMENT?

I feel very happy with myself and contented. I can take things where I have been taught there now. I can see it with other people.

AND YOU CAN FEEL THAT IT'S GOING TO MAKE A DIFFERENCE?

I am sure it's going to make a difference.

AND HOW DO YOU FEEL ABOUT THE FUTURE NOW?

I feel there's a great future.

IF YOU HAD TO WRITE DOWN ANYWHERE OR TALK ABOUT YOUR GOALS WHAT KIND OF THINGS WOULD YOU SAY?

It was simple things like what do you want to do one day. My goal is that I still want to loose weight and I have to do something about it not just sit there and say I want to loose weight and not do anything. And things like that where there are simple things that we wanted to do. Little things that are important in your life at least if you started some you are setting yourself some goal in life that you want to do something also like what do you want to achieve in life like in me I wrote where my family is concerned I think I have reached my goals where I wanted to see that my kids have a good future. That's one of the goals I have reached in my life. Now I want to look after myself and I set goals for myself because I have set goals for my family and now for myself. Like now I want to go overseas and I must do something about it. Not say it. I must start saving. It's the little things that was important that we sometimes sit back and say we want to do something like for instance there was something else that came up in my own home at the moment. I said to my kids, I think I must do something about this house. I keep on saying I want to do this and that and I'm getting money and I must put it to use, but I said to my brother the other night, as well I want to enclose my back carport and make it bigger. And other times I would just take the money and go to Woolworth's and shop. Things like that and forget about it, but that can be done. At least now I'm saying to myself I must do it and I must make a start.

IT SOUNDS TO ME THAT YOU ALSO FEEL THAT YOU ARE IMPORTANT.

Yes I am important now. Before my family I used to put my family first, other people first, other people that needs I would see to them first instead of myself. I feels good now. I said to them the other day – You know I'm always buying for my girls – I don't need to buy them I don't need to support them but they always give to me – my family is very giving and the other day I went to Woolworth's and I saw something and I thought why must I buy that for my daughter. I like it so I'm going to buy it for myself and I bought it. Things I used to put – I used to put them first – and sometimes forget about myself. There must be food in the house. I think that can wait we won't die without that extra luxury or something like that.

I'M GLAD TO HEAR SUCH A POSITIVE CALL.

That was so great when we came out and we could share with people just little bits – they won't divulge but that was so great when people wanted to know. Everybody is so excited to go now and other people that came out didn't tell us what it was all about because just in one meeting somebody just said they found that it great but that was all. What was great there that there were people in that program that couldn't hug couldn't stand anybody hugging or hugging out of their own and in the end the one girl came and said I must hug you people and that was so great for me. That was really great. And it became very emotional for some people. Things that they could never share with people that they could see up there. Personal problems that came out and people could bring the you in you and there were three people that were really disturbed in that and for us to be able to share and how in the end that they could go out there with an open mind.

YOU ACTUALLY SAW CHANGES .

Yes, you could really see changes.

COMPANY A
PRE TEST
SUBJECT A40

HOW LONG HAVE YOU BEEN IN THIS COMPANY?

It will be now for three years.

ARE YOU HAPPY HERE, GENERALLY?

Yes, well it depends on what you actually do. I used to do Customer Services, I was with this one department Innovations for over two years and then last year in November I went over to Vetting where I am now. There is this huge difference in what I am used to and I find it very boring, it's not very – meant for me though, but I have to sit and first figure out if I'm really meant for this job or not because you get so relaxed in this new job. I was physically active, I picked up a lot of weight now since I've been in this department but I've been always active and I dealt with customers face to face and now I sit today behind a computer.

HOW WOULD YOU DESCRIBE YOURSELF?

Confused. I feel very confused.

BECAUSE OF THE FACT THAT YOU ARE NOT HAPPY IN YOUR JOB?

Not really. It's like personally and like sometimes I'm not really sure what I really want in life because that's why I'm at the moment where I am – I first want to see how I grow in this department to see if it's going to make some change in me or whatever. Maybe I need a change or I'm not too sure. I don't feel settled yet and I can relax and say this is what I want to do or what I plan in life.

WHAT KIND OF PERSONALITY ARE YOU? I CAN SEE YOU ARE CONFUSED BUT HOW WOULD YOU DESCRIBE YOUR PERSONALITY? ARE YOU AN INTROVERT, ARE YOU AN EXTROVERT, DO YOU LIKE PEOPLE?

I like people and there's times also where I withdraw from them. Like at this stage where I am now I don't really mingle with people a lot. I just like sit where I sit and don't chat a lot. I've got this one colleague that sits next to me, but now and then we'll have something to say but not much really. I keep to myself mostly. Even at home I would be like that.

DO YOU GO OUT A LOT OR DO YOU PREFER TO STAY AT HOME?

I stay at home. Something happened in my life and maybe it's also that, I'm just trying to stay out of crowds or just stay away from people. I was raped before.

I UNDERSTAND THAT THAT YOU ARE SCARED AND YOU WITHDRAW AND YOU WANT TO BE CAREFUL AND THEN YOU ARE CONFUSED BECAUSE YOU WANT TO DO SOMETHING BUT THEN YOU...

It's only me and my supervisor that actually knows about it and obviously Samantha and HR and nobody else knows really about this and obviously nobody would understand me in this the way I am now.

HAVE YOU CHANGED?

A bit. I feel I've become very nasty and even towards my daughter I feel very frustrated and irritated most of the time. I never used to be like this. I would talk and laugh and go on with everybody. I would chat here and say this and that. Sometimes they would have to stop me and say Hey you talk too much or whatever. But it's just that after the whole experience I have changed. I'm not too sure how to express myself then because then it's like I don't know what the reaction is going to be. So I rather keep a low profile. I just don't want to be outspoken and I thought I'm busy doing my Matric at the moment and I thought to myself will I really have time for this but I've heard other people talk about this especially in this Free to Grow and they said something you will find out more about yourself, what type of person you really are and I thought maybe this will actually help me go in that direction or help me try find myself. I'm not sure.

WHAT CAN YOU SAY IS A QUALITY IN YOURSELF THAT YOU ARE REALLY HAPPY ABOUT? A STRENGTH, SOMETHING THAT IS YOUR STRONG POINT? SOMETHING THAT YOU ARE PROUD OF IF YOU HAD TO GO FOR A JOB AND THEY SAID WHY SHOULD WE APPOINT YOU, WHAT WOULD YOU SAY THAT IS IN YOUR PERSONALITY THAT IS A STRONG POINT?

I don't think I've got any at the moment the way I feel. I feel I just come day to day, because of what happened to me it's like there was nothing good that this person saw in me and that is why he did what he did and so I mean that is what everybody else thinks of me. And sometimes it's probably also the way I am that they would maybe... I think of lots of other people although it's not even what they are thinking.

YOU IMAGINE WHAT THEY ARE THINKING?

Yes, and then – but I can't really see – maybe there is a good point that I can't think of like at this stage. For me it feels that I'm just being left out or I've been – something happened to me and I'm just going to have to sit in that position.

YOUR WEAKNESS, IS THERE ANYTHING YOU CAN SAY IS YOUR WEAK POINT?

I get quickly frustrated. At this moment I'm writing this Matric and I haven't been to school for like for ten years and it's difficult for me to start sitting down and starting to study and stuff like that so that frustrates me a lot. We did a test or so last week and I past with two points which I don't feel too good about. I mean I though okay, you're supposed to be an adult but you could've done better but it's just that my mind is drifting too much and I wish that could just stop from drifting and changing my mind from today till tomorrow on to something else. It's just that I want something just to if I decide I want to do this today and keep it like that but there is so many other things that's happening in my life there around me and then it changes like immediately the next day. Because I listen to what this ones' got to say or that one's got to say, it's as if I want somebody to really say but listen go in that direction. But there again you hear somebody else speaks and then that person says but try go in that direction, now you are totally confused and that's why I change my mind like that all the time because I chat a lot with my friends even to myself. It's just I wish I can make up my mind for once and just say this is what I'm going to do. That is according to myself, but with my daughter I would know really what I want for her. I want her to be different. Not so confused.

IS IT JUST YOU AND YOUR DAUGHTER THAT ARE AT HOME? WHERE DO YOU STAY?

I'm staying with my parents, my mother and father.

HOW DO YOU COPE WITH YOUR RELATIONSHIPS AT HOME?

As I said not too good. My mother knows about what happened to me and like my father's got this very strong personality and he's got this way of like my daddy is going to be 70 this year so he's very much in the olden times still like they used to tell you just you are going to do and they decide for you and that and we were never given a chance to express ourselves or think for ourselves and say this is what I want to do. So maybe this is also why I find it difficult to decide on something and do it the way I should. And also I can't really speak open to my father. I can speak to my mother but then it's more frustration that comes out when I speak to her.

AND IF SOMETHING BOTHERS YOU DO YOU BOTTLE IT UP AND EXPLODE OR DO YOU TALK ABOUT IT ALL THE TIME?

Sometimes. I would nag nag nag all the time. And eventually it would just – and my poor mother is the only one I scream and shout at. And sometimes I get frustrated and then it's Jade my daughter that goes through it. Like this week end. I don't know. I just felt I warned myself. I just felt that everthing must go the way I wanted it to go and I was a bit nasty to her Friday and Saturday and then when her father had to come and visit her I was like not – I just didn't want her to go. Jade is everything in my life and now when her father comes around then it means that I'll be alone. I don't have friends. Jade is there every night, every day whenever I open my eyes, Jade is there. So it's like when you have to take her away it's like I feel lost. And that is also something I want to try and not be so possessive of my daughter. I know it's bad but after this whole incident I just feel that I just need somebody to be there for me. Although there is Jade, she wouldn't really understand, she doesn't know what happened to me, obviously, but I just need somebody to be there for me.

AT WORK. HOW ARE YOUR RELATIONSHIPS AT WORK. YOU SAY YOU HAVE YOUR ONE FRIEND

...

I normally speak to everybody, it's not like, well she would, she actually has a chair next to me, we chat. Like say for instance big decisions or things that I have to think about, things that I want to do, this car that I want to buy. Now I ask her like what way I must go or think of before I really do something like that or go in that way. With Renee I would chat about Jade and things like, it's not everybody knows everything at the same time about at home.

IF THERE'S A PROBLEM WOULD YOU TALK ABOUT IT OR WOULD YOU ALSO BOTTLE IT UP AND THEN EXPLODE AT A CERTAIN STAGE?

No, I would normally chat to Lynette or if it's something that's really bugging me I would go to Samantha downstairs and speak to her.

IS THAT YOUR SUPERVISOR?

No, Samantha, she works in HR downstairs so I would actually go and speak to her.

SO YOU HAVE A CHANNEL TO RESOLVE PROBLEMS IF THERE ARE?

I normally speak to her. I feel more comfortable speaking to her.

YOU SAY IT'S JUST YOUR WORK AND YOU GO HOME. YOU ARE NOT INVOLVED IN CHURCH OR SPORT.

No, I actually left the church like almost three years ago. I don't go there. I take Jade out, we go to the movies or go out Saturdays. I even left gym, I felt withdrawn, I just, I don't know, I just don't want to really be with other people anymore. And then people say ag man you're just droog or something like that. They don't understand what I went through, so and I don't feel like...sometimes I feel I can explain to them really what happened but then again if one thing drops here I think everybody would know and I maybe also because I'm carrying this whole big thing on my own shoulders all alone it is sometimes it is difficult. It happened two years ago, this one guy he's a policeman, we became friends actually and I just told him now the other day that I feel so, it's now really I'm in this stage although it happened two years ago, I'm in this stage I don't even want to see no man or I just want to keep them all away from me actually. I've got friends that's interested and want to chat to me, but my father is the one that actually keeps all guys away from me. He doesn't know what good he actually does. Well I'm not sure if it's good or bad but at this stage I can't handle it.

HOW HAPPY WOULD YOU SAY THAT YOU FEEL WITH YOURSELF AT THE MOMENT OR HOW CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF?

Sometimes I'm a bit difficult to please even if I have to do it myself. I'm okay with the way I am now probably. I'm not used to being like this. I used to go out and be with friends but for now I will be happy when I get my Matric and when I get whatever, well there's so many things that I want still but in the near future I'm hoping to get abut for now I'm okay.

AND THE FUTURE. HOW DO YOU FEEL ABOUT THE FUTURE?

Sometimes it's a bit scary. I was thinking about my daughter what would happen if I'm not there one day. That's bugging me, because she's staying with my mother and there's always a saying that I said we would both have to go at the same time, not me first or her first. I don't know how I would cope with not having her around. That's my main worry, but futurewise, I work I'm hoping to get a better job coming my way because I was told that with my Std 8 Certificate I won't be able to go very far although I've worked here for a while so I will have to try and get my Matric and I hope I will get something different, because of what they told me I hope I'm going to get something better and I don't have to sit and struggle the way I'm struggling through life at this moment. I had plans say a month ago, I wanted to go overseas and maybe try and start a life over there, try a whole different environment, see how it happens. My mommy's got friends over there so I thought I could stay with them but that would probably be in five years time or something like that, not at this stage yet. Maybe just see if things is going to work out differently if I have to stand up on my own two feet away from my parents and family. We've got a very big family, I've got four brothers and three sisters so I feel they're also there, I won't say they give me so much support but my parents is there so if there's things that I want to do in life my mommy and them will back me up or, there will be some assistance but not much but it is something that I will have to do on my own any way. But I mean if I do go away even if I try to move out and that didn't work but I may be just not settled or stable yet or in

the way I'm thinking it's probably not it wasn't the right time, so I had to move back to my parents again but I hope in future I will be able to do that. I will be 30 next year.

SO YOU DO SEE POSSIBILITIES FOR THE FUTURE?

Yes.

THANK YOU VERY MUCH.

COMPANY A
POST TEST
SUBJECT A40

HOW WAS THE COURSE FOR YOU?

Exciting.

IS IT WHAT YOU EXPECTED?

I didn't actually know what to expect. I just went there, more to find yourself. I feel that actually it gave me confidence. I feel a bit stronger enough to say Okay I'm going to make my own decisions now. Before I would always ask everybody like What do you think or give me advice or whatever and then in the end I'm so confused because I never thought to myself but what do I really want. It was always what is other people going to say or what would they think would be the right opinion. And afterwards I just feel my eyes have been opened only now. That's how I feel.

IN YOUR LIFE OR WITH THE INSTANCE THAT YOU HAD.

That as well and also it's just I think curling up all the time and it's just that I've been – I just wanted somebody to be there for me and I thought but I shouldn't be like that. This is me and it's my life and I should make my own decisions. It's not having to wait on the next person especially at home if they tried to say you are just going to stick to this and do that. Like with this one thing I went to buy me a car a few years ago and my father just said no. Well he sold his car and he used the garage now for his work whatever he was busy doing and this year I needed a car desperately and I didn't need a car that time but it was a fault and because of what he said I just thought okay maybe I just shouldn't. I should just leave it. And now this year when I started studying I needed a car desperately and it was something that was hammering me and I just thought to myself – It's something that I need and something that is going to help me with my studies. Obviously I need to get there and I need to go to this study group that we were planning to have. If I don't have a car I won't be able to get there because the people that I work with they are also struggling with transport and things so I said all my life I've been having problems like that so I will just have to put my foot down and do it and just after the one course finished I just decided I'm going to do it. Since then I'm just waiting now for the approval from the bank to say what they want and I feel actually a bit – I've done it – I've made a decision and they said by next week Tuesday for the latest I should have the car. And exams are starting next week so I will be starting like with my study group and we can see each other now. So that is actually helping me and I am actually excited about it. I even asked at the session I was at emotionally if you are drained because of whatever comes out those things that everybody talks about you also have to say and just the thought you grow attached to this group you have been with and now all of a sudden it's as if I thought that the week before couldn't there be just something to keep us together because we really need the support because you would open up in the meetings and it was actually wonderful.

WAS THE GROUP FEELING SPECIAL OR THE FACT THAT YOU OPENED UP?

Because we opened up as well. Also knowing that you are not the only one going through difficult things in life. There are other people as well. What actually opened up my eyes to say you are not the only one because there are some things that I would moan and groan about and things that are bugging me and there are definitely – everybody has gone something happening in their lives and maybe they won't say anything about them but then next to them would say like I wouldn't maybe say Oh but this has happened and my father was upset with me again and I would be totally upset for this. But then you don't hear sometimes other people say that. But actually in that training session everybody can talk a little of something that happened in their life.

IT MAKES YOU FEEL YOU ARE NOT ALONE IN YOUR PROBLEM. DID YOU FEEL THAT YOU LEARNED ANYTHING NEW ABOUT YOURSELF THAT YOU DIDN'T EVER KNOW BEFORE?

I never had confidence in doing what I really want to do and I could never forward in life because I was always sitting back and waiting like with my family around me saying do this do that. And while we were doing it I thought to myself I don't really have to wait on them but I can do things for myself really. I always wanted their approval of whatever I did and if it wasn't what I wanted then I was always unhappy. So I was thinking if I am going to wait on everybody all the time saying yes that is actually something good or no it's not it means I will be miserable all my life because I'm waiting on them and listening to what they say. I don't listen to what I have got to say. I'm actually the person here that I have to satisfy and not them.

IT'S WONDERFUL THAT IT HAS MADE YOU DECIDE THAT YOU ARE THE ONE WHO IS IMPORTANT AND YOU ACTUALLY HAVE APPLIED IT BY GOING OUT AND DOING THE RIGHT THING. AND IN YOUR RELATIONSHIPS NOW AT HOME HOW IS IT GOING WITH YOUR DAUGHTER AND YOUR MOM?

I am trying to apply what we were taught. Me and Jade is like sometimes it is still very stressful because after work I go to school at night and then I am totally drained, your mind is maybe not there but still you are totally drained. I'm not sure. Probably because of what happened the last month with me. Just this one week I tried to after this one incident after the course started I had this horrible argument with my father and I was actually talking about with we were doing and I was telling my sister what we did and what it's all about but then my father started blowing up about he doesn't think this course is really of benefit. My father is going to be 70 this year so he still has the old ways. I said you guys didn't have these opportunities those times so you won't really know what it means for a person and then my daddy said something horrible to me. And he just shut me up just like that and I couldn't speak. I was near to tears and I just stopped I couldn't say a word to my father and I looked at my mother and I just said why is my father like this. And that's all and then I left and I tried to ignore him which I shouldn't have really done.

I just ignored him and when I get home I greet him and I would just go to my room. That's what I always did. And I just lately show him if he has got something to say I will keep quiet, says what he has to say. I continue still on what I was going to say then. But not like in a rude manner or anything. I show him you say your say and then I still got my say afterwards. Even if he feels he says something that's going to be like that and is going to stay like that. Maybe that's why I was like this all the time. And I just said no ways. I will have to say my say now. And it's actually difficult because this man is so overpowering in my life in that way. Wherever he wants to decide for me up till today maybe because of that I couldn't before just say I'm going to do this or whatever.

DOES IT FEEL GOOD NOW THAT YOU HAVE DECIDED TO GO AGAINST HIM AND GET THE CAR?

Yes, even though he's giving I don't ask advice nothing. I speak to my brother-in-law – he's very good with cars and things like that. So I stick to him and on Wednesday evening we went to see this one car and when he spoke to my brother-in-law in a nice cool and calm manner then he spoke to me I was sitting behind him in the car looking at my sister and the two of them sitting in front and then he started shouting so loudly. And I asked my sister but why is this man reacting like this. And I would keep quiet and I said to him well I had made up my mind whether whatever was going to happen I would like to have this car. So when I got there my brother-in-law showed me that this car had been in an accident and it would not be a benefit for me in the long run because of some part or whatever on the wheel that would make the tyre wear off more quickly than the others. And that honestly is a bad problem so to say according to him. And I could see also the part that was fitted like the door or the bonnet and the bumper you could see it on the one side it was not fitted as it should be. You can see the difference on your right hand side to the left hand side. And he said this is definitely not going to help you in the future. My daddy was talking there to this one guy at the back looking at other cars but he was like far away and I was just saying Okay we first check this car thoroughly before we do decide yes or no. But I said I wanted this car because I liked the colour and it looked nice but obviously I needed somebody else that knew this type of thing and well he said no we shouldn't. And then just the next thing it's not that I was like – I wasn't really set on it – it was just that I wanted to make a choice and say okay this is it. And then the next day he phones me and said I've got this beautiful car. He went to Malmesbury to go and pay a fine there so he said to me when he went there he went to look around if there is anything because I said I desperately need this car now for school and it's getting winter and it's not going to be nice waiting for somebody to come fetch me in the dark. So he phoned me yesterday and said the car is there – he had a test drive and everything and I faxed all my things to Bankfin and sorted everything out so just tomorrow I must just go sign my papers. I said I don't need to see the car as long as I'm happy with the car because I trust you with the car.

HOW HAPPY DO YOU FEEL WITH YOURSELF AT THE MOMENT?

I'm quite happy. It was like a light went on. Totally different. I'm bubbling.

WHEN I SPOKE TO YOU, YOU WERE REALLY VERY VERY DOWN AND YOU WERE SCARED OF LIFE.

I should have actually brought you the picture. After the course we were asked to draw something before how we felt and after. I draw a dark cloud. I said this is what I felt like confused and didn't know what I wanted in life and very unhappy. This is what my cloud means and I made a little path like I needed help in my life I needed something, some sunshine. I needed that in my cloud and there wasn't anything. That was before the session because that is what I felt like and like afterwards I drew a little tree not too big a middle sized one with green leaves on the one side and brown on the other side. The green showed that I've picked a few little things and something has changed in me and I grew a little bit but it's not that I'm really where I want to be. The brown side means that I'm still going to have to grow and that also has to turn into green leaves eventually. But my green leaves have started actually because I have picked up a few little things from what we were taught and whatever happened because there was definitely a change in me. Whenever after each session then I would tell everybody this is something everybody would have to go and have. I definitely grew.

HOW DO YOU FEEL ABOUT YOUR FUTURE NOW?

I am not too sure. At the moment I'm concentrating on like what's happening now. I'm taking each day at a time and I'm not in a hurry. I will just get on with my studies and see what happens.

ARE YOU MANAGING TO KEEP UP BECAUSE I REMEMBER WHEN YOU SPOKE YOU SAID IT WAS DIFFICULT FOR YOU AND YOU WERE REALLY BATTLING TO STUDY. ARE YOU A LOT BETTER NOW?

Yes I am actually.

ARE YOU STILL FEELING SCARED OF PEOPLE AND YOU JUST WANTED TO RATHER STAY AT HOME. ARE YOU STILL FEELING LIKE THAT?

Now at the moment I feel like more having my daughter exposed to life more because we would obviously just battle – we would be able to meet more people if I should be able to go out not just sit at home because that is actually why I wanted to go because my poor children are sitting at home and also my sisters – all of them have got cars and it's just that their children is normally teasing Jade about you don't have a car and you sitting at home all the time or if they came back from some nice place and then they would brag by Jade and Jade is not so impressed with this. So maybe this would also change for both of us actually because both of us we would just be mostly at home and if there's time that we need to get really get out then we are actually stuck and stranded there then we can't. So hopefully things will change now and I won't feel so – held down now – hopefully things will change for me.

I CAN REALLY SEE THERE HAS BEEN A VERY POSITIVE EXPERIENCE FOR YOU.

Definitely it was. I have never ever been through something like this.

HAVE YOU BEEN ON OTHER COURSES BEFORE?

Not like this no never. This has been a life changing experience.

**POST-POST TEST
SUBJECT A40**

I WANT TO KNOW HAVE YOU REMEMBERED ANYTHING ABOUT THE COURSE OR IS THERE SOMETHING THAT YOU DID AND YOU HAVE FORGOTTEN ABOUT IT?

No, you can't remember everything of what you learned. It's like things you were told there is something that I must apply to my life and you pick little things up out of that course that what you think that would help you.

SO HAVE YOU TAKEN CERTAIN THINGS?

Yes, it's like lots of times I stand on my own two feet which obviously before I was just hopeless in things like that and now I think my mind is not so sure, so occupied I think a lot of things lately that before you would just like, okay somebody else would do this for me. But now my mind turns a bit now but more often than before and I just decided to do things on my own now and not like before.

HAVE YOU GOT MORE SELF CONFIDENCE TO DO THAT?

Yes. With the car I had to make another decision about that. I've been hunting around and whenever I get to the car like, the first time when I'm mad about the car, but then obviously you have to get professional help with things like that or somebody that knows more about cars and there's always something not right with the car. That's why I decided okay we'll leave the car for now. It is a necessity but it's just not the right time for me to have a car yet so we'll just put that aside for now. I actually got very tired hunting around for a car and decided to buy this computer and me and my daughter we actually entered this thing and I think I'm going to help her a bit now because I am planning to buy these specific courses. Well I went on Saturday I saw this other little thing that would help her in her school as well. Because I went to school as well. I gave that up because she started having problems at school, she couldn't read like the other kiddies are reading so I had to give that up to sit with her at night and I had to make a choice there as well because Jade can't repeat Grade 1 again next year. For now I'll have to sit with her she's only in Grade 1 and she'll obviously need her mother's help because I'm a single parent it means I'm there alone for her. So I would sit after work then I come home and sit with her books with her with her reading. Now I've seen this one offer at C.N.A. also that she can do on the computer because that is where she normally wants to sit at night. So I thought okay if I could get her something like that she would be occupied on the computer but she would still be learning. So I thought of getting that, so I thought to my self if I bought the car she wouldn't have probably got into learning how to use the computer or just learning things about the work as well. Maybe it has turned out better.

ARE YOU HAPPY ABOUT THE DECISION OR DO YOU FEEL A BIT REBELLIOUS?

No, it's actually something good though because she would sit there and obviously do other little things as well because we got different CD's for her there as well and her father's coming closer as well and I've actually accepted God in my life again. That is probably something that really messed my life up because I was in that direction before and I just left everything and then I was very rebellious. And I just thought like after this course there was obviously things like having to put your life in a certain way and I thought maybe if I should go back to church and take things a bit seriously. And maybe things will change and things definitely did change for me. You will get those other funny little thoughts and things. I had this long chat with my mommy yesterday but it's still there – just like things that happen around you especially whenever you switch on the radio you would hear about rape cases and all these little children that they attack and because what happened to me this is something that is actually bothering me now at the moment. Because everybody comes with the story like, I'm in Mitchells Plain and in three weeks there was three rapes in each week which was very... it was in the newspapers and the radio everywhere everybody knew about this. The children just went missing and only when they found the children they found out that the children were raped and killed afterwards. They had to run protests. One day they had this march against also the crime and raping and things.

While they had this march this one gang broke into this one woman's house and they gang raped her. These people just outside our house is doing this and they not even aware of what's happening inside the people's houses really. So this is things that is all going through my mind but I'm not letting this put me down. I just well, if I sit still then things like this starts bothering me.

THE GANG MARCH?

No, I couldn't get there where they were but I knew about it though. I am probably just human and it would probably still bother me and...

AND TIME WILL HEAL

Probably yes and I feel but I just try not to sit still too long because then my mind just goes all these different ways. But further I'm just quite happy with the way I am now.

THE THINGS THAT YOU LEARNED IN FREE TO GROW HAS IT AFFECTED YOUR WORK RELATIONSHIPS

AT ALL? HAVE YOU BEEN ABLE TO APPLY SOME OF THE THINGS THAT YOU LEARNED IN THE WORK SITUATION?

Yes. I would normally be working in a group and there was like times that you would, I mean if you work in a group, you really don't say your say or anything like that. You just accept it because the group this size or whatever and there were a few times that I would say my say but obviously I would go to my sub and then I would speak to her and well whenever we would just try maybe one of my ways or whatever. But it's just in a starting way, it's not that I would just go up front and just say whatever. Probably it also takes time.

DO YOU GO BACK TO YOUR BOOK AT ALL OR IS IT THINGS THAT YOU JUST REMEMBER?

Mostly things I remember or think that I should apply actually.

DO YOU THINK ABOUT THE COURSE WHEN THE SITUATION ARISES THAT YOU HAVE A NEED THAT THERE IS CONFLICT OR IF SOMETHING THAT YOU THINK ABOUT MORE OFTEN? IS IT MORE A WAY OF A PROBLEM?

Mostly when I'm in a problem then I would think about what we discussed in Free to Grow.

AND AT HOME THE WAY THAT YOU ARE WITH YOUR DAD?

Oh he's changed a lot.

YOUR DAD WAS ALWAYS MAKING DECISIONS FOR YOU AND TELLING YOU WHAT TO DO NOT LISTENING TO YOU. HAS THAT CHANGED AT ALL?

He did a little bit because I'm taking chances what to say to him, because he's a very hard man. So I say my say and ...

SO YOU'RE ACTUALLY TAKING CHANCES OR TAKING CHARGE?

No I'm taking the chances to see if he will accept this because obviously I am still in his house and whatever happens he is the boss so to say. That is what he means to say. With my child especially he will like still shout and scream at her so he decides what Jade should do and where Jade must stay an when I should do this and I just decided ... I spoke to him once about her. I didn't say anything though because I said I feel that she should actually ... I mean she lives here and he shouldn't be like shouting and screaming because it affects me also. Because this is something that really frustrates me. I feel that what my father does and then I do it to Jade as well. So I thought to myself if I should stop shouting out he should do it too. And so I went to him and I spoke to him about it and now you often get him shouting at her so then I try to just ignore her whatever she does or ... Obviously I have to speak to her whenever but I just like be calm with her like before I would just start going mad and things like that because I see my father does this and I just try to change and just be calm and I will wait and see what he does. And I started giving hugs at home and everybody is like looking at me, but this really strange why?

DO YOU THINK THIS HAS MADE THE BIGGEST DIFFERENCE IN HOW YOU FEEL ABOUT YOURSELF OR IN THE WAY THAT YOU ACT WITH OTHER PEOPLE WHICH IS THE MOST IMPACT THAT YOU FELT IT HAS?

Actually more in myself because the type of person I was. I wouldn't mix or say my say. I'll think about something but I wouldn't tell you okay this is what I think maybe we should do this. I think I've changed that bit. I needed to change probably as well because I wouldn't go forward in life. I was just going to sit there and keep quiet and not say a thing.

DO YOU FEEL MORE CONFIDENT?

I do feel ..

THAT YOU CAN DO THINGS AND MAKE DECISIONS OR DO YOU FEEL A BIT LESS SO NOW?

No I feel more confident actually.

AND HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

I feel so wonderful I don't know. There is just too many things happening now.

BUT YOU ARE NOT UPSET ABOUT LEAVING SCHOOL AND NOT GETTING A CAR? HASN'T THAT AFFECTED THE WAY YOU FEEL?

Not really. I got upset because I got this one letter stating that Jade wasn't doing well at school and then here I have to do something because I don't accept things like this. Rather help Jade out leave school or whatever just do anything that you can do for Jade. She is my first priority in my life so I have to look after her first before I do anything else.

SO WILL YOU GO BACK TO YOUR STUDIES SOME OTHER TIME?

Yes I'm planning to do that. It's just that Jade must ... till we grow another few years whatever.

IT DOES AFFECT YOU I KNOW, AND YOU BATTLE.

Another thing now Jade's father wants to emigrate, he wants to go to Melbourne or something and I'm a bit worried because he only used to see her like once a month or so and she probably got attached to here daddy obviously, I mean she's 7 years old. And now I'm a bit worried of him not being there for her. Because sometimes she would say, Mommy why don't you get married and then I can have a daddy. So I said, But you do have a daddy. She still wants one in the house or whatever. So that's also a bit of a problem there. I must think about that.

HOW DO YOU FEEL ABOUT THE FUTURE?

Positive. He asked me yesterday if myself and Jade can go with him over there so maybe we will have a different kind of future over there than having it here. Because if we are here with the family it's more they decide for you. You can't really do what you feel like what's right or wrong or whatever and you can't do what you want to because you have to consider them all the time.

DO YOU HAVE A RELATIONSHIP WITH JADE'S FATHER?

We haven't been for eight years now but we had a chat on Saturday but maybe I must just take my pride and put it in my pocket and think about Jade also.

AND HE'S NOT INVOLVED WITH ANYBODY ELSE?

No, he hasn't been. He's been waiting for me all these years. I was the rebellious one. I had other guys in my life but he never had anybody. He told me on Saturday he took a few girls out just like whenever, but he said he never, he couldn't adapt to them because of me and he sort of maybe he must try his luck again and see if I will give in because I said I used to be a hard person and I changed a bit. I felt that there must come a change in my life because the way I was I really didn't like it and also obviously the things I did before that also made me unhappy. And I thought okay this is not the right way because Jade is also going to see type of things, so change your life and maybe I must get married to her father now only after these eight years has passed. It's wasted time she could have been quite happier than ...

YOU WEREN'T REALLY READY FOR IT

Yes that's what I also say, I wasn't ready for it and I haven't been to Free to Grow before and ...

IT CAME AT A TIME WHEN YOU REALLY NEEDED IT

Definitely, it definitely came into my life when I needed it.

SO IT WAS ALMOST LIKE A TURNING POINT IN YOUR LIFE

Definitely it was.

COMPANY A

**POST TEST
SUBJECT A47**

HOW WAS THE COURSE FOR YOU?

Exciting.

REALLY? WAS IT WHAT YOU EXPECTED?

No. I don't know what they meant by how they can teach you to grow. But I enjoyed it.

I CAN REMEMBER YOU SAYING YOU'VE BEEN ON QUITE A LOT OF COURSES BEFORE TO HELP YOU. NOW CAN YOU SAY THAT THERE IS ANYTHING DIFFERENT ABOUT THIS COURSE?

It was different in the way it was presented in a much simpler way where you could understand immediately what's going on and how to do things – very very nice, enjoyable. The person who presented it is very good, she's got a way of putting and getting things across to you in a simple way but effective.

DO YOU THINK YOU LEARNED NEW THINGS ABOUT YOURSELF ON THIS COURSE? THINGS YOU DIDN'T KNOW BEFORE?

It made me aware again that I didn't think about constantly but I've been made aware again of things maybe I forgot. But it made me again aware of myself and now to deal with other people how to address the problem and not the person. A person do attend to attack the person and forget about the problem.

HAVE YOU HAD A CHANCE TO APPLY THIS AT ALL?

At home. I have a daughter that has a very strong personality and I think I must be sometimes stronger than what she is put things across to her to make her understand and before I used to say "You must stop doing this, you can't do that". Now I can get away from her and she is not a problem child but she's very direct it's not always nice to be so direct but now I tell her in a nicer way in a better way, different way. But you do hurt peoples' feelings if you do that.

DO YOU NOTICE ANY DIFFERENCE IN HER?

She's calmed down a little bit. I don't know yet. I think for me it's a learning curve and I must see how it will work. But as I say she is very strong willed – she thinks she's got to do things her way – the right way and I'm trying to tell her that it's not always right.

HAVE YOU BEEN ABLE TO APPLY ANY OF THOSE THINGS YOU HAVE LEARNED AT WORK?

Yes, yesterday. I had a little meeting with the buyer I assist and I was actually very open with her. We went out to have a cup of coffee and the two of us had a very nice chat and now I know what she expects from me and I could tell her what I expect of her and yes, we had a nice chat yesterday.

AND DID YOU APPLY ANY OF THE THINGS OR WOULD YOU HAVE HAD THAT ANY CASE?

I don't think so. I would have but I would not have been as open because – I'm open but I never knew that I still hold back. It was much more.

YOU ARE WANTING TO BE MORE OPEN?

I promised her we are all going to work what we have learned.

IF I ASK YOU NOW HOW HAPPY YOU FEEL WITH YOURSELF AT THE MOMENT WHAT WOULD YOU SAY?

I'm happy.

AND THE FUTURE? HOW DO YOU FEEL ABOUT THE FUTURE? DID YOU HAVE TO ANY WAY WRITE DOWN WHAT YOU GOALS OR DREAMS OR STUFF ARE?

At the moment I don't have many. At the moment I concentrate more on my children. My dream is to see my children to be independent people and I am trying to help them to work towards that. At the moment that is my goal and I have two at varsity, that is my main goal now at the moment for my children.

AND YOUR PERSONAL GOAL. THINGS THAT CAME OUT NOW THROUGH THE COURSE.

My personal goal I would love to buy my own house again and ...

YOU LIVE WITH YOUR BROTHER?

Yes we share a house. I on my own but we share a very big house. Everybody has their own back door but I would... two years ago we sold our house and ... I had to sell my house. I would love to have that is my personal goal to own my own house. At the end of the day I think it's also for my children but for me to have my own.

YOU WANT TO GROW AND THAT IS THE REASON WHY YOU WENT ON THE COURSE. DO YOU FEEL THAT THAT HAS SATISFIED THAT DESIRE IN YOU AND DO YOU THINK YOU WILL CONTINUE TO WORK ON THINGS THAT YOU'VE APPLIED THAT YOU'VE LEARNED – HAS THE COURSE PROVIDED YOU WITH OR WAS IT A GOOD COURSE TO GO ON THAT YOU CAN FORGET ABOUT ALL THESE THINGS THAT YOU THINK YOU ARE GOING TO CARRY WITH YOU?

No I definitely think that there's things I will carry with me. On Tuesday so I've got lots – I didn't even think I had that much going to do. I was very content and I am in touch with myself but as I said before I have been made aware that there is actually more you can do.

AND ARE YOU KEEN TO DO THAT?

Oh very.

THE COURSE HAS MOTIVATED YOU TO DO THAT?

Yes.

COMPANY A

**POST-POST TEST
SUBJECT A47**

I've sort of outgrown that. Becoming older you outgrow certain things which is ... you must rise above that and work. I thought I managed that very well until this course

REMEMBER YOU SAID YOU HAD BEEN ON COURSES WHICH HAD HELPED YOU ALREADY SO I WAS WONDERING HOW BENEFICIAL JUST ANOTHER COURSE WOULD BE WHETHER IT WAS JUST ANOTHER COURSE.

It was very good

**COMPANY A
POST TEST
SUBJECT A38**

HOW WAS THE COURSE FOR YOU?

Well I found it very informative and I wrote in my paper you are never too old to learn new things and you learn more about life itself. And the thing is this thing that I would get upset with especially my husband and the way you speak to them it's brought a different way and we are communicating. I told her that it's going to take a lot of practice and if you want to say something bite your tongue and think and not give the I message as we have learned. We must continue and practice everyday because if you not going to practice that everyday you not going to become that special person that you would want to and show out that you are changing. It's difficult with somebody that's stubborn or demanding. I'm a bit of everything and the feed back that I got with things that had to

be taken. You know if you a teddy bear if you a owl and take things that people had to say like swearing, demanding or stubborn. Okay your friends will tell you okay you very nice and that whatever. But the truth always comes out with husbands. Sometimes no matter what mood they in they tell you, you demanding or stubborn and I know I am that.

IS THERE SOMETHING NEW THAT YOU LEARNED THAT YOU WERE NOT QUITE AWARE OF BEFORE?

No I was aware of it but I wasn't aware that it was affecting him in that manner and then I asked him to explain to me how do you think that I must... Yes, I mustn't be manipulate if he say something don't... But I think it's working out for us now.

SO YOU ARE APPLYING WHAT YOU HAVE LEARNED?

Yes definitely.

AND YOU ARE FEELING A DIFFERENCE?

Yes, you feel the difference. The first week already you listen and you learn and I mean what you talk in your class some of it was very tense. People wouldn't just open out in the beginning but as we got to know one another each one spoke about their problems and that and what if your home life can become better you will be a much better person working with your colleagues.

DID YOU DISCOVER ANYTHING NEW ABOUT YOURSELF THAT WAS GOOD THAT YOU DIDN'T KNOW ABOUT BEFORE - YOUR GOOD QUALITIES?

Yes, I knew the good qualities. It was just that people would tell you that made you feel very good. It made me feel very good. Like everybody knew that I was confident but they would just press me down and know you are a confident person. It made me feel much better. Normally in a situation where I would first wait for somebody else perhaps to stand up and say what like she would ask who would like to go first. Everybody would start looking at one another and I would immediately get up and say I'm nervous in the beginning. I'm most probably not going to say everything that I want to say now but the words don't come out the way you want it to come out at the spur of the moment. And then just to break the ice the next one would say they'll be next. I would get up immediately then she would ask for something and that was good. Other lecturers that we did have in certain things I would say I wasn't that active in but with her it was a vast difference. The way she explained to you everything and if you weren't sure we would put up our hands everybody would talk and explain and she would say and then you are telling her she would then put the question to you not just you telling her, look at here this that or the other. She would tell you now give me an explanation and that was the good part of it. Because then you could sort of explain yourself to her and but most of the people was like explaining but not mentioning any names just to be on the safe side. But what they experienced with her I think everybody in our group, they really trying to make a difference in their life plus with the communication also.

HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

I would rate myself actually as a 70. Because the home life as I say you got to work on it. With me being in a second marriage and having a son with the two grandchildren it's hard and I'm in the centre of everything. They don't want to take the ones' part and the other so I got to be the one in the middle and listen to both and it's very difficult.

IF YOU THINK ABOUT THE FUTURE DO YOU THINK IT CAN IMPROVE?

I think it can improve but as I say the one party wants to be more stubborn than the other and in my notes and what I wrote down I have given to my husband and he is trying to also apply that. But he has a very small heart but he has built this wall around him that nobody is going to hurt him in any way. Sometimes he is very submissive and I explained to him but he said he's not a submissive person and I explained to him it's not necessary to be a submissive person but in certain things you are. If things don't go right then you just shut it off. You don't go into detail or anything like that so I am not pushing it on him I am slowly getting him to open up also. So I'm applying what I learned.

SO IT WAS A POSITIVE THING.

Yes, it was a positive thing definitely.

YOU'VE BEEN ON COURSES BEFORE?

Yes, but not like this one. Really not like this one. We had somebody else here when were at the other ... also how you must address people and things but I don't think it was that successful the way she had brought it over to us.

AND THE FACT THAT YOU HAD A WEEK IN BETWEEN SO THAT YOU COULD GO AND APPLY WHAT YOU LEARNED ON THE COURSE.

It was good and we would do our homework and she would tell us look at what was the outcome of it and those that was too personal she said "Fine if you find it's too personal then you sort that out". But she would come to you and while the others is writing down then you perhaps speak to her. The person next to her was so engrossed in her writing and what she must be doing that she wouldn't even bother to listen in to the one that was explaining to her perhaps a very personal problem. And she would give advice but as I say I'm sure and I'm positive that everybody in our group it has really made a big difference in their life.

**POST-POST TEST
SUBJECT A38**

IT'S THREE MONTHS AGO SINCE FREE TO GROW HAVE YOU REMEMBERED ANY OF THE STUFF THAT YOU HAVE LEARNED OR IS IT JUST SOMETHING THAT YOU WENT ON IN YOUR LIFE CARRIED ON?

No, no, no it is something that I remembered. Even yesterday I spoke about a problem to somebody.

IN WHAT WAY?

In a way it helped me in my relationship and it helped in the workplace because there was a lot of conflict and you try to explain to the people that; look here try doing it this way. I'm not saying that you must do it that way but try that way and so far in our department it has been much better but it is only one lady that was supposed to come to Free to Grow and she just refused point blank and I explained to her and I said to her it will be better for you to go because it restores the way you argue with your daughter because she's got one child. And her lifestyle it would make a huge difference but she is just adamant that she wasn't interested in going. And I feel very disappointed in her not going because the other lady that is also coming down to Free to Grow she's enjoying it very much and she is a 21 year old. And even other people that I've spoke to that was also attending Free to Grow they enjoying it immensely because it's really helping them.

IT WHAT WAY CAN YOU SEE THAT IT'S HELPED YOU?

And as I say in the workplace.

IS YOUR HUSBAND STARTING TO OPEN UP BECAUSE YOU SAID HE WAS QUITE CLOSED AND DIDN'T WANT TO TALK ABOUT THINGS?

Things has been changing he's been coming like in the evening he's come late home but now he's coming earlier and yesterday he still said there was ten points that I had to mark for you but if you must bring the paper now and I'll most probably mark it better.

OH REALLY? SO HE'S NOTICED THE DIFFERENCE? DID HE SAY ANYTHING?

Yes, he said that there is a difference but there is a difference with both of us. I give him my books to read from the Free to Grow and when I see he's moody then I say; Here just have a look at that, don't argue. Read through that and maybe you'll find a solution and we can sort something out.

SO ARE YOU TALKING MORE DO YOU THINK?

Yes.

IS HE NOT REBELLIOUS ABOUT IT?

No.

HE'S QUITE PREPARED TO TALK TO YOU? HOW HAPPY DO YOU FEEL AT THE MOMENT?

I feel that I have also changed quite a bit in the relationship. Before I never used to say anything, you know. You moody because things is not right and that type of thing. But I mean we are more friendly to one another.

IS IT BECAUSE YOU TALK ABOUT IT, YOU USED TO KEEP IT ALL INSIDE?

Yes, I used to think, just ignore it, it will sort out by itself. But that's not the way it will sort itself out. You must speak about the problem and from there you can take it see how you can solve your problem.

HOW DO YOU FEEL ABOUT YOUR GOOD POINTS AND YOUR STRONG POINTS AND THE THINGS THAT YOU LEARNED?

My bad points, I know that I am very moody and sulky and especially when I'm sick perhaps and something just gets said and I'll try and cover up or whatever and then again my good points I try to suppose make up for my bad points. Like I was very disappointed with two of my friends because a cousin of mine said something to them but they didn't defend me and I spoke to them and I said to them what type of person I am and if there is a problem I will ask you and you should actually tell me. Don't hide things away from me. And then they said to me; no, why they didn't say anything is because they knew it wasn't me so they just actually ignored the remark that was passed. But in the meantime I was thinking why didn't they tell me I should have known about what was said and then I felt like -You don't want to tell me so I'll just ignore so you not actually true to me. But now at this very moment they very careful of what they say to me.

BECAUSE YOU STOOD UP FOR WHAT YOU BELIEVED.

Yes.

IF YOU CAN THINK OF THE FUTURE HOW DO YOU FEEL ABOUT THE FUTURE NOW WITH YOUR RELATIONSHIP? ARE YOU HOPEFUL THAT THINGS ARE GOING TO COME RIGHT? OR DO YOU FEEL A BIT DESPONDENT?

In a way I do feel a bit despondent with my husband because of the grandchildren. I don't see them as often because he's got his own workshop and he works weekends. But he don't want to leave the children alone with me. He wants to be there when the children is there because he don't want me to take the children perhaps next door to their father because mother don't want the children to see their father because she don't want any support money. So that is the only problem that I really have. But I send every week there choose their luxuries. On a Monday I send it and they say thank you, then phone me. But that's the only thing, he wouldn't leave the kids by me because of my son living next door.

AND HAPPY WOULD YOU SAY THAT YOU ARE WITH YOURSELF AT THE MOMENT?

I am very happy with myself because things have been changing and in the future it should come right. I mean nobody is going to be 100% happy with themselves, it's always going to be a little glitch somewhere.

DO YOU FEEL THAT YOU HAVE TO WORK HARD TO APPLY THE THINGS OR DO YOU REMEMBER THE THINGS OR DO YOU STUDY THEM IN THE BOOK?

When I go to bed at night and I feel that something went wrong then I will read through my notes. I apply it a lot. I say it do help. If anybody say that it don't make a difference then I... Like I'm still trying to convince this girl that she must go. They all enjoying it. Because what's the use you go through this and you so excited in your class that things have been happening and you now going to try and apply it and I mean it makes a difference. So you must keep on and try and try till you succeed.

COMPANY A

POST-POST TEST
SUBJECT A36

ARE YOU WELL?

Yes, but I've just been so busy.

REMEMBER I'M NOT INVOLVED IN FREE TO GROW AT ALL. I WANT TO KNOW ABOUT WHAT HAPPENS TO PEOPLE WHEN THEY ARE ANY KIND OF A LIFE SKILLS TRAINING PROGRAM. YOU DON'T NEED TO SAY WHAT YOU THINK THAT BAHA OR THE COMPANY OR ANYBODY WOULD LIKE YOU TO SAY. I WANT TO KNOW FROM YOU WAS THIS COURSE SOMETHING THAT YOU REMEMBER OR WAS IT JUST SOMETHING THAT YOU DID AND FORGOTTEN ABOUT.

No, I think that it is something I remember.

IN WHAT WAY? WHAT ASPECTS? IS THERE SOMETHING THAT YOU REMEMBERED YOUR PERSONAL OR INTERRELATIONSHIPS?

Myself more. Not this weekend the weekend before my brother, I went to visit him and the family and I wasn't one to, I never really liked him kissing me and he would kiss me I could never stand it and I actually went up to him and hugged him and he said to me, You know that they say that I think four hugs a day maintains your self esteem and twelve hugs you prove your self esteem and with that I hugged him more than once.

HAVE YOU BEEN ABLE TO APPLY THE THINGS THAT YOU LEARNED ABOUT LIKE CONFLICT MANAGEMENT OR COMMUNICATIONS. HAVE YOU APPLIED THAT AT HOME OR AT WORK?

I think more at work. I have been speaking to my husband about it and he is excited about what I've learned but I think I've tried at work because in normal circumstances I would deal with anybody at work and there would conflict and I'll just be quiet about it. But I feel now that if I right I need to say what I feel and what I feel is right otherwise things don't come right.

SO YOU'RE ACTUALLY DOING IT? AND, HOW DOES IT FEEL?

At first it was hard but I think if you do it in the proper way it shouldn't be a hard and it hasn't been hard and I think people are scared. The one girl I work with and she sees that I do something different and she says ooh! Free to Grow again. So I think it does make a difference.

ARE YOU HAPPY ABOUT THE DIFFERENCE THAT IT HAS MADE? ARE YOU HAPPY ABOUT THE PERSON THAT IT HAS MADE YOU IN THE WAY THAT YOU ARE ACTING?

Yes, because you have some people who are very outspoken that I noticed for the outspokenness but then they are not really but they don't have tact and I think that is where this course comes in. You have to do things in a certain way to be able to get the response out of them, a positive response.

IS IT JUST SOMETHING THAT YOU JUST REMEMBER OR DO YOU GO BACK TO YOUR BOOK?

No I don't go back to the books.

SO HOW DO YOU REMEMBER IT?

I think it sort of starts of my memory so it comes back whenever a situation is there then that part comes back.

SO WITHOUT ACTUALLY LEARNING IT YOU HAVE LEARNED IT BECAUSE IT REFLECTS IN YOUR BEHAVIOUR?

HOW WOULD YOU DESCRIBE YOURSELF?

There are certain goals I need to set my mind to. For example I decide I want to loose weight and I need to loose weight then I try and say I'm going to start today but then I don't. Now I've set my mind to it I'm going to do it.

ARE YOU MORE CONFIDENT IN YOURSELF DO YOU THINK?

Yes. In that sense I feel that I'm more confident where I can relate to someone else easier. Before I used to feel what will they think or say. I don't think that what. I say what I feel.

AND AT HOME YOU SAY YOU HAVE SPOKEN TO YOUR HUSBAND A BIT ABOUT IT, WHAT ABOUT YOUR CHILDREN ARE YOU MANAGING TO BE A BIT MORE PATIENT WITH THEM. I BELIEVE YOU HAD A HYPERACTIVE CHILD.

Yes actually I have learned to be more patient. I don't know if it's because of the Free to Grow or my daughter is a bit older but I have been a better person I spend more time with my son. I have decided I have to spend more time with him and I have done that.

HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THIS MOMENT?

Fairly happy with myself. I still feel I have more potential and am working at it.

SO YOU'VE GOT MOTIVATION TO CARRY ON. THE FUTURE, HOW DOES THAT LOOK TO YOU?

Right I think.

SO YOU WOULD SAY THE COURSE WAS WORTHWHILE AND THAT YOU HAVEN'T JUST FORGOTTEN EVERYTHING.

For example I was never in the workplace. Management never really approached me asking me if I'm capable of doing this or that but I have had where my supervisor came to me three weeks ago and asked me how good am I at learning packages and I had never learned a package on the computer. I said to her I've never learned a package but I could. Where learning anything is concerned you teach me something and I pick it up quite easily and then she said Okay she wants me to start running the package on the dial here so I'm busy doing that. I go in every morning. It's a lot of work but it's satisfying and somebody has actually ask you to do something and I've also been asked to do figures for Monday morning which I'm now normally used to doing my routine every week I come to work and I just take calls and do my correspondence but now I've got these extra things.

AND THAT BOOSTS YOUR CONFIDENCE.

Yes. I feel good about it.

THAT'S WONDERFUL BECAUSE YOU WERE DESPONDENT IN THE PAST SO THERE IS HOPE FOR YOU.

COMPANY B
PRE-TEST
SUBJECT B49

I HAVE NOTHING TO DO WITH THE COMPANY. I AM BUSY DOING RESEARCH HOW ADULT PEOPLE LEARN. I JUST WANT TO FIND OUT FROM YOU HOW YOU ENJOYED THE FREE TO GROW COURSE. HAVE YOU HEARD ANYTHING ABOUT THE FREE TO GROW COURSE.

Not really because people get to tell us we will be doing it at a later stage and we will actually learn what it is all about. So I'm actually quite excited you know what it is all about.

I'M JUST GOING TO ASK YOU VERY GENERAL KINDS OF QUESTIONS, I WANT TO KNOW FOR EXAMPLE HOW YOU SEE YOURSELF WHAT YOUR PERSONALITY IS. I WANT TO GET TO KNOW YOU. IF I WERE TO ASK YOU WHAT KIND OF A PERSON, HOW WOULD YOU DESCRIBE YOURSELF, WHAT KIND OF A PERSON ARE YOU.

I would say I'm a people's person, very easy. I can be abrupt sometimes, that's how I see myself. I can prove on that quite a lot because I went to the psychologist call and I actually look at myself and then I can see where my weak points are.

YOU SAY THAT YOU CAN BE ABRUPT. IS IT SOMETHING THAT YOU LEARNED THROUGH THE COURSE OR IS IT SOMETHING THAT YOU KNEW ALL ALONG?

It's something that I actually knew all along because if people tend to get out of hand with me then I can get just as out of hand with them. But I've actually learned to cope with it and to try and improve myself on that.

BUT YOU ARE A PEOPLE'S PERSON? DO YOU LIKE BEING WITH PEOPLE?

Yes, I actually like being with people.

OVER THE WEEKEND DO YOU PREFER TO BE BY YOURSELF OR DO YOU WANT TO HAVE PEOPLE AROUND YOU ALL THE TIME?

No, I prefer not to be by myself. I like people around me especially my children – I've just got two children and I like them to be around or friends whatever – they can come in – they can pop in – just have a cold drink or whatever.

AND WHEN PEOPLE COME ALONG IS YOUR HOUSE ALWAYS BUSY?

Yes, my house is always busy because I've got two youngsters – not really youngsters the one is 25 and the other one is 16, so there is like people the boyfriends and just all around all the time.

DO PEOPLE COME TO YOUR HOUSE – AND YOU LIKE THAT?

Yes, I like that.

AND IF YOU ARE IN A GROUP OF PEOPLE YOU'LL GO AND TALK TO THE PEOPLE QUITE FREELY YOU WOULDN'T BACK AWAY?

No, that's not me.

YOU LIKE GOING OUT?

Yes, because lots of the times when people come in at reception where I'm sitting now at the moment it's like I've known them for ages. Jeanette will tell me this one is coming and that one is coming and then by the time they arrive and tell me who they are then it's like I know them.

YOU'RE INTERESTED IN PEOPLE?

Yes.

AND IF THERE IS ONE QUALITY THAT YOU WOULD SAY IS YOUR BEST QUALITY WHAT WOULD YOU SAY THAT IS? SOMETHING THAT YOU ARE REALLY PROUD OF YOURSELF?

Well, I would say I'm very reliable. But I like to stay out of my work a lot, if it's now really necessary that I must stay out and I would say I'm trustworthy.

IS THERE ANYTHING THAT YOU WOULD LIKE TO CHANGE ABOUT YOURSELF, ANY WEAK AREAS?

Like I said my abruptness at work I'm trying to cope with it and ... but sometimes it's like just weird then it just comes out and I try so hard not to let it come out. But I've worked quite a lot on it.

THAT'S SOMETHING THAT YOU STILL WOULD LIKE TO CHANGE? JUST WISH IT AWAY.

Yes.

CAN YOU TELL ME ABOUT YOUR HOME? YOU SAY YOU HAVE TWO CHILDREN. YOU HAVE A HUSBAND AT HOME. IT'S JUST THE FOUR OF YOU WHO LIVE TOGETHER. IS THERE ONE CHILD LEFT AT HOME?

Yes. The one child has left already. My husband is a carpenter and most of the time he's like doing private little jobs and stuff like that.

DOES HE WORK FOR SOMEBODY ELSE?

No he's working for himself at the moment. My eldest daughter, she's working for South Peninsula Municipality. She's a Cost Accountant. She's still studying at the moment and the youngest one did matric last year. She's actually 18 and she went on a computer course this year because she didn't get an exemption at Boston Computer School. M.S. Word, Windows you name it what all the courses she went on. She's finished now at the moment so she's job hunting. Just for the time being until December because at the end of the year she's going to rewrite two Matric subjects because she so wants to do Industrial Psychology. I didn't want her to sit at home the whole year doing nothing because I mean a P.C. Course she's always going to use it.

SO IT'S JUST YOU AND YOUR HUSBAND AND ONE DAUGHTER? IF THERE IS CONFLICT AT HOME SAY FOR EXAMPLE YOU FEEL AS IF YOU'VE WORKING TOO HARD AND THERE ARE TOO MANY PEOPLE AROUND WILL YOU JUST PUT YOUR HEAD DOWN AND CARRY ON AND COPE OR WILL YOU ASK YOUR DAUGHTER TO HELP YOU OR WILL YOU ASK YOUR HUSBAND TO HELP. HOW DO YOU COPE IF YOU FEEL A BIT STRETCHED AT HOME?

Sometimes weird. Sometimes I speak to my husband. But it's really nice, the church I belong to, the Anglican church. There is mostly old people a small community and sometimes I just get And then I go out with them because they very jolly people. I go out with them and by the time I get home I feel much better.

SO YOUR WAY OF MAKING YOURSELF FEEL BETTER TO GO OUT AND MEET PEOPLE WHO ARE HAPPY?

Yes.

SAY YOU'VE GOT PROBLEMS WILL YOU KEEP THEM ALL INSIDE YOU AND THEN EXPLODE AT CERTAIN TIMES OR WILL YOU TALK ABOUT YOUR PROBLEMS AS THEY COME UP. IF SOMETHING BOTHERS YOU WILL YOU IMMEDIATELY KNOW WHAT IT IS OR WOULD YOU NEED TO THINK ABOUT IT FIRST AND WORK IT OUT?

I actually need to think about it first. We are a very open family and very close knit so I can actually speak to my husband whatever thing crops or what comes up. I can speak to him.

AND YOUR DAUGHTER, IF SHE DOES SOMETHING THAT YOU ARE NOT HAPPY ABOUT. WOULD YOU TALK ABOUT IT?

Talk about it. Even the eldest one she will phone me everyday and she will tell me about her problems and stuff like that. There was a bit of a conflict in my family that's the reason why she moved out. I can't say their daddy don't love them because ...

THERE OBVIOUSLY ARE THREE WITHIN THE DYNAMIC OF YOUR FAMILY.

And obviously the mother always get involved in it.

TRUE, BECAUSE YOU HAVE TWO DAUGHTERS. IF THERE WERE SONS MAYBE THEY WOULD HAVE GONE MORE TO THEIR FATHER. DO YOU FEEL RESPONSIBLE FOR KEEPING THE FAMILY TOGETHER?

I do, because what can a mother not like the whole family to be together.

ARE YOU THE PEACEMAKER? IF EVERYBODY IS FIGHTING WILL YOU TRY AND MAKE THE PEACE OR NOT. WOULD YOU RATHER LET THE HONEST COMMUNICATION COME OUT ...

Sometimes I first listen to what they got to say but it can get out of hand and I'm always there.

DO THEY KNOW THEY CAN ALWAYS COME BACK TO YOU?

Yes.

HOW DO YOU COPE AT WORK WITH RELATIONSHIPS? HOW DO YOU COPE IF PEOPLE ARE ALWAYS FIGHTING WITH EACH OTHER OR HOW WOULD YOU COPE WITH THE SITUATION?

At work I've learned to cope with everything. At first when I started I used to work up in the office and then I went downstairs. To me it was quite strange but I got used to it after a time. At first I thought to myself no this is not for me. I don't see myself as a receptionist. But you know I learned to cope with it and you won't believe me but there is still little people that is very rude to me. Everybody has been so nice and I've learned to listen to everybody's voices. I can immediately know who's calling because if I'm not there they actually miss me on the board.

AND IF THERE IS A PROBLEM IN THE WORK SITUATION IS THERE SOMEBODY THAT YOU CAN EASILY COME TO TO SOUGHT THE PROBLEM OUT?

Yes there is.

DO YOU USE THAT FACILITY OR NOT REALLY?

No, I'm a person and I will sit and think about it if it really bothers me after a time then I will really speak to that person. I've asked Dennis upstairs they are very open, I can just phone up and say Dennis can I see you for a minute. He will always make the time available for you to speak to him. Sometimes if you think the problem is like this, and you speak to somebody else and then after a time it was just like a silly little thing. I like to speak to Dennis even if you pop out for a cigarette and stuff like that. I used to smoke but I don't smoke anymore. Then the two of us would have a smoke – ja he's very approachable.

HOW INVOLVED ARE YOU IN THE CHURCH AND ARE THERE OTHER THINGS IN THE COMMUNITY THAT YOU ARE INVOLVED WITH?

Not really. Just my church and then every Thursday night we have like a prayer group, we call in Renew and then we have it at different teachers' houses. We are a group of eleven and we all get together and we have a few chats and discuss the Renew book and things like that. Then we have a cup of tea and then silly things come out and it's actually very nice.

IT HAPPENS TO BE A GROUP THAT IS QUITE CLOSE?

Yes, quite close. It's quite nice.

AND DOES YOUR HUSBAND ALSO COME ALONG WITH YOU OR NOT?

No, not at all. My children go to the youth camp though. My husband doesn't go to church. It's like once in a blue moon that he will go to church.

DO YOU WISH THAT HE WOULD OR NOT?

Yes, everybody wishes your husband will walk like you when he goes to church, but I've been wishing that for 25 years. I've accepted it. There is very little men in church.

ARE YOU INVOLVED IN THE ORGANISATION OF THINGS LIKE YOU GET TO CATER FOR SOMETHING LIKE A CHURCH FUNCTION?

Yes, I'm always there because they actually approached the group. We had like two weeks ago we had like this Mother's Day thing because they said they can't have it on Mother's Day because lots of the children love to be with their mother's and we must think of the children that maybe go up country to their mothers. Then I'm always there even I must do a rice or make like a curry, I'm always there.

YOU LIKE TO BE INVOLVED?

Yes, I like to be involved and then we have this Debutante Ball at the end of the year and then we have an area where we have one Debutante of one area and sometimes they have two. And then the whole group comes together and then we get our potjiekos and we give a braai and we give whatever we give. It's actually very nice.

HOW HAPPY ARE YOU COMPARED WOULD YOU SAY THAT YOU FEEL WITH YOURSELF AT THE MOMENT?

Content. It's such a difficult question. There's a lot of things that a person can be actually more happy about because I made a lot of balls up. I could've done better with my life but at the moment I'm happy because my children but not as happy as I can really be because the youngest one – I would like to see before I die that she gets more educated – the eldest one she is still studying and everything so she is independent. But the youngest one I'm still worried about because about this Moslem guy and she's still studying and you can never know what can happen to your girls. Every time I'm on the lookout and I just wish that she can go study at the end of the year and things like that but with myself – I really could have done better in my life.

WHAT IS THE REASON WHY YOU DIDN'T?

It's a lot of things. When I got married my husband kept me from doing a lot of things and even me going to church and stuff like that and doing whatever I like you know there I'm always happy but the minute I get home I feel a bit frustrated with myself because he always say I make time for the church and then there's never any time for him and stuff like that. He's always moaning about the church stuff. But if he gets in his bakkie and drives then he sometimes forgets about it. It's like late nights and stuff. Sometimes I think that my husband is actually going through mid-life crisis. When they like reach 50. I will be 50 so you can imagine what it is sometimes. And like lonely nights when we alone at home the children is out and my husband is sometimes on the road and you there alone then you do feel lonely. Then you think okay especially about taking up driving lessons because I've never driven a car. The eldest one when she finished Matric she started driving and both of them drive actually. The youngest don't have her license yet but she's got her learners but the eldest has got her own car. But I can't expect her to take me out. It's not that bad during the day because I live on the main road I can take a taxi to N1 and Sanlam but at night then I'm stuck then I can't go anywhere. One of these days I won't have anymore children
.....

YOU SAID THAT YOU HAVE GOT A COUPLE OF REGRETS ABOUT THE PAST THAT YOU ARE NOT REALLY SO HAPPY AT THE MOMENT? THINGS COULD BE BETTER. HOW DO YOU FEEL ABOUT THE FUTURE? WHEN I TALK ABOUT THE FUTURE I MEAN ABOUT YOURSELF PERSONALLY AND YOUR FAMILY, YOUR JOB AND ALSO IN SOUTH AFRICA, HOW DO YOU FEEL?

I would actually like to stay here. I won't like to go overseas because I've seen such a lot of people immigrating and then the next minute they back in South African again. I know it's nice but crime is high in South Africa and stuff like that but I would actually like to stay here and I would love to work and can retire if I'm not sick and especially now we've got a bit of shares also coming up. We can actually sell 40% of the shares and that will be a bit of money in September coming our way. And if I leave I got my pension also so I'm not entirely broke and I got a policy that will pay out when I'm 50. I want to invest that and I will be quite stable.

IF YOU THINK ABOUT THE FUTURE IS IT OKAY?

It's okay ja.

HAVE YOU GOT DREAMS OR PLANS FOR THE FUTURE?

It's just that I would like to take a long overseas trip.

AND IF YOU THINK OF YOUR FAMILY, HOW DO YOU FEEL ABOUT YOUR FAMILY IN THE FUTURE?

There's actually a lot of uncertainty. The eldest one, she's going to get married. They've got basically everything that I never had. They've got a microwave, an oven, a washing machine, they've got everything it's just for them to get married.

WHERE DO THEY STAY?

On the main road in Goodwood near Libertas, a very nice big flat. It's really on the Main Road because you can look over Wingfield. You can actually see the sea and the mountain, everything.

COMPANY B

PRE-TEST

SUBJECT: B48

HOE SAL JY JOUSELF BESKRYF? HOE SOORT MENS IS JY? EK KEN JOU NOU GLAD NIE.

Ek is baie vriendelik.

OOR 'N NAWEEK WIL JY OP JOU EIE WIL WEES OF SAAM MET VRIENDE?

Tussen mense

JY VERKIES OM SAAM MET MENSE TE WEES. JY WERK TUSSEN MENSE. WAT DOEN JY?

Ek werk in die receiving department.

JY IS MET MENSE OOK? SO DAAR IS KOMMUNIKASIE EN KONFLIK EN GELUKKIGE TYE EN ALLES. EN WAT NOG. IS DIT MOEILIK. AS JY NOU MOET AANSOEK DOEN VIR WERK EN 'N PERSOON SE HOEKOM HET JY DIE WERK KRY. WATTER EIENSKAP DINK JY JY SAL SE IS GOED VAN JOUSELF?

Ek is very independent. Ek is nie skaam om met mense te praat nie. As ek wil iets weet dan vra ek.

SO JY PRAAT WAT JY VOEL?

Ja.

IS DAAR IETS WAT JY KAN SE IS SWAK IN JOU? IS JY ONGEDULDIG OF KWAAD OF IS JY GELUKKIG MET DIE LEWE?

Ek is gelukkig ek sal seker se.

IS DAAR IETS WAT JY VOEL WAT JY WIL VERANDER? IS DIT MOEILIK OM HIERDIE VRAE TE BEANTWOORD?

Dis nie moeilik nie.

SE VIR MY BIETJIE VAN WAARVAN AF JY KOM, JOU FAMILIE EN SO AAN?

Ek bly by die huis saam met my ouers en ouer susters.

SO JY BLY SOOS JY SE IN PAARL.

Ja.

JY HET GROOT GEWORD EN AL DIE JARE EN SO AAN.

My ouers is van Grabouw, maar ek groot geraak in die Kaap.

MY MAN IS VAN GRABOUW. ONS HET AGT JAAR DAAR SO GEBLY. IS JOU OUERS NOG STEEDS DAAR.?

My oom hulle is op Grabouw. They all farmers.

WAAR BLY JY IN DIE KAAP?

In Elsies Rivier.

HOE GAAN DIT BY DIE HUIS AS DAAR 'N PROBLEEM IS. HOE SAL JY DIE KONFLIK HANTEER? SE NOU JY EN JOU PA OF JOU MA IS KWAAD VIR JOU OOR IETS. SAL JY ONMIDDELIK DAAROO PRAAT OF SAL JY MISKIEN DIT ALLES OP....

Ja ons sal dadelik daaroor gepraat het.

IS JULLE CLOSE, JOU FAMILIE OF DOEN JULLE JOU EIE DING?

Ons is close ja.

KOM JULLE GOED OOR DIE WERK, GEEN PROBLEEM NIE?

Nee.

EN BY DIE WERK HIERSO AS DAAR 'N PROBLEEM OF KONFLIK IS HIERSO, IS DAAR IEMAND WAAN NA TOE JULLE KAN GAAN OF SORTEER JY SELF DIE PROBLEEM?

Ek weet nie wie die persoon is maar ek sal self met die persoon gaan praat of met die supervisor.

PRAAT JY MAKLIK MET DIE SUPERVISOR?

Oor die helfgemeen

DIE MENSE WAT SAAM WERK SOCIALISE JY OOR DIE NAWEEK SAAM MET HULLE?

Nee.

SO JY HET JOU EIE VRIENDE?

Ja.

JY WEET NET WERK EN JY GAAN HUIS TOE. EN VERDER MEER JY HET WERK EN JY HET FAMILIE WAT IS DIE ANDER DEEL VAN JOU LEWE. DEEL JY SAAM MET ORGANISASIES OF SPORT OF KERK?

Ek deel aan sport, atletiek.

DOEN JY LANGAFSTAND?

Ja.

WATTER KLUB?

IS JY DEEL VAN DIE ORGANISASIE OF NIE?

Ja.

IS JY OP DIE KOMMITTEE?

Nee ek is nie op die kommittee nie. Ek is net 'n lid van die klub.

NEEM JY BAIE DEEL?

Ja, in die algemeen, die league races. Daai moet almal nou outomaties hardloop. Dan is die ander races wat ons hardloop, Saterdag Hardloop in Durbanville marathons.

WATTER TYD?

My beste is three hours 13 minutes. Ek hardloop nou die Two Oceans.

HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Honderd persent gelukkig.

IS DAAR INNIG NIKS WAT JY STRAF OF WIL VERANDER NIE IN JOU LEWENS OMSTANDIGHEDE. WAT IS JOU DROOM VIR DIE TOEKOMS, IS JY DOODGELUKKIG MET ALLES OP DIE OOMBLIK OF IS DAAR IETS WAT JY WIL VERANDER?

Daar is dinge wat ek wil verander maar dinge wat ek wil ook doen. Ek was Maart maand besig gewees. Luxury cruiser we went to the Portuguese island. Die volgende keer het ek ook na die New York Marathon toe te gaan.

NOU SPAAR JY DAN ELKE MAAND DAARVOOR WAARHEEN JY WIL GAAN? DIT MOET DUUR SEKER GEWEES OM NEW YORK TOE TE Vlieg.

Dit is duur ja want ek reeds na dollar currency gestip.

DIS 'N WONDERLIKE DROOM. HOE VOEL JY OOR DIE TOEKOMS? EK PRAAT NOU VAN JOUSELF JOU WERK GELEENTHEDE IN DIE MAATSKAPPY EN DAN OOK VIR JOU DOEL EN RECREATION EN OOK IN SUID AFRIKA? HOE VOEL JY OOR DIE TOEKOMS?

Oor algemeen

EN JY DINK DIT GAAN BETER IN DIE TOEKOMS BETER WEES.

Dit sal ja.

EN JOU PERSOONLIK EN JOU WERK EN GELEENTHEID VIR JOU OM OP TE GAAN. SO DIT VOEL NIE ASOF JY HEELTYD OP DIE VLAK SAL BLY NIE.

Ja.

SO DAAR IS MOONTLIKHEID EN STEL JY BELANG WIL JY VERDER GAAN?

Ja, ...

IS JY GELUKKIG WAAR JY IS OP DIE OOMBLIK?

Om die oomblik is ek gelukkig ja.

EN HOE LANK IS JY MET DIE MAATSKAPPY?

Sewe, agt jaar.

EN JY PERSOONLIK? WAT DINK JY IS JOU DROOM VIR DIE TOEKOMS? ULTRA MARATHON EN NEW YORK EN SO AAN... WIL JY KINDERS HE EN TROU EN SULKE GOED?

Ja, als het tyd dit glo daarna sal op tyd. Seker nie nou nie.

HET HY NOU 'N GIRLFRIEND?

Ja, 'n dame.

IS DIT 'N LANK VERHOUDING?

Net 'n paar maande.

DIT IS IETS WAT JY IN DIE LANG TERMYN?

Ja, dit sal gebeur.

COMPANY B

PRE TEST
SUBJECT B56

HOE LANK IS JY AL HIERSO?

Drie jaar.

HOE SAL JY JOUSELF BESKRYF? IS DIT 'N MOEILIKE VRAAG? HOE SOORT MENS IS JY? EK STEL BELANG, EK WIL JOU LEER KEN, INFORMEEL, EK WIL NET VIR JOU LEER KEN. EK WIL UITVIND HOE SAL JY JOUSELF BESKRYF AAN IEMAND WAT JOU GLAD NIE KEN NIE.

Ek is 'n baie betroubare mens. I'm very straightforward and I'm very honest. I do respect people.

DO YOU LIKE PEOPLE?

Yes.

WOULD YOU OVER A WEEKEND FOR EXAMPLE WANT TO BE WITH PEOPLE OR WOULD YOU LIKE TO BE BY YOURSELF?

With people.

ARE YOU QUITE SOCIAL?

Not really.

BUT YOU LIKE TALKING TO PEOPLE. WOULD YOU LIKE A LOT OF PEOPLE AROUND YOU OR A SMALL GROUP OF PEOPLE? PEOPLE THAT YOU DON'T KNOW SO WELL OR PEOPLE THAT YOU KNOW VERY WELL?

People I know very well.

IF YOU WERE APPLYING FOR A JOB FOR EXAMPLE AND THEY SAID TO YOU "WHY MUST WE APPOINT YOU? TELL US ABOUT YOURSELF?" WHAT CAN YOU SAY IS YOUR STRONG POINT?

I'm hard working.

ARE YOU PROUD OF THE WORK THAT YOU DO?

Yes.

DO YOU SET HIGH STANDARDS FOR YOURSELF?

Yes.

ARE YOU A PERFECTIONIST?

Yes.

DO YOU EXPECT THOSE KINDS OF STANDARDS FROM OTHER PEOPLE AS WELL OR IS IT JUST YOU FOR YOURSELF?

I expect it from other people.

DOES IT CAUSE CONFLICT?

Not really. It doesn't really bother me.

HAVE YOU GOT A WAY OF SAYING IT THAT PEOPLE DON'T GET UPSET? YOU SAY THAT YOU ARE HONEST AND STRAIGHT FORWARD. IF YOU EXPECT PEOPLE AROUND YOU TO BE PERFECT AND THEY DON'T GET UPSET IS IT BECAUSE YOU CAN SAY IT NICELY TO THEM?

Yes.

YOU DON'T HAVE PROBLEMS WITH THE WAY THAT YOU ARE WITH PEOPLE.

No.

BUT YOU LIKE PEOPLE AND YOU LIKE BEING AROUND THEM?

Yes.

ARE THERE ANY WEAK AREAS THAT YOU WOULD LIKE TO WORK ON TO MAYBE IMPROVE?

I think there is. I would like to be more straightforward. I'm always scared I'm going to hurt somebody if I'm saying the wrong thing to them.

WOULD YOU LIKE TO BE ABLE TO SAY IT IN A WAY THAT DOESN'T HURT PEOPLE?

Yes. I'm not always like straightforward to people because I'm always scared I'm gonna hurt their feelings.

SO YOU ARE VERY SENSITIVE TO PEOPLE?

Yes, because I'm a very sensitive person.

DO YOU GET HURT EASILY BY PEOPLE?

Yes, sometimes.

DO YOU TAKE THINGS PERSONALLY IF THEY SAY THAT YOU ARE NOT DOING A GOOD JOB WOULD YOU THEN FEEL TERRIBLE.

Yes.

IF PEOPLE AROUND YOU ARE UPSET AND HURTING HOW WOULD YOU REACT?

I will feel it with them. Maybe cry with them.

TELL ME A LITTLE ABOUT YOUR HOME, YOUR FAMILY. I WANT TO KNOW HOW YOU COPE AND HOW IT'S GOING WITH THOSE RELATIONSHIPS AT HOME. HOW ARE YOUR RELATIONSHIPS WITHIN YOUR FAMILY? IF THERE IS A PROBLEM HOW WOULD YOU REACT TO THAT PROBLEM? WOULD YOU WITHDRAW OR WOULD YOU TALK ABOUT IT OR WILL YOU GO AND TALK TO YOUR FRIENDS ABOUT IT AND TRY AND SOLVE IT THROUGH THEM OR WOULD YOU TALK WITHIN THE FAMILY? AND TELL ME HOW IT'S GOING WITH YOUR RELATIONSHIPS AND TELL ME ABOUT YOUR HOME SITUATION.

IS IT DIFFICULT AT HOME AT THE MOMENT? WHERE DO YOU STAY?

At the moment I've got two homes. I'm living in a Christian I'm living on my own. I'm not married. I'm not living there now. I'm living with my boyfriend in Parow.

IS THIS A LONG TERM RELATIONSHIP? HAVE YOU BEEN GOING OUT FOR A LONG TIME?

More than two years.

WHERE DOES YOUR FAMILY COME FROM?

Heideveld. My mother passed away last year. My two sisters live with my father.

AND DO YOU HAVE CONTACT WITH THEM?

Yes.

IS IT A GOOD RELATIONSHIP? ARE YOU A CLOSE FAMILY?

Yes, we are a very close family.

SO YOUR TIME OUTSIDE WORK IS MAINLY WITH YOUR BOYFRIEND THEN?

Yes.

YOUR RELATIONSHIP IS A STEADY RELATIONSHIP AND HOW DO YOU COPE WITH YOUR RELATIONSHIP WITH HIM? ARE YOUR PERSONALITIES VERY COMPATIBLE OR DO YOU FIGHT A LOT?

No we don't really fight a lot.

DO YOU SEE THIS AS A LONG TERM RELATIONSHIP? IS HE YOUR IDEAL KIND OF A MAN?

Yes.

IS IT A RELATIONSHIP THAT YOU ARE REALLY HAPPY IN? WOULD YOU LIKE TO CHANGE ANYTHING?

No.

AT WORK. IF YOU GOT PROBLEMS WITH WORK, HOW WOULD YOU COPE WITH THAT? IF THERE WAS A CLASH WITH PERSONALITIES OR THERE WAS A CLASH AROUND SOMETHING? WOULD YOU TALK ABOUT IT, YOU SAY YOU ARE A STRAIGHTFORWARD HONEST PERSON. WILL YOU GO AND TELL THEM STRAIGHT AWAY HOW YOU FEEL OR WOULD YOU BOTTLE IT UP AND BEAR WITH THEIR IRRITATING HABITS AND SUDDENLY EXPLODE OR WOULD YOU TALK ABOUT IT?

I would think about it before I approach the person. I won't go immediately.

IT TAKES YOU A WHILE TO ACTUALLY THINK ABOUT IT BECAUSE YOU ARE SENSITIVE. OTHER THAN YOUR HOME AND YOUR WORK WHAT ELSE MAKES UP YOUR LIFE? ARE YOU INVOLVED IN ANYTHING ELSE, ANY ORGANISATIONS, CHURCH, SPORT?

No.

WHERE YOU STAY, DO YOU KNOW YOUR NEIGHBOURS?

Not really.

BUT YOUR FAMILY IF YOU HAD A PROBLEM YOU WOULD GO TO YOUR FAMILY, YOUR SISTERS AND THERE YOU WOULD BE ... IT WOULD BE LIKE A SUPPORT GROUP.

Yes.

AND YOUR FRIENDS YOU HAVE ARE THEY THE PEOPLE THAT YOU WORK WITH OR IS IT A COMPLETELY DIFFERENT CIRCLE?

A completely different circle.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF AT THE MOMENT?

Quite comfortable. Not completely. There are some things that I'm not so happy about.

AND THE FUTURE, HOW DO YOU FEEL ABOUT THE FUTURE? I'M TAKING ABOUT YOU PERSONALLY YOU SAY YOU AREN'T COMPLETELY HAPPY WITH YOURSELF. HOW DO YOU FEEL ABOUT THE FUTURE WITH YOURSELF IN YOUR RELATIONSHIPS AND WITHIN YOUR WORK ALSO IN THE FUTURE OF SOUTH AFRICA?

I'm very unsure about my future.

PERSONALLY, RELATIONSHIPS OR WORK OR IN SOUTH AFRICA? WHAT ASPECT?

Personally.

ARE YOU NOT HAPPY WITH YOURSELF?

Not 100%.

ARE YOU DOING ANYTHING TO TRY AND CHANGE IT OR IS IT SOMETHING THAT MAKES YOU MOEDERLOOS?

Sometimes, because whatever I'm put into whether it's my work or relationships I like to put in 100% in. But now I'm not getting satisfaction nor happy. Frustrating.

YOU ARE NOT HAPPY AT THE MOMENT BUT DO YOU THINK IT CAN GET BETTER IN THE FUTURE?

I don't know.

IS THERE A FUTURE FOR YOU WITHIN YOUR JOB? HOW DO YOU FEEL ABOUT YOUR JOB?

I don't have any problems. I'm happy with the environment.

IS THERE A CHANCE FOR PROMOTION OR DO YOU SEE YOURSELF HERE FOR THE NEXT TWENTY YEARS?

Yes.

YOU ARE QUITE HAPPY THAT IT SATISFIES YOUR DESIRE FOR WORK AND STIMULATION?

Yes.

AND IN SOUTH AFRICA. HOW DO YOU FEEL ABOUT SOUTH AFRICA'S FUTURE?

I think it's possible.

COMPANY B

POST TEST
SUBJECT B56

ARE YOU WELL?

Oh yes, I'm feeling good.

WHY ARE YOU FEELING GOOD?

Some changes in my life.

AS THE RESULT OF THE COURSE OR JUST GENERALLY?

Yes, of the course.

COMPARED TO WHAT YOU EXPECTED WAS IT WHAT YOU THOUGHT IT WOULD BE?

No. It was different. It was actually very good.

DID YOU KNOW ANYBODY WHO HAD BEEN ON THE COURSE BEFORE?

Yes.

SO WHAT WAS YOUR EXPECTATIONS? WAS IT DIFFERENT TO WHAT THEY HAD SAID?

No it was quite the same.

YOU SAID BIG CHANGES HAD TAKEN PLACE. IN WHAT WAY?

I'm more confident now in doing things and ..

LIKE EVERYDAY THINGS?

Yes, everyday things. A lot of my personal life as well.

HOW DO YOU THINK YOU BECAME CONFIDENT?

I was always scared of people. I didn't like talking in front of a lot of people but we had like a presentation on Thursday and like we had to stand and the managers were all there and we had to say what it was like, what it did to us. I wasn't really nervous, I was actually looking forward to it. At first I didn't like talking in front of a lot of people.

THE WHOLE COURSE, IT WASN'T LIKE NORMAL WHERE YOU SIT AND LISTEN TO A PERSON LIKE YOU ARE AT SCHOOL OR NORMAL LECTURE SITUATION.

No it wasn't normal. We did some exercises and had games in between. It was very nice.

DID YOU TALK ALOT ABOUT YOURSELF IN THE GROUPS?

Yes.

AND YOU DIDN'T FEEL SHY THERE?

No I didn't feel shy.

DID YOU KNOW ALL THE PEOPLE WELL WHO WERE ON THE COURSE?

Not really. I was very excited.

IS THERE SOMETHING NEW THAT YOU LEARNED ABOUT YOURSELF? SOMETHING THAT YOU DIDN'T KNOW ABOUT YOURSELF, SOMETHING NEW THAT YOU LEARNED?

Yes, there was a lot of things but I don't know. I was always scared to express my feelings towards other people. I think I will be able to handle it now.

SO HOW DID YOU DISCOVER THAT ABOUT YOURSELF? WAS IT JUST THROUGH THE THINGS THAT SHE SAID – HOW DID YOU DISCOVER THINGS ABOUT YOURSELF? DID OTHER PEOPLE TELL YOU THINGS ABOUT YOURSELF?

Yes. I had a lot of positive feedback.

HOW DID THAT MAKE YOU FEEL?

Actually very good.

DO YOU THINK THAT THAT HELPED TO BUILD YOURSELF UP?

That's right yes.

WHAT GOOD QUALITIES HAVE YOU DISCOVERED ABOUT YOURSELF YOU DIDN'T KNOW WERE THERE BEFORE? WHAT DID THEY SAY ABOUT YOU THAT WAS NICE?

They were saying like I was honest and I'm hard working.

THAT MAKE YOU FEEL GOOD? WAS THERE ANYTHING NEGATIVE ABOUT YOURSELF THAT YOU DISCOVERED THAT YOU FEEL NOW YOU NEED TO GO WORK ON THAT YOU DIDN'T REALLY KNOW THAT WAS WEAK BUT YOU REALLY NEED TO TRY AND CHANGE?

The main thing the last of the course we did was assertiveness and I think I wasn't very assertive in my approach. But I think from now I will be able to handle situations.

CAN YOU TELL ME HOW YOU ARE COPING WITH YOUR RELATIONSHIPS AT HOME AND AT WORK AND IN THE COMMUNITY? DID THE COURSE HELP YOU TO DEAL WITH THE WAY THAT YOU RELATE TO THE PEOPLE WHO ARE CLOSE TO YOU WITH WORK AND THEN YOUR FAMILY? HAVE YOU MANAGED TO APPLY ANY OF THE THINGS THAT YOU LEARNED AND CAN YOU SEE ANY DIFFERENCE YET?

I've got a good relationship now with my boyfriend. Things are just changing now the couple of weeks. I'm aware of me. Maybe in my different behaviour.

DO YOU THINK IT'S BECAUSE YOU ARE MAYBE FEELING GOOD ABOUT YOURSELF THAT HAS A POSITIVE EFFECT THAT COMES ACROSS?

Yes, because I started hugging my family and started hugging my boyfriend because he's not a very affectionate person. That made me feel good and I'm sure he's also feeling good about it. He's still a bit shy about it but I just made as if it's like normal.

SO THAT WARMTH THAT YOU ARE EXPRESSING IS MAKING THEM EXPERIENCE WARMTH TO YOU? SO IT'S BECAUSE YOU ARE FEELING GOOD ABOUT YOURSELF YOU CAN SHOW IT AND YOU ARE FEELING POSITIVE THINGS. WAS THERE ANYTHING MAYBE IN TERMS OF NEGATIVE COMMUNICATION THAT YOU HAVE NOW TRIED AND APPLIED IN YOUR WAY OF TALKING TO YOUR BOYFRIEND OR YOUR FAMILY OR HAVEN'T YOU ACTUALLY TRIED TO DO AND APPLY THE THINGS THAT YOU'VE LEARNED?

Yes, but not really.

IT'S MORE LIKE THE SPINOFFS OF THE THINGS THAT YOU HAVE ACTIVELY TRIED TO COMMUNICATE IN A CERTAIN WAY. AND AT WORK – CAN YOU FEEL ANY DIFFERENCE IN THE WAY THAT YOU RELATE TO THE OTHER PEOPLE AT WORK AND IN WHAT WAY?

I'm more approachable now to people and more open.

AND IN THE COMMUNITY YOU WEREN'T REALLY INVOLVED?

No not really.

IF YOU HAD TO SAY HOW YOU FEEL ABOUT YOUR FUTURE?

I'm feeling very positive towards my future. This course has really made a difference in my life and I feel I'm just going to be positive from now on and to be a success in life a person must be positive.

DO YOU THINK THAT'S THE BIGGEST THING YOU HAVE LEARNED TO BE POSITIVE.

Yes.

DID YOU AT ANY TIME IN THE COURSE SAY WHAT YOUR GOALS OR AIMS ARE AND WHAT DID YOU SAY?

Yes I said I'd like Wynberg to be happily married, to have a house of my own and to travel.

SO HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF?

I feel on top of the world.

WHEN I FIRST SPOKE TO YOU YOU WERE VERY DOWN. SO THERE HAS BEEN A BIG CHANGE. DO YOU THINK IT'S DUE TO THE COURSE OR DO YOU THINK IT'S JUST GENERALLY DUE TO DIFFERENT LIVES CIRCUMSTANCES?

I think the course was so and I think with me applying this to my life has made a difference.

IF THERE IS ONE THING THAT YOU CAN SAY WAS THE MOST IMPORTANT THING THAT YOU LEARNED, WHAT WOULD THAT BE? I KNOW THERE WERE LOTS OF

I think it was to be assertive. I'm not going to allow people just to do whatever they want to no longer.

DID THEY USED TO DO THAT IN THE PAST?

I didn't know how to handle things with people like just told me things and I just used to leave it and don't answer them back and that used to hurt my feelings.

AND YOUR SELF CONFIDENCE YOU SAY AS A RESULT OF THE GROUP AND COURSE AND WHAT YOU SAID ABOUT YOU ... AND BABA WAS SHE A GOOD PRESENTER.

Yes.

AND THE GROUP WAS A NICE GROUP?

Yes.

COMPANY B

**POST TEST
SUBJECT B48**

SE VIR MY HOE WAS DIE KURSES VIR JOU GEWEES?

Dit was baie goed gewees.

WAT WAS GOED GEWEES?

Daar was seker hele dele leie van die program.

HET JY AL OP SO IET VAN TEVORE GEGAAN SO 'N KURSES?

Ek was maar nie op so een nie.

DIE ANDER EEN HOE WAS ANDERS VAN HIERDIE EEN?

Die ander een was meer aan werk.

EN MEER WAT IEMAND VIR JOU GEPRAAT OF GELEER EN HIERDIE EEN DEELNEEM WAS DIT LEKKER OM TE WEES.

Ja dit was ja.

IS JY NIE 'N BIETJIE SO JY GLO DAT JY NIE KAN PRAAT NIE OF SKAAM OF SO NIE?

Nie eintlik nie..... lees seker omdat ons mekaar ken.

KEN JULLE MEKAAR ALMAL OOK HIER?

Ja.

HET JY IETS NUUTS OOR JOUSELF GELEER?

Ek is nie baie

DINK JY DAT DIE HOOF DING WAT JY GELEER VAN JOUSELF IN BEHEER

Ja.

EN ANDER GOED?

Die course materiaal?

JA, EK WIL NET WEET OF DAAR IETS ANDERS IS WAT JY GELEER HET VAN DIE KURSES WAT JY SO IETS WAT VAN TOEPAS.....HOE VAN 'N VERANDERING GEMAAK IS DAAR ANDER GOED WAT JY GELEER HET?

Hoe by jouself ander mense ... respek.

IS DAAR IETS WAT JY GELEER HET WAT JY GOEIE EIENSKAP OM JOUSELF WAT JY GLAD NIE VAN TEVORE BEWUS WAS VAN NIE. OF HET JY ALLES GEWEET OOR JOUSELF VOOR JY BEGIN?

Ja ek daar so geweet wat mense laat stil sit en dink het.

HET MENSE NICE GOED VAN JOU GESE?

Ja.

EN DIT HET JOU GOED GELAAT VOEL?

Ja.

EN IS DIT GOED WAT JY EINTLIK MENSE BEWUS WAS VAN OF HET DIT NET VIR JOU HERINNER AAN DIE GOEIE EIND.

Dit het my laat herinner.

SO DIT WAS IETS WAT JY LAAT GOED GEVOEL HET?

Ja.

EN IS DAAR IEWERS 'N SWAK PLEK WAT JY JOU BEWUS DAT JY MOET AANWERK?

Ja, ek moet my lewe meer prioritise.

IS ANDER MENSE TE BELANGRIK GEWEES? JY HET JOUSELF LAAT NADEEL?

Ja.

NOU HET JY IETS GEDOEN DAARAAN?

Ja.

HET JY AL KLAAR TOEGEPAS WAT JY GELEER HET? EN IS DIT GOED DAT JY WAT DINK JY SAL DIT BETER GEWEES HET AS JY AL DIE INLIGTING GEKRY IN EEN WEEK OF IS DIT GOED DAT JY DIT SO WEEK UITMEKAAR WEEK UITMEKAAR .

Ja so oor 'n tydperk gewees het oor 'n week oor 'n week.

HOEKOM?

Jy het kans om budget te leeste pas.

DINK JY DIT GAAN NET IETS WEES WAT JY 'N LEKKER KURSES MAAR JY GAAN VERGEET?

As 'n mens dit wil vergeet dan say hy dit vergeet. Maar seker se dat dit was part van die lewe gewees.

SO DIT HANG VAN JOU AF?

Dit hang van self af ja.

EK PRAAT VAN JOU VERHOUDINGS JOU FAMILIE EN JOU VRIENDE. HET JY AL IETS TOGEPAS WAT JY GELEER TOT KOMMUNIKASIE OF SO

Ons praat nou meer aan mekaar.

IS DIT AFGEVOLG VAN DIE KURSES?

Nader af van ja.

EN HIER SO BY DIE WERK HET JY VERHOUDING IS TEEN DIE WERK VAN DIE MENSE OM JOU AS GEVOLG VAN DIE KURSES.

Nie eindelijk nie, ek Hulle sal my se as daar iets makeer met my.

EN JOU SPORT EN JOU GEMEENSKAP TOEPAS DAAR SO OF IS DIT MEER PERSOONLIK?

Meer persoonlik want ek is nie eintlik nie involved in my community.

EN HOE GELUKKIG SAL JY SE VOEL JY OOR JOUSELF OP DIE OOMBLIK?

Baie goed.

BETER VAN TEVORE?

Ja.

EN AS GEVOLG VAN DIE KURSES?

Ja.

EN AS JY DINK DIE KURSES..... WAT JOU DOELBITTE EN GOED IS WAT HET JY DAAR GE SE EN HOE VOEL JY OOR DIE TOEKOMS.

Obviously dis die hande wat die mense moet bereid.

IS DAAR IETS ANDERS WAT JY WIL SE OOR DIE KURSES?

Dit was baie goed. 'n Persoon gebruik..... wat jy kan leer nie....

SO DIT IS IETS WAT JY VERANDER WAT ANDER MENSE

Definitief ja.

SO JY IS BLY JY HET GEGAAN? Baie.

COMPANY B

POST TEST
SUBJECT B49

WAS THE COURSE NICE FOR YOU?

I think the course was absolutely fantastic.

WHY, WHAT WAS NICE ABOUT IT?

A person is never too old to learn. There was a lot of things that a person needs. First you did it the right way that he didn't do the right way and it was so amazing to see how many people were doing wrong. And how you reacted towards things, that you thought it was right. In actual fact we learn a lot of things to do the right way.

DID YOU DISCOVER NEW THINGS ABOUT YOURSELF?

Yes, a lot of new things about myself, about how quick I am and a lot of things I'm working on. I know it doesn't happen overnight but I'm trying my best.

WERE YOU CONFIDENT THAT YOU FELT THAT THERE WERE NEGATIVE THINGS THAT YOU NEED TO WORK AT TO IMPROVE?

A lot of things, how can I say. I never used to say if somebody makes me angry, if I used to react there and then very quickly on it but now I can actually, and then maybe I went into a wrong manner and when I got very aggressive about it but now I tend to think about it and then I can react in a more conservative way.

HAVE YOU MANAGED TO APPLY THIS YET? HAS SOMEBODY MADE YOU CROSS THAT YOU ACTUALLY HAD TO STOP YOURSELF FROM BEING QUICK? HAS IT HAPPENED YET?

At home, with my husband.

AND DID YOU ACTUALLY STOP YOURSELF?

Yes, I could actually.

AND WHAT DID HE SAY? DID HE NOTICE IT?

No I don't think he really noticed it. But there is just one thing that Baha said to us we must tackle the problem not the person and this is a bit hard to do because the person – if things get a bit out of hand or a person does something you do attack the person. It's very awkward to attack the problem not the person because the person must do the thing so you attack the person. This is still something that I have to work on. I don't know for how long but I still have to work on it.

DO YOU FIND ANY POSITIVE THINGS ABOUT YOURSELF THAT YOU DIDN'T KNOW BEFORE THROUGH WHAT PEOPLE SAID ABOUT YOU OR THROUGH YOUR REACTION?

Yes. I was a very easy person to talk to and if they have something to talk about then I will be there for them. If they got a problem to sort out and they don't want the whole company to know about the problem I was always there and say for instance if I am sitting on the board all sorts of problems come through for people that maybe didn't pay their accounts and stuff like that and I was very confidential. Say if it's you then I will call that person and then I will ask who is phoning and I would call the person aside and I would let them make the phone call from my side.

SO THEY CAN TRUST YOU?

Yes, they feel they can trust me. I feel honoured about that.

HOW DO FEEL WHEN THEY SAY THAT?

Very good about myself.

DO YOU THINK THAT YOU GREW IN SELFCONFIDENCE THROUGH THE COURSE?

Yes I would say that I was a very confident person. I went on a self confidence course and I learned a lot of things there and then I went on to conflict courses and it just something that you keep on learning and growing.

COMPARED TO THE OTHER TWO COURSES THAT YOU HAVE BEEN ON HOW WAS THIS ONE?

Very very good.

DIFFERENT OR NOT?

I would say different because other courses you tend to go and you used to sit and listen. But this course it was like a family type of thing. It was more close and you adopted a very good relationship with your team mates in that Free to Grow course. And first days it's like you seeing out already to go to the course. It was very good.

DO YOU THINK THAT THE GROUP THAT WAS TOGETHER HAS FORMED QUITE A STRONG BOND?

Yes.

WAS IT EASY FOR YOU TO TALK?

The first week. The second week it's like you were just starting to free yourself from everything inside.

IS IT EASY FOR YOU TO TALK ABOUT EVEN HARDER THINGS?

Yes it was quite easy. If things happened to you sometime ago and you actually start talking about to get emotional. You know a person actually – a lot of things came out at work – confidential things and people cried. And people just felt they could empty their hearts and they have friends to share it with. It was so nice.

DID YOU FEEL AS IF YOU COULD DO IT AS WELL?

Yes. I told something about myself about when I spoke to you I don't think it was Mother's day and just Mother's day there was a whole drama at home so I felt that I could talk about it. Say for instance everybody shared their things with you it was very emotional and we could see people wiping a tear away and things like that. It was very very confidential.

SO THEY FELT IT WAS SAFE TO TALK?

Yes, you could feel after a time you could touch the group.

HAVE YOU NOTICED THAT YOU HAVE CHANGED AT ALL IN THE WAY THAT YOU ARE WITH PEOPLE AROUND THERE AND IN YOUR WORK SITUATION?

Yes. Once you've been to Free to Grow you are actually more aware of how you treat people and how you must answer people. It's all in the mind because a person don't go to a course and easily forget about it. A person try to apply these things and you see after a time it will come quite easy and naturally.

IN YOUR HOME SITUATION YOU SAY THAT WITH YOUR HUSBAND YOU HAVE HAD AND OPPORTUNITY TO TRY IT OUT IN ANY OTHER WAY AT HOME WITH PERSONAL RELATIONSHIPS?

No I wouldn't say.

AND IN CHURCH YOU ARE INVOLVED IN THE CHURCH? YOU HAVEN'T REALLY HAD A CHANCE TO APPLY?

Yes. No.

HOW HAPPY WOULD YOU SAY YOU FEEL ABOUT YOURSELF AT THE MOMENT?

I would say quite happy.

COMPARED TO HOW YOU WERE BEFORE?

Yes, I feel more relaxed and I can say not overconfident but I feel I've improved more on myself in the change. That's it.

DID YOU HAVE TO TALK ABOUT SOME OR OTHER IN THE COURSE ABOUT WHAT YOUR DREAMS AND YOUR GOALS ARE? WHAT YOU FEEL ABOUT THE FUTURE OF YOURSELF PERSONALLY AND YOUR JOB SITUATION?

I feel quite positive on it. We spoke about our dreams and our plans of the future. I hope I will get there because I have actually started. I've still got one account. I'm planning to pay it off not this month but next month will be the last and then I'm planning to work towards my goal.

WHICH IS?

I would like to start a tuis nywerheid. I'm more in that. And then I would like to travel a bit and then maybe come back and do that.

SO YOU DON'T SEE YOURSELF IN THE FUTURE HERE?

No. I would say no. I hope not. I mean I'm not here forever. It might be still three or four years, not forever.

SO IF YOU THINK ABOUT THE FUTURE YOU'RE POSITIVE ABOUT IT?

Yes, I'm quite excited about it.

SO YOU SAY THE COURSE WAS A GOOD THING FOR YOU?

Yes, very very good.

IT MEANT THE MOST TO YOU PERSONALLY?

I think what was the best like our parents wasn't the hugging type. They just used to say 'bye and off they went and then on the secondary type of course we started doing this hugging thing and you know everybody that hasn't been to the course said "What is all this hugging all about?" So we said you will learn more about that once you've been to the course. And one girl is so excited to go to the course because she want to learn more about this hugging business. Everybody is so secretive about the course if you hadn't been that they want to tell the next person. They have to experience it themselves. And I think that is good. It's not for them to tell what is going on there. They must experience it and I think it's so nice.

SO YOU WOULD RECOMMEND OTHER PEOPLE?

Yes I would recommend anybody to go. Young old whatever.

SOMEBODY ONCE SAID IT'S NOT SUCH A GOOD THING FOR OLD PEOPLE TO GO. IT'S BETTER FOR PEOPLE WHO ARE STARTING OUT IN THEIR CAREER. WOULD YOU SAY THAT YOU FELT THAT YOU BENEFITED?

I would say I benefit. Because there is a lot of things that you, you can be 50 or 60 but then you still go about it in the wrong way and I actually felt I've learned. I would say in the long run youngsters benefit actually more because the youngsters you get nowadays they don't have discipline nothing. I think they will benefit actually more from it.

COMPANY B

POST POST TEST
SUBJECT B56

DO YOU REMEMBER ANYTHING ABOUT THE COURSE OR HAVE YOU FORGOTTEN A LOT ABOUT WHAT YOU LEARNED ON THE COURSE?

No, I still remember everyday about it.

WHAT ARE THE SPECIFIC THINGS THAT YOU CAN SAY YOU REMEMBER?

When you meet up with problems or you know sometimes people get stroppy and how to handle people in a way that they don't feel offended when you speak to them.

DO YOU REMEMBER THE THINGS THAT YOU LEARNED OR DO YOU HAVE TO GO BACK AND LOOK AT YOUR BOOK?

No I remember the book.

WHY DO YOU THINK YOU REMEMBER IF YOU DON'T HAVE TO GO AND ACTUALLY LEARN IT AGAIN?

I remember because it improved a lot on my life style.

SO YOU REMEMBER THE STUFF AND YOU DO IT AND YOU CAN SEE THAT IT WORKS.

Yes I can see the difference. It made a stronger person.

HAS IT HELPED YOU IN THE WAY THAT YOU FEEL ABOUT YOURSELF? HOW DO YOU FEEL?

Yes, I feel more confident about myself.

WHY DO YOU THINK THAT IS?

Because I was always like somebody I never used to like people could just say to me whatever they like and I would just like feel bad about it but now I can speak up for myself. I can tell them how I feel.

SO YOU'VE ACTUALLY BEEN DOING THAT?

Yes.

AND WHAT DO PEOPLE SAY? ANYBODY NOTICE ANYTHING?

Yes, it actually makes me feel good also.

YOU FEEL PROUD OF YOURSELF SINCE YOU'RE BEHAVING THAT WAY?

Yes.

SO YOU'VE APPLIED IT AT WORK AND AT HOME IN YOUR RELATIONSHIPS YOUR BOYFRIEND – IS IT WORKING?

Yes.

CAN YOU FEEL A DIFFERENCE IN IT?

Yes, it made a lot of difference in my life.

SO YOU WOULD DEFINITELY RECOMMEND OTHER PEOPLE GO ON THE FREE TO GROW COURSE? IT'S NOT SOMETHING THAT YOU THINK IS A WASTE OF MONEY OR A WASTE OF TIME?

No.

YOU FELT IT IN YOUR PRIVATE LIFE AND IN YOUR WORK SITUATION AND YOU FEEL IT IN YOURSELF PERSONALLY AND ALSO IN THAT WAY THAT YOU RELATE TO PEOPLE IF THERE IS CONFLICT. WILL YOU HANDLE THAT?

Yes, I can handle it now. First I couldn't handle it. I used to just keep quiet and walk off and now I tell them this is not the way you behave and I can stand up for myself.

HOW DO PEOPLE RESPOND TO THAT? HOW ARE THEY TOWARDS YOU WHEN YOU DO THAT BECAUSE YOU NEVER USED TO BE LIKE THAT?

Yes, for five years now and they also say like I've changed a lot. Sometimes some of them don't say it to me they say it to somebody else and then it comes back to me.

AND HOW DO YOU FEEL WHEN YOU HEAR THAT YOU'VE CHANGED?

I actually feel good about myself.

IT ENCOURAGES YOU TO CARRY ON APPLYING THOSE THINGS THAT YOU HAVE LEARNED?

Yes. It just shows, a person who keeps on bottling up inside all the time and you get nowhere by it doing that. At least people know how you feel if you tell them, if you speak out to them and tell them how you feel and about their behaviour.

DON'T YOU THINK YOU WOULD HAVE CHANGED LIKE THIS IF YOU HADN'T BEEN ON THIS COURSE?

No, I don't think so. Or maybe as you get older I think this course did me a lot of good.

SO YOU GLAD THAT IT CAME AT THIS STAGE OF YOUR LIFE WHERE YOU MIGHT HAVE JUST CARRIED ON

Unhappy. You just get unhappy because you can't express yourself. You always scared how people is going to react. But now, not that I don't care how people are going to react but I know I can stand up for myself, that is the main thing.

IS IT BECAUSE YOU THINK THAT YOU FEEL GOOD ABOUT YOURSELF THAT YOU CAN STAND UP OR IS IT JUST THAT YOU HAVE LEARNED TO STAND UP FOR YOURSELF?

Yes, I've actually learned to stand up for myself because I was never a person like that like you could just say to me whatever they like to they can just do anything but now I can tell them "listen here, this is how I feel."

SO THIS IS SOMETHING THAT YOU CAN SAY YOU CAN DEFINITELY FEEL THAT IT HAS CHANGED YOUR LIFE AND IT'S WORTH GOING ON? AND EVEN THOUGH TIME HAS PASSED YOU STILL HAVEN'T FORGOTTEN THINGS THAT YOU HAVE LEARNED. YOU WILL ALWAYS USE IT?

Yes, it will always be at the back of my mind.

HAVE YOU TOLD OTHER PEOPLE ABOUT IT THAT THEY MUST GO ON IT AS WELL?

Yes. I'm telling everybody. In August they have the last class but I think they going to carry on.

**POST POST TEST
COMPANY B
SUBJECT B49**

HAVE YOU REMEMBERED ANYTHING ABOUT FREE TO GROW OR IS IT SOMETHING YOU THINK IS A WASTE OF TIME?

No, a person does remember a lot of things about it. I don't think a person can ever forget everything.

IF YOU CAN TELL ME TWO OR THREE THINGS THAT YOU SPECIFICALLY REMEMBER WHAT WOULD THEY BE?

I would say a good listener and having a lot of confidence because confidence is part of your daily life.

NOW HAS YOUR CONFIDENCE INCREASED?

No, I think I was always a very confident person but now I can reach out with more confidence.

DID THE COURSE MAKE YOU MORE CONFIDENT?

Yes I would say so.

IN WHAT WAY?

How can I say, you always think you are so confident that you can tackle anything but anything and everything but sometimes there is just that really little bit that keep you behind still but it's like now you just feel you better because and you can just go for it, because in a way you can tackle your bosses about it. If they send you to these courses why keep you behind and if they don't want you to learn why do they send you to these courses, so in actual fact you can tackle them.

HAVE YOU DONE THAT OR NOT YET?

Yes. I applied for another position but ..

ON THE FLOOR?

I know it was more money than what I'm getting now but then he said like just something I don't think I must better do that, it's more attacking and I don't think I can change my whole, how can I say my whole to get the job even if it's more money. That's not me.

SO YOU THOUGHT ABOUT THE WHOLE – ALL THE IMPLICATIONS ABOUT YOUR OWN DECISION?

Yes, I went for the whole interview and everything – it was here but then the demand on the board. I don't see myself like that everyday that's not me.

SO YOU ARE HAPPY WITH THE DECISION THAT YOU MADE?

Yes, I'm quite happy because before I went to the second interview I actually asked him if I could see him again. So he said I'm sorry I wasted your time but I don't think I'm going to go through to the second interview because I thought about and it's not me. Next time if you put up an advert.....

HAVE YOU MANAGED TO APPLY THE THINGS THAT YOU HAD LEARNED AT THE FREE TO GROW COURSE AT HOME?

Yes, there's a lot of other things that you usually did and you get so old and you grow into your habits and it's a bit hard to apply seeing that I'm in my age already but I try.

DO YOU THINK THAT THIS COURSE WOULD BE BETTER FOR SOMEBODY WHO IS YOUNGER?

Yes. I would say somebody who is fresh maybe out of Matric and has started a career or start working it will be actually best because for me I mean I'm 49. It came a bit late in my life but there is a lot of things that I can still apply and I feel that the older you get you get so used to your old habits and then after a while you do something and then you remember, "my good grief, you just learned that now the other day how to do this and do that in Free to Grow". There is a lot of things that you do learn from Free to Grow.

SO WOULD YOU SAY THAT YOU'VE LEARNED A LOT OF THINGS BUT YOU HAVEN'T APPLIED SO MANY?

No, I would say so.

IT'S NOT THAT YOU'VE GOT IT IN YOUR HEAD BUT YOU FEEL THAT YOU ARE TOO SET IN YOUR WAYS TOO SET IN YOUR HABITS TO ACTUALLY HAVE TRIED TO DO THE THINGS THEY TELL YOU?

I would say so yes.

SO IT HASN'T REALLY MADE SUCH A BIT DIFFERENCE IN YOUR LIFE?

It didn't make that big difference in my life, but there's a lot of things that you get so used to doing if you really in your age.

SO YOU ENJOYED THE COURSE?

I enjoyed the course tremendously but I would strongly suggest that younger people should do it.

DID IT CHANGE THE WAY YOU FELT ABOUT YOURSELF? YOU SAID YOU WERE A CONFIDENT PERSON. DID THE COURSE MAKE YOU MORE CONFIDENT ABOUT YOUR GOOD POINTS AND YOUR BAD POINTS AND WHO YOU ARE? IS THAT SOMETHING THAT IS AFFECTED OR WAS IT MORE THE WAY THAT YOU ARE WITH CONFLICT AND ASSERTING YOURSELF. IN WHICH AREA WOULD YOU SAY IT WORKED THE MOST FOR YOU PERSONALLY OR IN YOUR INTERACTION WITH OTHER PEOPLE?

I would say with my interaction with other people but then I can say again personally too in both ways.

DO YOU THINK YOU ARE MORE CONFIDENT ABOUT YOURSELF AND WHO YOU ARE AFTER THE COURSE OR WERE YOU JUST LIKE THAT AS CONFIDENT BEFORE?

No I can't say that. I was confident both at the course. You learn how to say who you are and I would say at the course make you actually more confident.

AND HOW HAPPY ARE YOU WITH YOURSELF AT THE MOMENT?

I'm quite happy with myself.

AREN'T THERE THINGS THAT YOU ARE FRUSTRATED WITH IN YOUR RELATIONSHIPS AT HOME OR AT WORK WITH WHOM YOU WOULD LIKE TO IMPROVE? MAYBE YOU WOULD USE THE FREE TO GROW THINGS OR DON'T YOU THINK IT WOULD REALLY WORK. HAVE YOU TRIED?

There is a few things that I'm ... there is a few things I would say and I can sit down and talk to my husband and kids about it and what happened in the past and things like that.

DOES HE LISTEN?

He does listen but I told him now the other day of making other people feel unhappy. If he's happy with himself then he can't do that. Especially not your children. He just has a habit of doing that and then it's almost like he refrain now from mingling in their lives and let them go on with their lives. We will still stick in if there is something that good or something.... Last week, I told him the eldest one got engaged and the wasn't so happy so I said he should be happy. You must learn if somebody is a happy with the other person let them be happy because happiness is ... happiness is a thing that you don't find everywhere. The most important thing today is happiness.

HOW DO YOU FEEL ABOUT THE FUTURE?

I'm very positive about the future.

AND HERE DO YOU THINK THERE IS A POSSIBILITY FOR YOU TO SAY YOU WANT TO APPLY FOR ANOTHER JOB AND GET MORE MONEY – IS THERE A POSSIBILITY?

It's not the more money thing really. This job you get very frustrated in the morning. There is very rude people that phone. You only a person. Some people don't believe it but you just get those very rude pigs that phone in the morning. Now a person must be very polite with them and try and enjoy the day then you can hear that they say good bye. Then they feel so put down. But I don't let them get me down but it's just the phone that That's it. I simply love all the people that comes in and I chat with them and meet a lot of people that's very nice.

THEN YOU ARE HAPPY IN YOUR JOB?

I am happy where I am but it's just those rude pigs that really freak you out one time.

SO YOU WOULD SAY BASICALLY THAT YOU THINK THE FREE TO GROW COURSE HELPED YOU IN YOUR SELFCONFIDENCE AND IN THE WAY YOU BEHAVE WITH PEOPLE BUT IT'S BEEN HARD FOR YOU TO CHANGE YOUR HABITS AND THAT YOU WOULD SUGGEST THAT A YOUNGER PERSON GOES?

Yes.

COMPANY B
POST POST TEST
SUBJECT B48

HOW WOULD YOU DESCRIBE YOURSELF?

I am an open person. The course helped me to become aware of myself and helped me realise my potential.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

I realised that nobody can decide for you what you must do, I must decide for myself. One can't rely on others to get things done, so I would rather do it myself and take the responsibility for it.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

Didn't have a problem.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

Didn't have a problem. Takes responsibility for self.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

99%.

HOW DO YOU FEEL ABOUT THE FUTURE?

Good. I'm glad I went on the Free to Grow course it was very good. Would recommend it to others.

PRE TEST
COMPANY C
SUBJECT C20

HOW DO YOU SEE YOURSELF, IF YOU HAD TO MEET SOMEBODY FOR THE FIRST TIME AND YOU WANTED TO MAKE A GOOD IMPRESSION ON THEM OR YOU WANTED TO TELL THEM HOW WOULD YOU SAY WHO YOU ARE?

I'm mainly introvert with a little bit of extrovert thrown in there. I've been an introvert most of my life but due to circumstances.

BEING AN EXTROVERT ARE YOU BEGINNING TO BE MORE COMFORTABLE WITH IT?

Well actually last year I did an Administering Skills course here at work and that helped me quite a lot because the final was a presentation before my superiors and as far as I know I passed with flying colours. The interview itself that gave me almost like a more of confidence boost if I could that. I thought that I could do that a whole group of people – so that helped me a lot. Part of this course the aspects were incorporated in the course I did last year. One of my strong points is that I am a good listener.

DO YOU FIND PEOPLE COME TO YOU WITH THEIR PROBLEMS?

Sometimes unexpected but I don't mind.

YOU LIKE LISTENING, DO YOU ENJOY THAT?

Yes I like listening. I like giving advice but harder usually before I give my advice because if I give the wrong advice it's going to look bad on me again.

HOW ELSE DO YOU SEE YOURSELF? HOW ELSE WOULD YOU DESCRIBE YOURSELF?

I can sometimes get very nervous. Before I came here also I had butterflies. The more I get to meet a person I may be nervous but the more I get to learn that person the more confident I get as time goes by.

BUT YOU ALWAYS START OFF BEING QUITE NERVOUS?

Yes, that's because of being an introvert in childhood.

ARE YOU SHY?

I used to be a whole lot shyer.

AND IF YOU'RE IN A GROUP OF PEOPLE WILL YOU STAND BACK OR WOULD YOU GO ACROSS AND MAKE CONVERSATION WITH SOMEBODY ELSE?

Somebody has to come to me first and then conversation starts I just fall in but it's very rare that I will go up to another person to initiate a conversation.

IS THERE A QUALITY ABOUT YOURSELF THAT YOU ARE VERY PROUD OF? WHAT WOULD YOU SAY THAT QUALITY IS?

Definitely patience. I'm still living at home with my sister. They usually, especially my mother, I have to take her shopping and my mother has a tendency – we talking about shopping at least two hours, every time every Saturday but now it's every second Saturday so I have to have patience because she's shopping for the whole family I have to go around and see how the money is spent. So for that the whole time walking around shopping I have to have patience.

YOU SAID THAT YOU NEED TO SEE HOW THE MONEY IS BEING SPENT. DO YOU LIKE TO TAKE CONTROL OF THOSE KINDS OF THINGS? ARE YOU ORGANISED?

No not really. My mother likes to shop around and I felt she has a tendency to buy stuff unnecessarily so I go around just to advise her.

YOU TAKE RESPONSIBILITY. IS THERE ANYTHING ELSE THAT YOU WOULD SAY IS YOUR STRONG POINT?

I think my patience is my main strong point.

IS THERE ANYTHING THAT YOU WOULD LIKE TO CHANGE IN YOURSELF, ANY WEAKNESS THAT YOU THINK THAT YOU HAVE GOT.

Definitely grabbing an opportunity on the start. I tend to be sometimes very hesitant about taking on any challenge.

SO THAT IS SOMETHING THAT YOU WANT TO CHANGE.

Especially if I feel it's beyond my means.

TELL ME HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME? HOW WOULD YOU SAY IT IS GOING WITH YOUR RELATIONSHIPS, I'M MEANING NOT ONLY NECESSARILY AT HOME BUT WITH RELATIONSHIPS AS WELL AS YOUR FRIENDS, WITH PEOPLE THAT ARE

IMPORTANT TO YOU, THE PEOPLE THAT ARE AROUND YOUR FAMILY AND YOUR FRIENDS. HOW DO YOU COPE FROM DAY TO DAY- WHAT IS YOUR KIND OF ROLE IN THOSE RELATIONSHIPS?

All my friends I have I'm talking now about close relations, people I socialise with on a regular basis, I have a very good understanding with them. I like to be open minded with friends and family. Being secretive it doesn't help much. You actually loose respect for that person. It's something I learned almost like you I tend to feel if somebody is being straightforward with me something I don't deserve. I can feel something is wrong and I would feel apprehensive toward that person.

IF THERE IS CONFLICT IN THE HOME HOW SAY FOR EXAMPLE YOU LIKE PEOPLE TO BE STRAIGHTFORWARD AND OPEN, SO IF YOU FEEL SOMETHING THAT YOU'VE BEEN NOT FAIRLY TREATED WOULD YOU KEEP IT IN OR WOULD YOU TALK ABOUT IT?

No, I'm talking about definitely settling this and feeling much better.

SO YOU WON'T BOTTLE IT UP AND THEN HAVING AN EXPLOSION AND GET ANGRY?

No, I think also mostly violence where it is physically or verbally it doesn't solve anything. It just makes the situation much worse.

THEN YOU WILL TALK THE WHOLE THING THROUGH?

Yes definitely.

AND YOU WON'T JUST TAKE EVERYBODY ELSE'S, IF THEY DUCK ALL THE DUTIES AND STUFF ON YOU, YOU WON'T JUST ACCEPT IT. WILL YOU DELEGATE TO OTHER PEOPLE OR WOULD YOU JUST DO EVERYTHING AND EVERYBODY ELSE

Sometimes I try to take on the whole responsibilities but if I see it gets too much then I definitely talk to the people around and tell them how I feel and we have to work out a solution.

AND AT WORK HOW DO YOU COPE WITH YOUR LIFE AND RELATIONS. DO YOU HAVE THE SAME WORD RELATION THAT YOU ARE OPEN AND HONEST WITH EVERYBODY OR ARE YOU MORE SECRETIVE AT WORK? DO YOU KEEP MORE TO YOURSELF?

No actually, the group of people I work with are very open and one thing I'm also trying to be more open should be the few people I work with directly, they like joking a lot during the day. That keeps the stress level down so it's no problem talking to them. We pick up a conversation and I give in my input also. So it's the same at home with my friends and family, the same at work also with my colleagues.

SO WHEN YOU ARE WITH YOUR FAMILY AND FRIENDS AND YOUR COLLEAGUES THAT YOU KNOW WELL ARE YOU AN INTROVERT THEN OR ARE YOU MORE OF AN EXTROVERT?

Both actually. The two balance out there. It's only with people I know but there maybe somebody new that I've been introduced to among that group and then I hold back.

AND THEN YOU FEEL COMFORTABLE AND THEN YOU WILL RELAX.

Yes.

TELL ME ABOUT YOUR INVOLVEMENT IN THE COMMUNITY. ARE YOU INVOLVED IN ANYTHING, YOU HAVE YOUR WORK AND YOU HAVE YOUR HOME AND YOUR SOCIAL LIFE. IS THERE ANY OTHER INTERACTION THAT YOU HAVE, SPORTS, OR SOCIAL CLUB OR RELIGIOUS?

Unfortunately I neglected that, I'm not actually involved in any such activity at the moment.

SO IT'S MORE YOUR FRIENDS, YOUR SOCIAL LIFE AND YOUR WORK. DO YOU SOCIALISE WITH PEOPLE AT WORK?

Not on a regular basis. Except when I'm at work I've got a very good relationship with friends in my section, colleagues I used to work with, I got a very good relationship with them also. Sometimes at work you may be on

very good grounds with a person at work but that person may live quite far from you but you didn't always the chance to get to that person so you don't socialise with them.

SO YOU SAY YOU GET ON WELL WITH PEOPLE. DO YOU HAVE PROBLEMS IN YOUR HUMAN RELATIONS? DO YOU CLASH WITH PEOPLE THAT YOU WORK WITH?

No, definitely not.

ARE YOU AN EASY PERSON TO HAVE AROUND?

If I have to say it then I am.

SO YOU DON'T HAVE BAD VIBES BETWEEN YOU AND PEOPLE THAT YOU ARE WORKING WITH? WHAT HAPPENS IF YOUR BOSS HAS A PROBLEM WITH YOU? OR YOU HAVE A PROBLEM WITH YOUR BOSS, HOW WOULD THAT INTERACTION TAKE PLACE, IS IT QUITE OPEN CHANNEL IF YOU HAVE A PROBLEM, WOULD YOU GO AND DISCUSS IT WITH THEM OR IF HE'S NOT HAPPY WITH SOMETHING THAT YOU'RE DOING WILL HE COME AND DISCUSS WITH YOU?

I will discuss with a senior because we have to resolve it. If say for instance if I leave it at that they give me a demand I have to ref if I can resolve it or who's going to suffer. My stress level is going to go through the roof. Nothing will get solved so I'd rather try to discuss it. It will help my boss and it will also be beneficial to me.

HOW HAPPY OR CONTENT WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT? WE ARE TALKING ABOUT YOURSELF, PERSONALLY IN YOUR RELATIONSHIPS WITH OTHER PEOPLE AND ALSO IN SOUTH AFRICA?

I'm content with myself not quite 100%. I feel very good about myself but I feel hundred confident with myself. There is just one thing that hassles me not being able to take the challenges I need to tackle. That is the only thing that is bothering me of myself by taking that initial step especially about relationships with ladies, that's something that's really bothering me.

OBVIOUSLY THAT RELATES TO YOUR SOCIAL LIFE. AND AT WORK HOW HAPPY WOULD YOU SAY THAT YOU FEEL WITH YOURSELF AT WORK, THE POSITION THAT YOU ARE IN YOUR WORK. DOES THAT TAKING CHALLENGES, IS THAT ONLY IN RELATION TO RELATIONSHIPS?

Definitely that is a big thing also at work. Work related there's a whole lot of opportunities there because I tell myself at the beginning of every year I'm going to study this year but so far I haven't been able to take that step also because of the position I'm in. I'm quite content but not 100% because I can do better. It's just myself taking the responsibility to better myself that is holding me back.

AND IN SOUTH AFRICA, HOW HAPPY DO YOU FEEL ABOUT YOURSELF AT THE MOMENT?

I'm definitely living here. With the situation in the country I'm not 100% happy, in which country will you find the situation perfect. Who knows what the future is? You just have to go with the flow. Maybe it will get worse, maybe it will get better. That's for the government to decide. It's no use I'm gonna run away from it. I have to face whatever stretch comes my way.

AND HOW DO YOU FEEL ABOUT THE FUTURE? IF YOU THINK THAT YOUR LIFE, YOU'VE HAVE A WHOLE LOT OF EXPERIENCE WITH LOVE RELATIONSHIPS THAT HAVE MADE YOU THE PERSON THAT YOU ARE THE MOMENT YOU GOT YOUR JOB HOW DO YOU THINK ABOUT THE FUTURE, DOES IT LOOK SOMETHING THAT YOU ARE EXCITED ABOUT OR SOMETHING THAT YOU FEEL A BIT YOU DON'T KNOW WHAT IT'S GOING TO BE LIKE OR ARE YOU NEGATIVE ABOUT, HOW DO YOU FEEL ABOUT THE FUTURE?

I like chicks and movies. So looking at that I feel quite good about the future. I think it looks quite good, from my personal point of view. I've got a lot of ideas and dreams that I would like to in the future come true but,

DREAMS READY TO WORK?

Work and personal life as I said but the only thing stopping me from realising those dreams so I just have to work.

ARE YOU AWARE WHAT THOSE DREAMS ARE?

Yes, definitely.

SO YOU'VE GOT TO CLEAR IDEA OF WHAT THOSE DREAMS ARE THAT ACTUALLY GETTING OVER INTO ACTION TO SOLVE YOUR PROBLEM THAT'S WHAT YOU FEEL IS THE BIG GAP IN YOUR LIFE.

Personal and work related.

SO YOU ARE EXCITED ABOUT THE FUTURE TOGETHER WITH YOUR INTENTION BECAUSE YOU KNOW THAT YOU DON'T KNOW IF YOU'LL BE ABLE TO ACTUALLY GET IT INTO MOTION.

Yes, definitely.

THAT'S ALL THAT I WANT TO ASK YOU.

COMPANY C
PRE TEST
SUBJECT C18

HOE SAL JY JOUSELF BESKRYF?

Ek is 'n eenvoudige mens. Ek glo dat as jy vir my respekteer kan ons mekaar respekteer. Wat jy verwag om uit die lewe te kry, moet jy insit om uit te kry. Ek is 'n spontane mens, 'n maklike mens om mee oor die weg te kom. Ek kan met enige mens omgaan en met enige mense praat. Dit gee my nie 'n probleem nie.

AS JY BY 'N GROEP MENSE INSTAP WAT JY GLAD NIE KEN NIE SAL JY SKAAM WEES OF HOU JY VAN SO 'N SITUASIE?

In so 'n situasie in die begin sal ek so 'n bietjie in my dop gekruip wees. In die begin sal ek eers mense opsom en ek sal mense deurkyk en my eie opsomming maak wat die persoon is, hoe jy met die persoon moet praat, en begin gesels en een twee drie en dan is ons lekker.

SO JY HET 'N GOEIE MENSEKENNIS? DIT WAT JY OPSOM, IS DIT GEWOONLIK REG?

Ja dit is meeste van die tyd akkuraat.

STEL JY IN MENSE BELANG?

Ja ek stel verskriklik.

SO JY WIL UITVIND VAN MENSE EN WAT HULLE DOEN OF HOU JY MEER DAARVAN OM TE PRAAT?

Die meeste van die tyd sit en luister ek maar eers. As jy na mense luister sal jy agterkom watter tipe persoon hy is en van die manier hoe 'n persoon homself oordra aan so iemand..... watter areas om aan te raak en watter areas om nie aan te raak nie. Ek voel jy moet met 'n opsommende blik na die hele storie kyk en 'n opsomming maak. Die meeste van die tyd

HET JY BAIE VRIENDE?

Geweldig baie vriende maar daar is net sekere wat ek nou rerig kan uitsonder as ... vriende.

KAN JY TEENoor HULLE OOPMAAK?

Daar is net eintlik twee of drie teenoor wie ek sal oopmaak en vertel nou hoe ek nou rerig voel en wat presies weet hoe ek voel. Almal happy en so aan.

AS EK JOU VRA WAT SAL JY SE IS JOU STERKSTE EIENSKAP? WAT IS DIE DING WAT JY REGTIG OOR TROTS IS IN JOUSELF WAT JY KAN SE DIT IS EK, EN DIT IS 'N EIENSKAP WAT EK HET WAT EK REGTIG TROTS IS OOR IETS IN JOU PERSOONLIKHEID NIE IETS WAT JY BEHAAL HET NIE?

Iets wat aan my eie is. My openhartigheid en my vriendlikheid, dit is iets wat ek nie behaal het nie dis net iets wat myself is, wat ek mense mee kan aantrek, wat myself 'n hupstoot gee in alle dinge.

EN IS DAAR IETS WAT JY MISKIEN DINK NIE SO STERK IS NIE, WAT EK GRAAG AAN WIL WERK OF VERBETER IN MYSELF?

Daar is altyd sekere areas soos byvoorbeeld wanneer kritiek na my toe kom dan het ek 'n manier om myself af te sluit of waneer mense onnodiglik onbeskof is. Dit is byvoorbeeld situasies soos nou die ander aand so by die huis toe praat hulle nou oor die vrou wat geskiet is, maar ek weet nou nie die hele storie nie toe vra ek ook mos nou uit.ek is mos nou net nuuskierig toe het my boeta so aangegaan en hy het so geskel en toe voel ek net jy is onbeskof, praat nie saam met jou nie ignoreer. Dan sluit ek my net af en distansieer ek my net. Ek dink dis 'n bietjie verkeerd. Jy moet laat hy al sy opinies lig en somtyds voel ek ek distansieer myself.

COMPANY D
PRE TEST
SUBJECT D72

EK WIL NET UITVIND HOE LANK WERK JY AL HIERSO EN DIE KINDERS EN DAAI SULKE GOED.

Ek het vriende by my Ek het ses kinders.

IS DIE KINDERS HIERSO OOK NABY HIER ROND OF IS HULLE WEG?

Die oudste seun is nog by die huis. Hy is 'n bewaarder gewees en op die oomblik is hy weer doene om so werk weer terug te kry. Dit is maar dingetjies wat gebeur en hy wil nie he ek moet daarvoor nie. Die tweede oudste seun is in die vloot in Simonstown. Hy is getroud met twee kinders. Hy het 'n meisie en hy is sekuriteit by APC. Die vyfde een is in die Weermag en gelukkig die meisiekind sy is nog by die huis. Dit is van 30 tot 20 die ouderdom.

VYF SEUNS EN EEN DOGTER. SY IS SEKER PA SE OOG APPEL. EK WIL NET WEET MENEER HOE SAL U USELF BESKRYF, HOE SOORT MENS IS U?

Ek moet se ek is eintlik 'n mens wat eintlik baie sommige geleesdeur ... Jy kry mos die mens dat sommer nou wat iets moet gedoen word of iets gepraat word en dan kry jy een of so. Ek wag maar altyd om my beurt af en ek was deestys baie sommer gou opstandig kwaad gewees en dis iets wat ek in tyd geleer het dat dit so iets wat vir jou goed en baie keer dan moet jy eersen dink oor ... dis wat dan gebeur dat jy verkeerde woorde praat wat jy nie moet gepraat het nie. Jy moet nie sommer oor haastig wees nie om so dinge te se vir mense as iemand vir jou iets se en sommer vinnig weer kwaad...

Partykeer sal luister die ou nie werd nie. Maar die regte bedoeling is die woorde is wat hy gese het. Dan voel jy agterna dit spyt om Ek is 'n stille mens. Ek is nie 'n man wat baie gewoond is van rondloop nie. Ek sal werk toe kom want dis eintlik die belangrikste vir my. Ek sal sorg dat..... My werk is eintlik vir my belangrik. Ek sal lieverste as ek miskien iet anders as my eerste lief my werk ook eerste wat ek eers wil En so ek huistoe gaan en kerk diens.

BETROKKE OP DIE KER?

Ek is ouderling. Enige wat ek aan behoef ... Ons is eintlik mense wat ook drank misbruik nie.

IS DIT OORAL 'N PROBLEEM HEIRSO DAN?

Die mense drink baie.

EN WAT DOEN JY DAN IN DAAI WERK?

Ons gaan aan die mense toe en praat met hulle ons besoek hulle en mense wat ... op Worcester en gaan soentoe en terrugkom dan gaan besoek ... ons hou hulle besig ons gee vir hulle

HOEVEEL BAIE TYD IN 'N WEEK VAT DIT? EEN AAND OF MEER?

Ons het Maandag aande is eintlik ons aand maar ons is baie doenig teen die week. Soos doen ons besoekings
En ons besoek ons eie lede ook

WAT SE EIENSKAP AAN USELF IS SO VIR IETS WAAROP U TROTS IS DIE BESTE SOORT VAN EIENSKAP IS.

Ek is seker trots op myself oordad ek

COMPANY D
PRE TEST
SUBJECT D

HOW WOULD YOU DESCRIBE YOURSELF?

I would describe myself as a very positive person, easy to get along with and easy to talk to. I like to think of myself as a person that's always the right place at the right time, especially when needed.

YOU LIKE TO BE USEFUL?

Yes, I like to be useful. You know, lost times so to speak is a lost cause, so to utilise your time is the best way of proving yourself to show that you ... for me to be totally honest I like to be a positive person.

HOW LONG HAVE YOU BEEN IN THIS COMPANY?

I've been at the company now for 2 ½ years.

AND HAPPILY?

I'm happy not with what I'm doing at the moment. It's not that I'm not happy it's just I know I want to get ahead.

YOU ARE SOON TO GET AHEAD?

I'm going to get ahead. It's not always easy to do what you set out to do but I'm studying to try and hopefully I'll get there in the near future.

SO IF YOU HAD TO EXPLAIN TO SOMEBODY WHO YOU ARE YOU WOULD SAY YOU ARE A POSITIVE PERSON. ANY OTHER CHARACTERISTICS THAT YOU WOULD DESCRIBE ABOUT YOURSELF?

I would describe myself as a dependable person as well. All I can say at this point of my life I am striving to do better and I will better myself as a person as a whole. Literally speaking all I can think of at this point of time in my life is that I like to think of myself as a dependable person because my education is not where I want it to be at this moment so I'm starting this new course on Wednesday. It's just like a boost for me.

THERE IS OPPORTUNITY FOR YOU AND YOU HAVE TO THINK ABOUT THAT. IS THERE ANY AREA THAT YOU WOULD FEEL THAT YOU NEED TO WORK ON, A WEAKNESS OR AN AREA THAT YOU FEEL ...

My work overall. I'm not a person that stays out of work and things like that. My work is actually only second to my family life. So there is where I want to improve myself and there is where education comes in. In the long run it's actually this education that I want to better myself in. It's not a poor side of mine or weak side of mine but it's where I want to tackle my life and grab it by the throat so to speak.

HAVE YOU ALWAYS HAD THIS ATTITUDE?

I always took it for granted that school is school and if you are in school then you never think of what you are going to do when you finish Matric. So when I did finish school and I found myself wanting and I thought to myself "Oh dear what am I going to do now?" Education started playing a big role and the funds wasn't always

there. Then I got a job and then I met a girl and we went out for three years and I shied so to speak away from educational different levels that I wanted to be at and we got married and on top of all that we had a baby so I'm finding it even more difficult to get ahead with a baby.

WAS IT A BOY OR A GIRL?

It's a boy. He's two years old. So just to be working here is actually a bonus because there is always opportunity at this company.

IT'S DIFFICULT JUGGLING. YOU'RE A HUSBAND, A WORKER.

Once I'm at work I like to dedicate myself to my work so it's not so difficult as it seems so when I'm at home I'm really a family person and play sport and things like that on my off days. But when I'm work I work, like I say it's second to my family life.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME. I'M TALKING ABOUT YOUR HOME, YOUR IMMEDIATE NUCLEAR FAMILY AND ALSO YOUR FAMILY THAT YOU COME FROM, YOUR FRIENDS. SIGNIFICANTLY THOSE RELATIONSHIPS, HOW DO YOU COPE WITH THEM.

My parents I get on very well because they always supported me like that whether it be, sport or education, miscellaneous whatever. They fully support me and my family life, I can also speak is not a perfect family life but it's the kind of family that you would like to go out with and the support will always be there whether it be your parents, my brother, his wife, the support is always there. So growing up in the family that I grew up in there's always been opportunities so if the opportunity has not been taken it's something only your fault. Because the opportunity was always there. As far as education goes within the family life, the opportunity was always there but the funds wasn't always there so I can't blame my parents for that. I've obviously got to blame myself for that because if I thought ahead when I finished Matric I could've worked towards my old education, because they were prepared to meet me half way. So my family life is actually the basis of my life because that is where it's made me a decent person I like to think and it's made me respect my fellow worker and my fellow person so to speak so everything I've got today I owe to my family.

SO YOU ACTUALLY APPRECIATE THEM.

Yes I appreciate them.

AND IF THERE IS CONFLICT IN YOUR RELATIONSHIPS WITH YOUR WIFE OR WITH YOUR FAMILY HOW DO YOU RESPOND TO THAT.

For this moment my wife is studying B.Com at Varsity. She has a bursary from America so she's doing quite well. She's studying at U.W.C. We had an argument now the other day about not really her studies, but there are some days when I play sport like action cricket on Thursday evenings and that evening she wants to study I can't tell her you can't because obviously her education comes first. And our little boy nobody can look after him at action cricket so she looks after him, and when she goes to study she looks after him so there was a conflict there and just after cricket I was a bit upset, I was a bit unfair also and we solved it reasonably well after a few rash words so it's not the kind of situation I like to find myself in.

YOU DON'T ENJOY THAT...

No like I said I'm a very positive person. I like positive things, I like to be around positive people so being unhappy is not a good point of mine.

DO YOU STILL FEEL THAT SHE WON AND YOU DIDN'T WIN?

No, we negotiated. I was made to understand. It's not that I didn't understand. I understood perfectly well but I had in my own end I had to back down because I knew what was more important in the old end or the long run.

SO YOU KEEP YOUR GOAL AND THEN YOU WORK TOWARDS IT?

Yes, for her to win and for me to loose is totally wrong just to say that.

YOUR LIFE AND RELATIONSHIPS AT WORK – HOW DO YOU COPE WITH CONFLICT?

I don't like to think of myself as a loud person but if push comes to shove then I can stand on my own two feet. I can handle myself. My colleagues at work so to speak, we get on fairly well and I don't really have bad friends or bad colleagues at work so we like to work together so we never really have conflict within – if there is conflict then it's most probably why did you read this here by me – I don't like this but we sort it out immediately. I can't really say there is conflict there so random conflict at work is going to be a new thing for me if it should arise. If push comes to shove and there is conflict I will probably handle it the same as I handle my family life because I like to see that's my basis and strife towards the foreman – a big word to him, strive towards that is a good thing. It's happening in the department because we've gone from this level to this level in probably about six months where the work is concerned and that takes team work. Team work you need to depend on the next person and dependability comes friendship and friendship comes working together. So we don't actually have conflict situations. But if it should arise like the question you asked me I'll handle it most probably like I handle the situation in my home.

YOU SAID YOU PLAYED ACTION CRICKET, WHAT ELSE IN THE COMMUNITY ARE YOU INVOLVED IN?

At the moment my son is in creche and we are on the committee, my wife and I. Because we want to build him maybe a better life but we are busy with we are sitting on the board of the committee. I'm on the board and I'm treasurer for the football club so in the committee so to speak as sports related in anything for my son it's more important for me to concentrate on his future so being on the committee gives me an opportunity on how to handle it.

AND YOU ENJOY BEING ON THESE COMMITTEES?

It's not always enjoyable but it's sometimes a necessity. That's the way I feel especially where my son is concerned but the global part for me is the sports part. Sport will always be more enjoyable when you see its qualities.

WOULD YOU LOOK BEYOND BEING PART OF THE TEAM IN ORGANISING THE SPORT? DO YOU LIKE TO BE PART OF THE ORGANISING NOT JUST TO SIT AND TAKE PART?

Yes. You know taking part sometimes it always leads you by the nose so when you are actually organising the team you can see what is going on what's ticking what wheels are turning how fast they can turn how fast you can make them turn, not if you got that power but if you know what's going on then it makes you such a better sportsman or better person whatever. So working from the inside out it actually makes you better.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU ARE AT THE MOMENT?

Happy, I'm happy to be myself to work here for my family. Well my family life and everything I'm content but like I said my education is not where I want it to be so I'm not so content where the work situation is concerned because it's not that I feel that I'm under achieving it's just a little bit slower than I anticipated, so happy, I can yes I am overall but being content is not what I think of myself at the moment.

YOU ARE A HAPPY PERSON? AND YOU'VE GOT THINGS

Yes, I'm a happy person. Yes, forward, I like to think of it driving me forward. If you see the education thing is very important for me and not just for me for my family life, I will always be an underachiever if you think that way so although I haven't done much, I've done a computer course, I finished a computer course three weeks ago so that's a big step for me, so contentment is not where I want to be at the moment.

AND THE FUTURE, HOW DO YOU FEEL ABOUT THE FUTURE, I'M TALKING ABOUT YOUR FAMILY, YOUR SON, JUST GENERALLY, EDUCATION, EMPLOYMENT AND THE FUTURE OF SOUTH AFRICA, CAPE TOWN?

If I should study part time because I'm never going to be able to study full time so if I should decide to study part time in whatever field it goes and in the long run I do finish then I would like to keep my options open where the work situation is concerned.

WHICH DIRECTION DO YOU LIKE TO STUDY?

Computers, because obviously it's the future of the company not only of the company but the world. Computers is for everybody, like in the long run for me it's going to be better for me because, it's not just going to be better for me, it's going to be better for overall for my family so to speak because my wife is also doing computer course so the future does look brighter with her studying like that so my son will never be found wanting as I was when I just finished Matric and our future will definitely be a brighter one with us looking forward when the computers comes in is that there will always be a job when you have computers course or when you finish whatever you study. I would like to study, the course I want to study is just a basic course that teaches you how to work Windows and things like that so when I do some of that course it will show me how to perfect it in the long run so to answer the question properly in the long for me it will definitely give me a bonus stop for the future.

AND SOUTH AFRICA GENERALLY, OPPORTUNITIES?

Generally speaking, the opportunities in South Africa at the moment is very unique for people without education so education again comes back to education it is a very important role in everybody's life. No education in the future, so no happiness, no possibilities, it points to education.

AND CAPE TOWN, LIVING HERE?

It's a crime ridden area, it's the only negative thing I can say about it. Cape Town's opportunities is good where work is concerned.

THANK YOU VERY MUCH IT'S ALL I NEED TO ASK YOU.

COMPANY D
PRE TEST
SUBJECT D71

HOE SOORT MENS SAL U SE IS U? HOE SOORT PERSOONLIKHEID? IS U VRIENDELIK OF IS U TERUGGETROKKE HOU VAN MENSE OF OP JOU EIE WIL WEES OF ONGEDULDIG OF RAAK GOU KWAAD HOE SOORT WATTER EIENSKAP...?

Cannot understand him.

HOU JY DAARVAN OM SAAM MET MENSE TE WEES? NA WERK SAL HULLE KUIER OF BY DIE HUIS WEES?

Ek is iemand wat baie.... Ek is cannot understand

U GELOOF AS OOK IETS WAT BAIE...

AS EK NOU OPSOM BAIE VRIENDELIK MENS HOU DAARVAN OM BETROKKE TE WEES IN DIE GEMEENSKAP EN VAN OM MENSE TE HELP EN OM VIR MENSE TE DIEN. DIE EIENSKAP WAT U SAL SE IS DIE BESTE, DIE STERKSTE, DIE GAWE WAT U VOEL IS DIE BESTE EIENSKAP WATTER EEN SAL DIT WEES.

IS DAAR IETS WAT U WIL VERANDER IN USELF, IETS WAT MISKIEN UITDAGING IS IN U PERSOONLIK WAT U NIE TEVREDE IS OOR NIE ONGEDULD OF KWAAD RAAK OF SO OF IS DAAR NIE SO IETS NIE.

NOU WIL EK NET VRA IN VERBAND MET U PERSOONLIKE FAMILIE LEDE, IS U GETROUD MET KINDERS EN OF VERTEL MY BIETJIE VAN DIE HUIS.

Ek het vyf kinders.

AS DAAR PROBLEME IS BY DIE HUIS OF SO HOE SAL U DIT HANTEER?

EN BY DIE WERK HOE GAAN

HOE LANK IS U AL HIERSO?

Ek is nou byna drie jaar.

HOE GELUKKIG SAL U SE IS U OF TEVREDE IS U MET USELF OP DIE OOMBLIK?

HOE VOEL U OOR DIE TOEKOMS. EK PRAAT NOU VAN PERSOONLIK EN DAN VAN DIE FAMILIE EN DIE KINDERS EN SO AAN BY DIE WERK EN OOK IN SUID AFRIKA HIERSO IN ROBERTSON, HOE VOEL OOR DIE TOEKOMS?

VIR AL DIE GOED WAT IN DIE BYBEL IS HY 'N BIETJIE BANG?

BAIE DANKIE DIS AL WAT EK WIL VRA.

COMPANY D
POST TEST 20TH AUGUST
SUBJECT D66

EK WIL NET GRAAG UITVIND HOE WAS DIE KURSES VIR U GEWEES

Die kurses was vir my baie interessant. Ek het baie ...

IS DIT WAT U VERWAG HET OF WAS DIT HEELTEMAAL ANDERS

Dit was interessant.

OOR WATTER SOORT VAN GOED HET U VERKEERD HANTEER OF SO....

HET U NUWE DINGE OOR USELF GELEER IETS PERSOONLIKHEID WAT U NIE VOORHEEN VAN GEWEET HET NIE

Ek het baie geleer persoonlike dinge kyk soos 'n mens nou in 'n huis is. Apply jy goedes dan apply hy buite As jy wil baklei dan het jy 'n probleem.

WAS DAAR DINGE WAT OOR USELF WAT DIE MENSE IN DIE GROEP MISKIEN EIENSKAPPE WAT HULLE RAAK GESIEN HET HOE SOORT MENS U IS WAT NIE TOELAAT WAT INTERESANT OF OPWINDEND WAS OM TE HOOR. WAS DAAR SO IETS, PERSOONLIKHEID HOE MENSE U SIEN.

OP DIE KURSES HET JULLE GELEER HOE OM OP TE TREE MET ANDER MENSE HOE OM HULLE TE BEHANDEL. NUWE GOED OF WAT JY NIE TEVORE GEWEET HET NIE, KOMMUNIKASIE ...

WATTER SOORT VAN GOED WAS NUUT?

Soos baie dingetjies hanteer miskien se so van die kinders.

SO DIE MENSE RONDONOM HIER, DIE HUIS GESIN VOEL DIE VERSKIL VAN DIE GOED WAT JY GELEER HET OP DIE KURSES? EN U VROU? DIE GOED WAT JULLE GELEER HET, HET JY HULLE DRUKKIES GEGEE EN DIE KINDERS RAAK SIEN.

Hulle kom agter

EN BY DIE WERK? HET JY 'N VERSKIL VOEL OF IN DIE MANIER WAT JULLE MET MEKAAR...

... ons gesels hierso baie met mekaar. 'n geweldige uithaling.

U IS OPGEWONDERD OOR DIE TOEKOMS.

Ja, ek is baie opgewonderd. Ek is positief oor dit wat ek graag bereid.

EN HOE VOELIG SAL U SE IS U OP USELF OP DIE OOMBLIK.

Ek is baie gelukkig met myself, hoe ook om te gesels, dinge te hanteer. Ek voel baie positief.

DIT WAS 'N GOEIE DING WAT U ..

Baie goed...

COMPANY D
POST TEST
SUBJECT D76

HOE WAS DIE KURSES

Baie teleersaam, opwindend.

HOEKOM?

Dit het ek elke dagnooiet gese dat 'n mens so moet utoeleef om te bereid dat jy moet bereik....die manier hoe die persoon dit aangebied het was vir myvoel ek sit in 'n kurses. Ek sit nie in 'n plek waar ek gaan sit en slaap of so nie.

WAS DIT LANG SESSIES.

Dit was lang sessies maar jy het gevoel jy uitgesien na die volgende.

HET JY NUWE DINGE OOR JOUSELF GELEER

Ek het geleer ek was byvoorbeeld nie baie bedaagsaam is nie maar ek het geleer nou omte bedaamsaam te wees en ander mense 'n bietjie meer te verstaan en so aan.

WAS DIT 'N LEENTE WAT JY GEWEET HET VOOR DIE TYD OF NET ONDEK DIT DEUR DIE KURSES?

Ek het die ondek deur die kurses. Dit was wel by my maar ek het dit ondek deur die kurses.

WAT VAN NUWE DINGE WAT JY GELEER WAT GOED WAS EIENSKAP AAN JOUSELF WAT NIE GEWEET HET NIE MAAR WAT JY EINTLIK TROTS IS OOR WAT JY GELEER IN DIE KURSES.

Daar was baie dingetjies wat selfs soos dinge wat jy spaarsame moet lewe. Iemand het gese dat daar is een van ons elke dag gevoel is as Dit het my laat voel maar ek moet begin leep en wat ek nou geleer het Dit begin as dit dagsame will leer dat ek dadelik begin as ek vir my familie wil omgee en daarso begin daarmee.

DINGE IN U EIE PERSOONLIKHEID SOORT VAN PERSOON WAT JY IS? HET JY NUWE DINGE GELEER OOR JOUSELF WAT JY OORSPRONK IS, EIENSKAPPE IN JOU PERSOONLIKHEID?

Ek het gister briefies uitgestuur om mekaar te bedank om iemand te bedank en toe in een brief toe se die persoon om my hy is bly omdat hy saam met iemand kennis gemaak dat hy kan sien 'n persoon se persoonlikheid is elke teen die selfde toe se ek vir hom ek is bly dat daar mense dat kom kyk. Toe se die een oom van Touwater as .. skaam .

KOM JY AL DIE GOED WAT JULLE GELEER HET WAT DAAT GELEER DIT OF IS TE KORT NA DIE KURSES OM TE SE DAT JY VERANDERING KAN SIEN OF DAT JY KON TOEPAS BY DIE HUIS OF BY DIE WERK?

Dinge gebeur nie sommer oornag of so nie. Vir my gister na die kurses myself afkom gisteraand toe se ek vir die manne in die bakkie Ons moet nou nuwe verskil begin maak. As jy nie 'n verskil maak nie ek wil 'n verskil maak. Ons het nou op die kurses ander persone..... verskil plaas vind.

NA ELKE WEEK AS HULLE NOU GELEER VAN KOMMUNIKASIE OF SO KON JULLE DIT GIN TOEPAS OF HET JULLE DIE GAAN TOEPAS DIE GOED WAT JULLE GELEER HET OF NOG NIE EINTLIK NIE.

Hoe kan ek se kommunikasie was nou nie vir my 'n probleem nie want soos ek in die begin gese het dit is nie vir my werd om gemeenskap te kom...van mense selfs as 'n groep wat uitgaan te kommunikeer met mense.....as jy daar staan en kommunikeer saam met 'n klomp mense.

WAS DAAR ANDER DINGE WAT JY GELEER HET WAT JY KON SE OKAY DIT IS 'N PROBLEEM EN EK GAAN DIT BY DIE HUIS TOEPAS OF IN DIE GEMEENSAP OF BY DIE WERK WAS DAAR KONFLIK WAT JY GEHAD HET IN DIE TYD WAT JY DIE REELS WAT JY GELEER HET KON TOEPAS?

Ja ek het gisteraanddie hoofstuk nou behandelselfs as ek by die huis is, is daar konflik, hier by die werk is daar konflik ek het gese dit is goed wat ek Ek wil 'n beter lewe...en selfs daar gaan trou nou. Ek het nou die dag gisteraand ... toe se ek vir haar ek het iets En as jy nie saam met my wil..... moet jy agterbly want ek wil voorentoe gaan

EN WIL SY OOK VOORENTOE GAAN? DAN MOET SY OOK OP DIE KURSES GAAN.

Ja.

JY WIL GRAAG TOEPAS.

So ver as moontlik wil ek.

DIE GOED WAT JULLE GELEER HET IS OOK ... KAN JULLE OOK TOEPAS.

Definitief.... Dit gaan hand aan hand.

HOE GELUKKIG IS JY MET JOUSELF OP DIE OOMBLIK. HOE SAL JY JOUSELF BESKRYF.

Ek is baie gelukkig met myself. Eerstens vanoggend toe ek opgestaan en ek vir myself gese toe hier vanoggend het ek gebid en aan myself se ja asof gesond te wees en aan myself te kan sien en as ander mense sien ek sien ek as 'n persoon. Ek is 'n groot persoon en daarom voel ek is gelukkig met myself maar elke dag is 'n oopstand

EN HOE VOEL JY OOR DIE TOEKOMS?

Die toekoms het breed oop....vir my happiness.....

DANKIE.

COMPANY D
POST TEST
SUBJECT D72

HOE WAS DIE KURSES, HOE HET U DIT GEVIND, WAS DIT 'N GOEIE KURSES GEWEES?

COMPANY D
POST TEST
SUBJECT D64

HOE WAS DIE KURSES VIR U GEWEES?

Hy was ... gewees.

HET U DIT SO VERWAG OF WAS DIT HEELTEMAAL VERRASSING GEWEES?

Dit was elkgeval 'n verrassing gewees. ... in die lewe.

WATTER SOORT VAN GOED? KAN JY VERDUIDELIK WAT IS DIE GOED WAT NUUT WAS VIR JOU DIE GOED WAT DIT SO UITSTEEKEND WAS.

Hoe jy met mense moet werk en hoe jy moet optree en hoe jy self moet wees om anders gelukkig te maak. Dit was vir my baie interessant gewees.

IS DIT OMDAT JY GELEER HET DAT JY MISKIEN IETS VERKEERD GEDOEN WAT JY MOET NOU WEG GELEER HET OM DIT TE KAN DOEN.

Ja.

SO DIT WAS ASOF 'N LUG OP IETS GESKYN HET.

Toe ek klaar gemaak het dis amper soos jy 'n nuwe mens. Jy voel weer lus vir die lewe.

HET JY NUWE DINGE OOR USELF ONTDEK GOED WAT JY NIE GEWEET HET VAN TEVORE NIE?

Ja,wat nie toegepas het nie.

EN PERSOONLIKHEID EIENSKAPPE WAT JY HET WAT GOED WAS HET ALMAL VIR JULLE VERTEL WAT GOEIE EIENSKAP OF HOE SOORT MENS U IS?

Ja.

EN HOE HET JY GEVOEL DAARNA? WAT HET HULLE VIR JOU GESE?

...gedink ek ... ek wil vir myself ... en dit begin te toepas.

IS DAAR GOED WAT JY BEGIN AANGAAN WERK?

Ja, daar is taamlik ... so laat ek ...by so 'n kurses gewees want ek het geleer die man... wie's die man hy is skoon anders. 'n Man kan se kyk ek was op night school gewees. ... ek het baie geleer.

JY WOU ELKE KEER TERUG GAAN. DIS NIE ASOF DIE MOOLIK WAS OM TE GAAN NIE SOOS 'N SKOOL OF SO NIE.

Ek kan nie eers wag omdat dit tyd weer is om te in te kom nie. Ek wil se dat die man wat die vir ons aangebied het hy was maar getune duidelik.

GOED GEWEES?

Ja. Ek moet se hy ken sy storie. Hy kan met mense werk.

NE JULLE HOU VAN HOM?

Hy is skoon anders.

WAS DIT MAKLIK OM TE PRAAT OOR JOU GEVOELINS EN SO VOOR HOM EN VOOR DIE ANDER MENSE WAS JULLE 'N BIETJIE SKAAM GEWEES?

Nee, dit was 'n bietjie maklik om te praat In die kurses dis maklik om te praat.

WAS DIT 'N GOEIE KURSES? JY SAL AANRAAI VIR ANDER MENSE OM DIT TE GAAN DOEN?

Ja, dan ek eers self vir myself wil dit ook doen..... maar daat is ook op 'n ander Dit vind nie sommer net plaas ... dit vat miskien nou daar.....

WAS DAAR AL GELEENTHEDE VIR JOU GEWEES OM TOE TEPAS WAT JY GELEER HET OF WAS DIT TE KORT? SE NOU TUSSEN DIE EEN MAANDAG EN DIE VOLGENDE MAANDAG SE NOU JY HET IETS GELEER OP DIE MAANDAG HET JY DAN IN DAAI WEEK PROBEER OM DAAI GOED TE DOEN.

Ja.

BY DIE HUIS OF BY DIE WERK

Eintlik by die werk want ek is hoe sal ek se, 'n mens is mosdie meeste van die dinge is tyd by die werk en ek moet probeer by die werk ook... my lewe wat die mense kan opkyk na my.

HET ENIGIEMAND AL IETS OPMERK GEMAAK VAN HOE JY IS NOU NA DIE KURSES OF IN DIE TYD VAN DIE KURSES HET JY MET IEMAND GEPRAAT OOR WAT JY GELEER HET.

Ja ek het.

BY DIE WERK?

..... Iemand het nou miskien want iemand gevra want die persoon nou is nie teenwoordig nie en toe het ek gese stop, jy moet nie van 'n ander man praat as hy nie daar is nie. Jy moenie iemand se verlede gaan uithaal nie.

HET JY IETS GELEER WAT JY BY DIE HUIS KAN TOEPAS?

Ja.

MET JOU VROU EN JOU KINDERS.

My kinders ja.

IS DIT SPESIFIEKE GOET WAT JY VOEL JY KAN DIT NOU GAAN VERANDER....

Hoe optree inhy het mos daar gewys 'n video van die man wat by die huis kom, hy is moeg en toe maak sy vrou vir hom koffie en hy vra eers waar is die koerant en sy se vir hom dis daar langs die TV. Toe wil hy koffie he en toe wil hy koffie self nie enen toe skel hy daaroortoe wys hy weer die video daarna hoe dit moet gedoen word. En toe kom die man reg.

JY HET DIT GESIEN EN, DIT WAS DUIDELIK GEWEES.

Baie se hulle kan nie maar as jy 'n wenner wil wees dan se die wenner altyd hy sal probeer, maar die verloorde se altyd hy kan dit nie doen nie. maar die wenner se hy sal probeer dit doen.

IS JY GEMOTIFEERD OM DIT TE DOEN?

Ja.

KAN 'N MENS VERANDER?

'n Mens kan ja. Dit hang van myself af.

HOE SIEN JY DIE TOEKOMS NOU?

Die toekoms is baie beter omgaan nou dat

IS DIT IETS WAT JY GRAAG SOU WIL GEDOEN HET TOE JY JONGER WAS?

Ja, volgens as a lightie begin 'n ander mens word.

MAAR DIS NIE TE LAAT OM TE LEER NIE?

Is nie te laat nie.

HOE GELUKKIG SAL JY SE VOEL JY MET JOUSELF OP DIE OOMBLIK?

Nog nie eers 100% nie. Se seker so maar 80%.

DINK JY SAL DAAR KOM OM 100% KAN WEES?

Ja.

SO JY VOEL OPGEWONDEND OOR DIE TOEKOMS – HET JY VIR JOU PLANNE OF DOELWITTE OF SOORT VAN GESTEL?

Ja.

EN JY GAAN DIT BEHAAL?

As ek probeer Ek kan nie dit doen niehy se jy begin 'n ding stadig

EK IS BAIE BLY REGTIG. DIE MOEITE WERD EN DIT IS LEKKER MANIER VAN AANBIED – SOORT DEELNEEM - STAAN EN PRAAT MET JOU NIE. DAAR IS BAIE DINGE WAT JULLE SELF BETROKKE IS BY NE.

Ja,..soos speletjies ook ..gister die nou geblindoek toe moet ons nou daar van buite in – trappe op en die doek om die kom draai tot daar bo in die kamer mee sit toe ons die doek afhaal toe se jy so gaan ons deur die lewe.....

BAIE DANKIE

**COMPANY D
POST TEST
SUBJECT**

WAS DIT DIE MOEITE WERD OM TE GAAN?

Ja.

HET JY VERWAG DIT GAAN SO WEES AS WAT DIT WAS?

Nee.

HET JY GEWEET VAN IEMAND WAT KLAAR OP DIE KURSES WAS?

Ja. Hulle het gese is iets goed.

MAAR JY HET NIE VERWAG DAT DIT SO GOED GAAN WEES NIE?

Ja.

EN DIE MANIER WAT DIT AANGEBIED WAS?

Dit het my 100% gepas.

LEKKER OM TE LEER. HET JY NUWE DINGE OOR JOUSELF ONTDEK?

Ja, baie. Hoe jy jou lewe standaard kan verbeter. By voorbeeld jou drome kan

EN DINK JY DIT SAL MOONTLIK WEES?

Dit sal moontlik wees, ja, want ek is al klaar halfpad besig.

DIT HET VIR JOU MOTIFEEREND GEGEE OM AAN TE GAAN DAT JY DIT SAL KAN DOEN?

Dit kan doen ja.

OOR JOUSELF PERSOONLIK. JY HET VIR MY VERLEDE KEER JY HET VIR MY VERDUIDELIK HOE SOORT MENS JY IS. HET JY MEER GOED GELEER VAN JOUSELF WAT JY NIE VAN TEVORE GEWEET HET?

Ek het hartlik geleer 'n man eers luister. Die wat ek laaste was ek vreeslik uitgesproke ...heeltemaal onverkeerend ...ek moet eers luister en dan 'n goeie antwoord vir die persoon gee. Luister eerste.

SAL DIT NIE MOEILIK WEES WANT JY IS NOU 'N UITGESPROKE PERSOON?

Ja, dit is 'n aanpasing ek probeer maar dis...ek luister van eerste.

HET JY KLAAR TYD GEHAD HET OM DIT TOETEPAS?

Ja, by my huis. Die eerste dag het ek vir hulle van verandering getoon.

HET HULLE DIT RAAK GESIEN?

Ja.

DIT HET SEKER AANMOEDIGING VIR JOU

Ons kom reg..... op my kinders, maar ons kom nou reg.

HET HULLE IETS VAN JOU HUIS ...DAAROOOR GEPRAAT..

Ja,...optree..

SO JY HETGELEER DAARVAN VIR GOED BY DIE HUIS KAN TOEPAS?

Dis ja, tussen jou vriende. By voorbeeld betrokke is of as mens teenwoordigheid ..

WAT VAN BY DIE WERK VAN DIE GEMEENSKAP?

Ja, hier by die werk is ek is altyd die selfde persoon wat ek gewees het maar ek wil nie uitspraak met groot mense of hulle is nou self hangklik van my ...die werk.....

EN IN DIE GEMEENSKAP?

In die gemeenskap is ek nog nie veel nog betrokke

JY KAN JOU EINTLIK....GEHOU. KAN JY JOUSELF ONTDEK WAT ANDER MENSE SOORT VAN SE JY IS SO WAT AANMOEDIGEND WAS – HULLE SIEN VIR JOU AS VRIENDELIK OF DIT KLOU NIE SO MET MEKAAR GEPRAAT OOR...

Die kurses was by voorbeeld ... ontdek ...le in jou as jy wil gebrek maak daarvan. Alle antwoorde is in jouself opgesluit. Jy dra self die antwoord.

EN IS DAAR SPESIFIEKE GOED WAT JY GELEER HET WAT JY NIE VOOR BETROKKE ...DIE PROBLEEM GEWEES HET EK GAAN SO MET PROBLEEM GAAN EK NOU UITSORTEER.

Ja daar is probleme in my lewe gewees het wat ekweer wanneer hy die boek vir ons gegee het kan ons weer na gaan en daar is voute wat ons afgemerk het waar ons aan moet werk. Maar die kurses was goed.

HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Ek is 100%. Ek is heeltemaal 'n ander mens.

EN OOR DIE TOEKOMS HOE VOEL JY. HET JY VIR JOUSELF DOELWITTIG GESTEL. JY HET NOU GEPRAAT VAN DIE ANDER ENE. IS DAAR ANDER GOED WAT JY OOK BESET DIT GAAN JY NOU BERUIK OF WAT IS JOU DOELWITTE.

Ja. Ek gaan ... gemeenskap ook in. Ons is mos 'n klein gemeenskap. Daai Edmund is miskien lui gewees het.

JY WIL IN DIE GEMEENSKAP...JOU WOU NIE VAN TEVORE NIE.

Nee, hulle het my baie gesoebad.

EK WEET, JY HET GESE – POLITIEK

Ja, ek gaan Maar eintlik kerk vlak... want ons het nou twee verloor ons werk.

BAIE DANKIE HOOR.

COMPANY D
POST POST TEST
SUBJECT D71

DIS NOU DRIE MAANDE NA DIE KURSES. KAN U IETS ONTHOU VAN DIE KURSES?

Ja, dit was redelik 'n baie goeie kurses gewees. Ek het baie geleer en baie dinge wat jy nooit geweet het ek daar in die kurses geleer soos toekoms planne, vrae jy kan dit nie doen nie jy moet dit doen. Die kurses regtig was vir my, ek baie dinge uitgeleer uit seker dinge wat uitgekome het by voorbeeld baie het vir my gese gebruik daarvan...baie mense is soos 'n lap – as jy by die huis kom dan wys hulle jou dis blink, netjiessekere net met die lap oor gegaan - die lap skoon te maak.

DIE LAP MOENIE WEGGESTEEK BLY NIE.

Dis die lap wat die ding skoon maak – klim in die boom – seker doele wat jy oppad is na die hoogtes toe – party waar oppad voorentoe gaan – hoogtes moet klim ons is al op die pad.

UIT DAAI TWEE GOED SPESIFIEK WAT U VAN ONTHOU VAN DIE BOOM WAT OPKLIM EN DIE LAP

Ek het nou beplannings maak – om daai ding te bekom jy kan nie dit gaan doen voor jy eers beplan het nie – vier of vyf jaar gaan probeer om miskien elke maand geld weg te sit – plannings eers - uitgehaal was meer as jou inkom sit jy met 'n probleem - VERY DIFFICULT TO UNDERSTAND seker 'n beter lewe kan lewe.

DIT IS IETS WAT DIE BEPLANNING FINANSIEL HET JULLE IN JULLE HUIS AL KLAAR PROBEER DOEN TOEPAS.

Ja.

SO DIS IETS WAT JULLE GELEER HET WAT JULLE NOU OP DIE OOMBLIK DOEN.

Ja...spaar

SO JULLE HET PLANNE GEMAAK?

... waarntoe nou pad – so ek se die toekoms.....

SO DIT MAAK NIE SAAK WAT DIE TOEKOMS....

Nee vir my maak dit nie saak nie want ek het ... toekoms in die twee jaar toe Mense...in die jaar 2000 het ek gese die Here sal handhaaf – al die jare ...aangaan. Die jaar 2000 sal miskien nog beterdaar mos tye ... dit was vir my die regte ding te doen.

DIE BEPLANNING EN DIE BEGROTING DIT WAS NOU DIE EEN DING. WAS DAAR ANDER DINGE WAT SPESIFIEK WAT JULLE GEDOEN – U HET NOU GESE VAN DIE LAND EN VAN DIE BOOM EN DIE BEGROTING – IS DAAR IETS ANDERS WAT DIE BEGROTING WAS IETS OF DIE BEPLANNING WAT IETS WAT JULLE NOU REGTIG TOEGEPAS WAS DAAR IETS ANDERS VAN DIE KURSES WAT U KAN SE DIT HET 'N VERSKIL GEMAAK IN MY LEWE BYVOORBEELD BY DIE HUIS? KOMMUNIKASIE MET U VROU OF MET DIE KINDERS OF ANDER MENSE?

Een ding kommunikasie ... kyk soms ons is mos verlief... ouers...luister wat jou kind se. Baie keer ..skiet ons hulle af..luister na wat die kind se. Se vir jou kind ek is baie lief vir jou. Ons gee soms nie daai persoonlike....ekstra

opgewond ... lief vir julle..ons kan nie sien wat hulle doen en wat goed... ons kan se dit is die verkeerde ding en somtyd die regte ding. Gee vir jou kind ...enige probleem jy kan na mamma en pappa toe kom luister na.

SO JY HET VERANDER NA DIE KURSES?

Ja ek voel baie ... effentjies so ...waar jy slaan jou kinders...jy bid...jy kannie 'n kind geweld ..jy moet meer mooi weg...se vir hom.. baie goeie verhouding opgebou en..

DAAI KENNIS HET GEKOM VAN DIE KURSES?

..ingebied het dat hulle gewees het en gese. 'n Mens werk dag na dag ...dit werk vir my en wys elke dag gaan dit 'n bietjie beter.

SIEN IEMAND DIT RAAK VAN DIE FAMILIE? HET IEMAND OPGEMERKE GEMAAK DAT U VERSKIL EN OPTREDE – HET IEMAND GESIEN DAT U IETS GELEER HET VAN DIE KURSES WAT U TOEPAS NOU ANDERS IN OF NIE EINTLIK NIE?

Baie mense se jy moenie maar hulle kom agter..

EN BY DIE WERK WAS DAAR ENIGE VERSKIL IN U WERK?

Cannot understand him. Ek probeer om altyd te lag.. ek leef saam met die dinge.

HET JULLE IETS GELEER IN DAAI KURSES WAT U IN DIE WERK SITUASIE KON TOEPAS VAN KONFLIK HANTEERING?

..ek geleer om verskoning te vra. Ek daai ook geleer dat ...kom julle goue by mekaar. Daat was baie keer wat ek ook kwaad... so ek dink daaraan is om iets op te werk...

EN IN DIE GEMEENSKAP, HET DIE LEWE VERANDERS NA DIE KURSES HET JULLE WAT NIE IN DIE GEMEENSKAP IS BETROKKE BY DIE GEMEENSKAP IS U MEER BETROKKE MAAR U WAS ALTYD BETROKKE.

Ek is ..gemeenskap betrokke. Ek is baie betrokke in die gemeenskap..

HET U IETS MEER GELEER OOR USELF IN DIE KURSES WAT U NOU TOEPAS EN STERK PUNTE OF SWAK PUNTE WAT U AANWERK WAT U AANGEWERK HET IN DIE AFGELOPE DRIE MAANDE OF WAS DAAR NIE EINTLIK SPESIFIEKE – MEER DIE VERHOUDING EK KAN HOOR BAI E DINGE HET VERANDER NOU IN U HUIS SITUASIE – DIE IDIEE DAAI STORIE VAN DIE LAPPIE OOK – IS U NOU MEER SEKER VAN U WAARDE IN DIE WERELD DAAI LAPPIE STORIE DIT LYK VIR MY AS OF U VAN TEVORE MISKIEN WEGGESTEEK HET – IS DIT IETS WAT U PROBEER NOU MEER AANVAAR EN VIR ANDER MENSE WYS HOE U IS AS 'N MENS OF..

Jy het opgelettig altyd min of ... samelewens.. voel jy so leer daai tippe ding en ek het nog altyd baie leer daarop so in 'n idee...ek is nie so skaam nie ek voel trots.. hoe politiek..my dominee se altyd ..vir myself...antwoord gee ...trots aan jou. Ek is nie meer skaam nie...really cannot understand any further.

HOE VOEL JY OOR DIE TOEKOMS?

Soos ek gese het ek is positief met my lewe. Wat ook al moet gebeur moet gebeur wat moet kom moet gekom.

HOE TEVREDE VOEL U MET USELF OP DIE OOMBLIK?

Ek voel 100% 'n mens.

DIE KURSES IS DIT IETS WAT U SAL AANLAAT AAN IEMAND ANDERS?

Ek sal 100% aan iemand anders aanlaat.

HET DIT 'N VERSKIL GEMAAK IN ..

In my persoonlik self het dit verskil gemaak. Ek praat dag vir dag daarvan. Ek het gelyk het ons gaan terug kom en mekaar sit en gesels ... deel al die kursies wat ... so 'n mens meer saam met mekaar kan gesels oor die dinge.

WERK JULLE NOU LEKKER TESAAM – PRAAT JULLE DAAROO?

Ja ons praat nou saam – werk baie om mekaar..jy begin nou saam mekaar te verstaan. Baie was agresief in die werk – nee jy moenie so vloek dis nie reg nie.

DANKIE DIS AL.

COMPANY D
POST POST TEST
SUBJECT D64

EK WIL NET GRAAG WEET HET U IETS ONTHOU VAN DIE KURSES? IS DIT IETS WAT U DINK DIE MOEITE WERD WAS – HET DIT 'N VERSKIL GEMAAK?

Ja eintlik heeltemaal nog nie ...

IS DAAR 'N GOED WAT U KAN ONTHOU VAN DIE KURSES? IS U BAIË BLY?

Ja. Eers by die huis.. volmoed praat en die kinders en dan by die werk.

IS DIT KOMMUNIKASIE WAT DIE DING IS – KONFLIK HANTEER OF WAT WAS DIT SPESIFIEK?

Kommunkasie, hoe om kommunikeer.

HET MENSE SOOS JOU VROU EN JOU KINDERS – HET HULLE IETS AGTER GEKOM OF IETS GESE OF...

Ja.

IS DAAR 'N VERSKIL?

Ja daar is 'n verskil.

IS DIT NIE IETS WAT 'N MENS – JY GAAN OP DIE KURSES EN JY LEER GOED EN DAN VERGEET JY DAARVAN.

Nee, miskien nie van – die kursies - 'n mens kan nie vergeet nie want dis elke dag wat jy wiesie ... amper net as jy by die werk is is daar in die kursies.

KOM DIT HEELTYD BY JY OP?

Ja.

DIE NIE SOOS JY TERUG MOET GAAN NA JOU BOEK TOE OF..

Jy gaan boek toe en gekyk miskien 'n kommunikeer ... vout begaan waar om dit reg te maak en so.

SO KYK JY IN DIE BOEK WEER?

Ja.

HOE GEREELD?

Nie eintlik so gereeld nie maar as ek 'n vout begaan gaan ek boek toe.

SO DIS IETS WAT U VOEL IS 'N MOEITE WERD?

Is 'n moeite werd ja. As dit lankal so iets wat gebeur het dan Kommunikasie by die werk... mekaar verstaan.

IS DAAR DEFINITIEF 'N VERSKIL NOU BY DIE WERK?

Ja, hy gattie oornag....

DIS NIE AS OF DIT ALLES PERFEK IS NIE?

Nee

MAAR DIT IS 'N PROSES WAT AAN DIE GANG IS?

Ja.

EN JY IS SEKER DAT DIT IS DIE KURSES WAT DIT GEDOEN HET OF DINK JY DIT SOU GEBEUR HET NET OMDAT JULLE MEKAAR GOED KEN OF WAS DIE KURSES BELANGRIK?

Die kurses was belangrik maar nou moet ek self ... stel nie.

DIS HEEL HOUDING OOK WAT OORSELF DINGE BETER GAAN?

Ja.

VOEL DIT VIR JOU LEKKERDER BY DIE HUIS – DIE FEIT DAT JY BETER KOMMUNIKEER – MAAK ...

.....
SO JY VOEL TEVREDE MET JOUSELF DAT JY DIT TOEPAS – DAAR IS OOK 'N VREDIGING WAT DAAR UITKOM?

Ja.

WATTER NUWE DING HET U OOR USELF GELEER IN DIE KURSES WAT U NOU GESIEN HET JY GELEER DAAR EN JULLE TOEGEPAS EN JY VOEL DAN GOED DAAROO?

As daar werk is ...die kinders my se ek kan dit nie doen nie ek

HET JY DIT NIE VAN TEVORE GEDOEN HET NIE?

Ja, ek het gedoen maar weet ek om presies en netjies doen.

JY IS GEMOTIFEER?

Ja.

HOE TEVREDE SAL U SE VOEL U MET USELF OP DIE OOMBLIK?

Nie 100% nie miskien se maar 90%. Dit sal regkom.

IS DIT PROSES?

Dit leer 'n mens.

IS U OPGEWONDERD OOR DIE TOEKOMS? DINK JY DIT AL BETERS GAAN – IS DIT MOONTLIK OM TE LEWE VOLGENS DIE DOELWITTE – DIE RUGLEIDING WAT HULLE GEGEE HET IN FREE TO GROW? KAN 'N MENS DIT BEHAAL?

Ja, vir alles is die kurses deurgaan is klaar dan kan jy sien ek gaan dit doen in die toekoms en daai doen.

MAAR DIS NIE AUTOMATIES NIE – DIT HANG VAN JOUSELF AF.

Ja, dit hang van jouself af ja. Hoe ek was ...ek was my eie...

SAL JY AANBEVEEL DAT ANDER MENSE IS OOK ...DIE KURSES?

Ja.

DIS AL WAT EK WIL VIR JOU VRA.

COMPANY D
POST POST TEST
SUBJECT D66

SE VIR MY EK WIL NET UITVIND IS DAAR IETS WAT U KAN ONTHOU VAN DIE KURSES OF HET JY ALLES VERGEET?

Nee, ek het iets daar geleer daarso.

IS DIT DIE SOORT VAN KURSES WAT 'N MENS BAIE KEER GAAN MET OP KURSES EN DIT WONDERLIK MAAR AS DIE TYD GAAN DAN VERGEET JY VAN DIE GOED. HOE VOEL U OOR DIE KURSES.

Daar is sekere goed maar dan val dit weer ...as jy 'n probleem voor jou het en dan kom dit skerp weer by jou wat jy geleer het.

IN JOU KOP?

Ja.

OF GAAN JY TERUG NA DIE BOEK?

Nee, jy hoef nie.

HOEKOM DINK JY DIT KOM BY JOU KOP? IS DIT OMDAT JY SO GOED GELEER HET?

Dis amper soos nog 'n deur met 'n lig waar jy ingegaan het.

SO JOU GEDAGTE KOM NET IN JOU KOP?

Ja. Altyd iets wat eintlik nou jou huisvinding of jou – tussen jou berg of tussen jou vrede is altyd wat jy oordra van wat jy geleer het of iets of wat hulle probleme het of voor.

SO HET ...BLY – DIE GOED WAT JULLE...

Ek sal nou nie se alles nie maar die meerderheid wat vir my toepas het en baie keer as ek gaan slaap dan dink ek nog aan Gavin of een wat die klaghandels ...wonderlik

IS DAAR SPESIFIEKE GOED WAT BAIE OP KOM BY JOU WAT JY SOOS VAN 'N PATROON KAN SE OKAY DIE DIT IS IETS WAT BAIE BELANGRIK

By voorbeeld by my huis is daar iets wat verander al. Ek weet so met my vrou of my kinders meer tik gesels maar weer tyd vir julle of so iets. ...luister ook na my wat benadig die saak heeltemaal anderste wat hulle destyds gedoen het.

EN DIT IS IETS WAT JY GELEER HET IN DIE KURSES?

Dis ja.

EN KAN HULLE VERSKIL VOEL OF SIEN? HET IEMAND JOU VROU GESE IETS OF NIE EINTLIK NIE?

Hoe kan ek nou se, hulle is ook seker tipe mense wat by voorbeeld ook nie eintlik ander goed as 'n mens nou iemand beprys of hulle kyk so seker uit vir die kursies by voorbeeld en se of 'n jaar gewees of dan sal jy weer die ou

Martin raak of so iets wat ...hulle wil seker toets ...eers self bewys of iets maar 'n verandering is kan 'n mens dan sien ja.

EN IN DIE GEMEENSAP WAAR JY BETROKKE IS IS DAAR OOK 'N VERSKIL DAAR OF NIE SO DUIDELIK NIE?

Ek het nog nie eintlik so veel alsport besig. Hulle het my weer kom benadig en dit gaan goed daar. Ek het nog nie my hele gewig in gegooi nie want ek het nou op die einde van die seisoen ...rugby nou afgaan vir volgende jaar as die Vader my bespaar.

EN BY DIE WERK IS DAAR VESKIL WAT JULLE KAN VOEL HIERSO?

Ja ek het baie klein probleempies maar ...uitstruik of iets of vergewe ...

KONFLIK IS DEEL VAN 'N WERK OMSTANDIGHEDE IS U FEITE DAT JULLE OP DIE KURSES GEGAAN HET. HELP DIT? DIE MANIER WAT JULLE...

Ja...verstandhouding.

ALTYD GEHAD OF IS DIT IETS WAT VERBETER HET NA DIE KURSES?

Ek wil nie se dit was ...verstandhouding maar...want ek is nou hoe kan ek se... en die meeste van die mannedie jong manne al vyf of ses jaar saam werk....verandering.

HET JY IETS GELEER OOR JOUSELF WAT?

Ja ek het baie van myself...vir my was dit baie goed gewees. Ek was bietjie kon ek se kan my tong baie vinnig en het ek geleer wag vir jou mond se dinge en ander inspekteur soos iemand... dit was eintlik goed die kurses vir my gewees het.

EN KON JY DIT TOEPAS DAAI SPESIFIEKE GOED DAT JY NIE WAG...RESPEKTEUR?

Ja, ek kan by voorbeeld se dit was een keer ektoe ek 'n ou vriend daar ontmoet het en hy het 'n verandering in my gesien. Ek het hom twee jaar laas gesien...ek is besonders stil en al en ek se vir hom ek het 'n goeie kurses gehad.

HOE TEVREDE VOEL U OP USELF OP DIE OOMBLIK?

So ver gaan dit goed, so lank as ek gesond is en ek het werk, kinders brood op die tafel gaan dit goed sit kan 'n mens nie kla nie.

SO JY VOEL TEVREDE MET USELF.

Ja ek is hoog tevrede.

EN OOR DIE TOEKOMS, HOE VOEL U OOR DIE TOEKOMS?

Ek is positief oor die toekoms. Alles raak nie oornag verander word nie. Mense moet werk en jy sal moet vergewe wat vergewe word. 'n Mens wil nie met die vyftig se goed nou in die jaar 2000 in gaan nie. 'n Sny maak en kyk waar jy inpas

SO DIE KURSES VAN U AANHAAF ANDER MENSE OM BY TE WOON?

Ja...vyand ook sal ek ook se die kurses by woon.

DIS IETS WAT VOEL JY SAL BETER GEWEES HET AS JY VROEER GEDOEN HET?

Ja,....ek sal baie verder gewees het as ek vandag is.

BAIE DANKIE.

COMPANY D
POST POST TEST
SUBJECT D76

EK WIL NET WEET DIS NOU DRIE MAANDE NA DIE KURSES, EK WIL NET WEET WAT IS DIE SPESIFIEKE GOED WAT JY KAN ONTHOU VAN DIE KURSES OF IS DIT IETS WAT JY HEELTEMAAL VERGEET HET?

Nee, ek het niks vergeet nie. My doelwittig wat ek wil bereik ...dis iets wat ek geleer het. As jy iets insit sal jy iets..en dan beplan nou jy mos nie aan een hoe jou geld sake plan dit was...dis eintlik wat my meer ...was soos dinge wat aangepak. As iets geleer... beplan dan loop als suksesvol.

EN OOR JOU PERSOONLIKHEID – HET JY IETS VAN JOUSELF GELEER WAT NOU JY KAN SIEN IS WAAR OF NIE WAAR NIE?

Ek het iets persoonlikheid geleer dat iets uitgegaan as iemand nou self ...saam met die persoon gaan praat jy moet spesifiek die punte wys vir die persoon en naby het ek begin dan werk. As ek sien 'n persoon 'n vout ...se ek vir hom nee man 'n mens kan 'n vout begaan maar kom ons help mekaar om dit reg te kry.

HET JY MEER VAN JOUSELF GELEER EN PAS JY DIE GOED WAT JY GELEER HET TOE IN DIE HUIS EN BY DIE WERK?

Ja is so... plaas te vind.

SOOS WAT?

Soos kommunikasie. Ek is buite ...te kommunikeer na by die huis was ek 'n baie stil persoon en problemenou begin ek kommunikeer meer by die huis, probleme en goetes sit ons meeren selfs by die werk ook ...dinge maar net aangaan...begin praat. As daar 'n probleem is ...jy kan dit nie net los nie ...as daar 'n probleem ..gehelp word. Dit help 'n bit soms soos verlede week toe die ...by die een tent toe sien ek die een stookhuis is besig om te brand toe se ek ...laat hom maar brand....het ek iets geleer het op die kursies dat ek my hand uitsteek... help 'n persoon.

HOE VOEL U OOR USELF?

Ek gaan positiewe dinge aanvaar. Ek begin positiefhet ek vir iemand gese as jy nie saam met my wil stap nie ek sal saam met myself 'n wiesie oop te stap en as jy nie saam met my wil stap nie dan moet jy agter bly. Ek gaan voorentoe. Ek is gemotifeerd.

HET DIE KURSES 'N VERSKIL GEMAAK?

Definitief. Ek sal ... kursies toe wil gaan.

HET JY IEMAND ANDERS AAN DAAL...

Ja, jy gaan dit baie ...maar vir my is dit so die persoon self wat ek vaar....so 'n punt en ek gaan werk op daai punte.

HET JY SELF PUNTE GEKEN VOOR DIE TYD?

Daar was so punte wat ek geken het voor die tyd en ek het begin werk.

IS DIT IETS WAT MOEILIK IS OM AAN TE WERK?

.... Terwyl jy insit sal jy uit kry. As jy elke dag jou doel wat stil jy wil miskien ...twee, drie dae wil jy daai skof gaan werk dan

HET JY TERUG GEGAAN NOU JOU BOEK TOE OF KOM DIT NET IN JOU KOP?

...boek toe nie want as jy geleer het as dit in gaan.... Terwyl jy geleer het en jy dit gaan uitvoel die boek is net 'n aanleiding vir jou. Waar jy miskien vas sit dan kan jy miskien terug gaan na die boek toe.

IS DIT IETS WAT JY GELEER HET DAAR BLY DIT IN JOU KOP.

Dit moetelke dag jou besig is.

HOE VOEL JY OOR JOUSELF OP DIE OOMBLIK? IS JY TEVREDE?

Ek is positief met myself.

EN TOEKOMS?

Ek het my besigheid gestel....ek sal nie se dit gaan 100%. Maar vir my gaan dit soos ek gese het soos die lewe....staan eenkant doen maar die ding en gaan net voorentoe.

DIS 'N INSPIRASIE. BAIE DANKIE.

COMPANY D
POST POST TEST
SUBJECT D72

EK WIL NET WEET DIE WERKLIKHEID VAN DIE LANG TERMYN NOU NA DRIE MAANDE. KAN U IETS VOEL DAT DIT 'N VERSKIL GEMAAK HET? WAS DIT IETS WAT DIE MOEITE WERD WAS OF IETS WAT 'N MENS OP GAAN MAAR HEELTEMAAL VAN VERGEET?

Ek was bly dat so 'n man so kom maar voor ek Gavin ontmoet het het ek gemeen dat dis soos ek is is als reg. En wat ek doen is als reg en soos die lewe is dit is maar net reg, maar hy het my waarlik iets gewys hoe ek ditso as wat ek gedink het dat dit eintlik baie verander nadat ek hom ontmoet het. Wat ek gemeen het wat vir my reg is en soos ek anders sien is dit is maar net so. In my huis het ek in my huis moet doen of se of soos ek my kinders moet sien.....daar is eintlik baie dinge wat ek eintlik verkeert gedoen het. Ek sien ander mense wat ek wildit moet so net wees...ek kan ook verkeerd wees.

IS DAAR SPESIFIEKE GOED WAT U AAN USELF WAT U GEVOEL HET IS REG WAT U NOU AGTER GEKOM HET MAAR DIT IS WAAR AAN U KAN WERK? WAS DAAR SPESIFIEKE GOED WAT NOG BY U IS?

Daar is om die waarheid te se voel ek eintlik 'n heel ander mens. Ek voel anderste as wat ek voorheen gewees het.

DIT HET GEBLY NOU NA DRIE MAANDE? DIT IS NOG STEEDS DAAR?

Ja, wat ek daar geleer het wat dinge en ek werk nog altyd om te kyk voorentoe vir my altyd beter en as ek daarby hou wat ek waarlik geleer het daar sal ek voel sal dit goed gaan.

KAN JY MY 'N VOORBEELD GEE VAN WAT JY VAN USELF GELEER WAT U GLAD NIE VAN TEVORE GEWEET HET NIE? IS DAAR SPESIFIEKE GOED WAT U MISKIEN BYVOORBEELD KAN NOEM?

Ja...myself moet geleer het wat ek daar geleer het ek meen ek is maar net ekonomies vir die werk in die gemeenskap maar ek het daar uitgevind nadat ek dat ek nie ek is by die huis as 'n man. Jy kom werk toe as 'n werd toe maar ek is in die huis – wat ek ook uitgevind ek kan miskien altyd verkeerd ingeval....daar het ek uitgevind toe hoe semy vrou Ek het haar gese wat ek daar geleer het....gemis het in die lewe moet ek weet het alles is reg. En nou weet ek regtig wat 'n wonderlike mens sy is en wat 'n wonderlike ...se dat hulle lief en hulle is spesiaal vir my – wat ek eintlik wil se hulle sien my as 'n vader wat sy vrou en die kinders lief is en ek kan regtig uitsien na die toekoms.....daarvan gebruik maak nie dit reg uitlewe.

VIR DIE VERANTWOORDELIKHEID LE BY U?

Dit le by my. Ek voel nou net reg by die lewe. Jy moenie net ...jy is belangrik op besluiting of dit nou net so...baie keer is die verlede toe gesien het maar ek wil voel ek wil ook daarmee iet se ...aanvaar dat daai man ook reg is en baie keer het daai man ook verkeerd en weet ekjy gaan mos nie lief kom nie ...ding wat probleme maar net jy kan vermoed dat dit nie gebeur nie....of toesluit om 'n groot probleem te vermy. Dit is nie dat jy die meeste wil wees nie. Jy het nie verloor nie. Jy het gekeer. Miskien nou nie iemand al wat verkeerd ...jy kan dit gebeur....

DIS ALLES GOED WAT NOU UIT DIE KURSES TYD GEKOM HET EN WAT DEUR GEKOM HET...

Ek het regtig baie geleer.

IS DIT IETS WAT JY ONTHOU OF MOES JY TERUG GAAN NA DIE BOEK TOE?

Nee. Ek kan somer nou waat ek miskien so kwaad geraak het met ander mense wat gedink het ag...weet ek nou jy moethoe om 'n probleem – jy kan selfs daai probleem ...

IS DIT WAT U TOEPAS HIERSO BY DIE WERK IN DIE GEMEENSKAP EN OOK BY DIE HUIS?

Ja, ek is baie ..gemeenskap...die meeste....

DIE KENNIS WAT U SPESIAAL IS HET DIT OOK VERSKIL GEMAAK IN DIE GEMEENSKAP? U HET GESE NOU BY DIE HUIS DIE GEVOEL WAT NOU SPESIAAL IS, HET DIT 'N VERSIL GEMAAK...IN DIE GEMEENSKAP?

By die werk...vol in die gemeenskap wat jy kan se dit gesien maak waar ek gaan daar waar ek bediening uitdoen – waar ek partykeer iets aanvaar....omdat jy loop eintlik saam met die ding dat jy eintlik in vreugde liefde en met ander mense saam hoe as daai ding kom kyk as jy met 'n gedagte loop – verkeerde gedagte – jy loop met gedagte se dat jy weet nou jy gaan na 'n ander huis toe waar mense moeilikheid – jy gaan probleme daar ook deel – maar jy gaan met die gedagte as hy kom met sy probleme of sy aanval dan maak jy nou – oppad soentoe nou dink jy aan hierdie dinge – maar dan moet jy regtig loop dit maak nie saak wat jy ...of jy bly stil. Dit was lekker gewees.

DIS 'N KURSES WAT U GENIET HET OOK. NIE SOOS 'N SKOOL WAT MOEILIK IS MAAR INTERESANT DAT JY DIT BAIE GOED GELEER AL KYK JY NIE MEER IN DIE BOEK NIE AL HET JULLE NIE EKSAMENS NIE GESKRYF NIE JY ONTHOU DIT. DIS IN JOU KOP EN DIT IS DAAR.

Ek sal eintlik se van die begin af ek is nie 'n man wat op skool gehad het nie en slim gewees het nie maar daai man het vir jou als so netjies uitgebrou dat jy eintlik dit het geniet.

SO DIT WAS 'N KURSES WAT REGTIG LEKKER WAS

Ja dit was lekker.

EN HOE VOEL JY NOU OOR DIE TOEKOMS NOU DAT DIT KURSES VERBY EN JULLE HET NOU DRIE MAANDE GELOOP DINK DIE DOEL WAT HET JULLE DAAR GESIT HET IS JULLE SEKER DAT JULLE DIT GAAN BEREIK? DIE TYD WAT JULLE NOU SOORT VAN GETOETS HET WAS JULLE GELEERD? PAS JULLE DIT TOE EN DINK JULLE JULLE GAAN IN DIE TOEKOMS OOK KAN TOEPAS OMDAT JULLE 'N BETER LEWE VIR JOUSELF KAN MAAK?

Ek kan se as ons by die huis kom met 'n same lewens met die vrou en kinders – saam met die gemeenskap – ek sal regtig se as ek soentoe gaan in hierdie dinge wat ek geleer het en ek skeur met dit aan en ek is lief vir daardie dingewat ek gevoel het waarvoor is dit ...gebied. Dan moet ek geles het of ek my tyd gemors daarso of ek het daardie man se tyd gemors saam met my. Maar soos ek wil se dit wat ek graag wil bereik as ek terug kom nou weer aan die beplanning van miskien 'n kamer ...wat jou iets wil opsit. Dit het ...maar jy moet eers die belangrikste wat jy reg lewe in jou huis is in jou gemeenskap saam in jou werk. Dan sal ek se as jy geld nie daar ...en jy pas alleen ...dink geld nie saam maak nie.

BAIE DANKIE

COMPANY E
PRE TEST
SUBJECT E78

HOW LONG HAVE YOU WORKED FOR THE COMPANY?

Fifteen years. 1984, I'd say about 13th March in was 15 years exactly.

THE FIRST THING I WANT TO ASK YOU HOW WOULD YOU DESCRIBE YOURSELF?

Positive, very positive, confident.

CAN YOU TALK TO PEOPLE EASILY?

Very easily, no problem, I think that is actually my forte.

A THOUSAND PEOPLE?

Even addressing people?

YES.

Ja.

DON'T YOU GET NERVOUS?

Initially, but practice makes perfect and in the past I have spoken even sometimes also because also of my relation in church and we address people, the youth. So I feel comfortable in fact I like the challenge that it gives to address and to prepare.

SO YOU ARE POSITIVE, CONFIDENT AND YOU ENJOY CHALLENGES, WHAT ELSE WOULD YOU SAY, HOW ELSE COULD YOU EXPLAIN YOURSELF? I DON'T KNOW YOU I WANT TO KNOW YOU. YOU SANG IN THE CHURCH, YOUR FAITH..

That is actually the foundation to which I approach every aspect of my life. I think you must have a sound foundation and if you have that foundation then anything else can come....

AND IN TERMS OF YOUR WAY THAT YOU ARE WITH PEOPLE, ARE YOU IMPATIENT, ARE YOU A PATIENT PERSON, ARE YOU AN EXTROVERT, HOW WOULD YOU EXPLAIN?

An extrovert. Humour. I like humour. Humour breaks a lot of tension and stuff. You can break the ice when you come into a room. This is something that is not within the normal frame of mind.

ARE YOU VERY SENSITIVE TO PEOPLE – IF YOU WALK INTO A ROOM TENSE YOU ARE SENSITIVE TO IT STRAIGHT AWAY AND YOU WILL TRY TO MAKE LIGHT OF IT.

That's it, to break the ice.

SO YOU WANT EVERYBODY ELSE TO BE HAPPY?

Right on.

ARE YOU CONCERNED THAT PEOPLE FEEL RELAXED?

Absolutely. Furthermore I also believe that all work and no play makes Jack a dull boy so you must have a balanced life also. I like outdoors. I like the sea, I like diving, hiking. Of late I've combined the two, hiking and diving so you must be able to unwind and also spend time with your family. That is imperative to keep a focus on life otherwise you might be so career orientated that you neglect certain aspects. I like to be there with my daughter, I like to experience what she's experiencing at school, like my wife says, nothing escapes your eyes. But I think the only way that you can discern is if you have an open door policy as far as communication is concerned. Speak to me, how can I say, we are very much on discipline but also to create that environment that a person feels that she can talk especially now I'm referring to my daughter and I tell her things that she told me that's why I know it's a lot prayer because she's at primary school and things that you and I only grew up with and maybe now latter days so it's good to have your ear to the ground because if you communicate then you can pick up.

YOU ARE CONCERNED WITH HAVING A GOOD RELATIONSHIP?

Yes.

IS THERE ANY AREA THAT YOU WOULD SAY IS A WEAKNESS THAT YOU WOULD LIKE TO WORK ON THAT YOU ARE AWARE OF THAT IS SOMETHING THAT YOU NEED TO CONCENTRATE ON A WEAK OR A GROWTH AREA?

Yes, I believe procrastination is a thief of time. Sometimes I'm a bit impatient with the time that I want it done sometimes I want it done I want it done now. I'd rather do it then I know it's settled but sometimes like my foreman says Okay it's not a life or death situation so I think maybe there on the patience of getting things done a little bit of patience... so that is what I must work on.

I WANT TO ASK YOU ABOUT YOUR RELATIONSHIPS AT HOME AND THEN AT WORK AND ALSO IN THE COMMUNITY. YOU'VE SPOKEN A BIT ABOUT YOUR DAUGHTER – HOW WOULD YOU SAY YOUR RELATIONSHIPS ARE AT HOME. HOW WOULD YOU COPE IF THERE IS MAYBE A PROBLEM – DO YOU BOTTLE UP AND THEN EXPLODE OR DO YOU MANAGE TO TALK ABOUT THINGS AS THEY COME UP – HOW DO YOU HANDLE ..?

As far as marriage is concerned in the normal situation, so we are married for three/four years. The initial stages is to adapt, but I think it's a huge experience and we've come a long way in the sense you learn as you go along but I would say that the relationship was excellent. There's lots of things that we identify, come and go, even in the weaknesses, we've identified that but generally the relationship at home is excellent, secure environment. I'm looking forward to going home and can't wait to hear what my daughter has to say. It's really secure.

AND YOUR EXTENDED FAMILY ARE THEY AROUND YOU AS WELL. DO YOU KEEP IN CONTACT WITH THEM OR NOT SO MUCH? ARE YOU MORE A NUCLEAR FAMILY NOW?

Yes, the extended family, I've got Dina's granny living with us. In any relationships there's ups and downs but I've also seen that truth always stands out. Irrespective. That is one thing that I will not compromise on and our relationship has grown as far even as the granny is concerned because she used to be the dominant figure in our home, so everything must go according to what she says, so in the initial stages this transition was difficult for her to accept, but we have grown too as far as I can say great respect and say mutual respect for what you stand for and for what your expectations and even like my mother-in-law – excellent, she spent a week-end with us for the first time not so long ago and it was great. For me it was a bit intimidating with all these women around me and they can blah blah blah and chat chat chat!!! But okay.

AND YOUR RELATIONSHIPS AT WORK HOW WOULD YOU HANDLE A PROBLEM?

Depending on the problem if it is something like trouble with the team leaders, I'm also the reconciliation clerk in the department for the account, I believe in mutual respect first of all. Treat everybody with dignity but sometimes these forms of communication, when somebody does something in the open, there's two ways of dealing with it. You can call the person in and say listen here, What you did I wasn't too happy about, but sometimes it was also calling for rebuke in public, you know so that others can also learn, but in saying that you must always like, I've also learned because this is a new environment for me, is that you will also watch your own step, so because there is people that is watching you, so that you can also be in line. Practice what you preach.

DO YOU GET ON WELL WITH PEOPLE AT WORK? VIBES?

Excellent vibes. In fact some of those colleagues is also closely knitted friends and we associate after hours as well. In fact I started diving when we went on the annual end of year function when we went to braai somewhere and I saw my one friend, I always heard about him diving and so on, and it just so happened that they had a spare diving suit. I used to be a good swimmer, I like swimming and they challenged me so I put on the suit and when I saw the picture, 'cause I couldn't dive, so I was just floating with the goggles above the water, and I saw my friend going down with his weight belt and I saw the picture of the bubbles and gee I was bitten right there and I thought most definitely this is something I want to do. From there I was bitten and I never looked back.

DO YOU PRACTICE IT OFTEN? DO YOU GO EVERY WEEKEND?

Yes depending on the tide.

AND YOU ENJOY IT?

Absolutely, to unwind. Even, like some of the other colleagues in the department, they don't actually swim, but okay they went along and they just sit there and prepare everything and then they also find that as we chatted, they

also find the various accents. One of my friends here is also in a very good position and when we came out and I asked him about the experience and said okay but now I also want to go. So I said that's the way to go. So I gather that he's also been bitten by the same bug, so the season is ending this month so I said no he can still go out just to get the experience of diving.

DID YOUR WIFE COME AS WELL WITH YOU, OR DO YOU GO MORE WITH YOUR FRIENDS, DIVING?

Yes, you see last week she and this friend, she also went with but she wants to, but okay sometimes this kind of breakaway is relaxing in the fact that sometimes we travel quite far and maybe it may take a whole day, and maybe I'll be gone from say 7.00 in the morning to 4.00 in the afternoon, but even as you come with, it's amazing how you look forward to, that old instinct of the hunter, when the man goes out and he hunts and so that's a lekker feeling, now you come back and you say, here's the prize. We had this special thing with the granny, you know how granny's are, and we travel quite a few places and every time when I buy papers I say Ma, how's that. And then we discovered this new spot here past Hermanus and when we came back, she said yes, yes, that's the one. That's the feeling when you come back and hunted and provide. And also the mere fact that you go back, because I used to be single very long, now to go back to your family and belonging it makes it....and she also says she notices I'm less stressful when I come back.

ARE YOU INVOLVED IN THE CHURCH? DO YOU PREACH OR LEAD BIBLE STUDIES OR HOW ARE YOU INVOLVED?

I'm a cell group leader of our local church. I do preach, I also lead Bible studies, my favourite topic is the End Times. When I sit here I canministry and also cults.

HOW HAPPY WOULD YOU SAY THAT YOU FEEL WITH YOURSELF AT THE MOMENT OR CONTENT?

I'm content but not complacent. Where there is no visual people perish and I think

HOW DO YOU FEEL ABOUT THE FUTURE – HOW HAPPY ARE YOU AT THE MOMENT AND HOW DO YOU FEEL ABOUT THE FUTURE, PERSONALLY IN YOUR WORK AND IN SOUTH AFRICA? HOW DO YOU SEE YOUR LIFE NOW AND IN THE FUTURE?

Like I said content but not complacent and I remember that American President, "Ask now what your country can do for you, but ask what you can do for your country" and I think that that statement causes one to be proactive. So doing things like also with my friends and even with my wife and I would say, you know I want to do this and that and then I thought this and that and the other thing. I always say, do it, so if you don't see the benefit of others in yourself so do it, because South Africans masters and I think once you've got awards for negotiations and you are recognised but the practical side is you can sit behind the table and talk nicely and that but being practical is also my challenge for the future to be proactive. Otherwise you can be the difference also in solving that little problem that I organised and I hope the management will implement it for our department affairs that realise your importance in the link in the chain of success. So if you focus on the individual and you will focus that you can make the difference much better for everybody else and it starts with you the individual and it moves along the chain because if you look around you can be negative, watch the news and you can sulk and you can say you are getting so old, this is bad and there's corruption and people is leaving the country, there's this anger and I believe that God wants us... and as the enemy rushes in like a fly I will go and raise up a stand and I believe my Father ...

AND FOR YOURSELF, HAVE YOU GOT GOALS AND DREAMS – DO YOU HAVE FOR YOURSELF IN TERMS OF – DO YOU SEE YOUR LIFE IN THIS COMPANY – ARE THERE POSSIBILITIES FOR THE FUTURE?

Yes most definitely. I have been given a chance with the accounts. By force I've adapted my studies accordingly, in fact, because, okay I didn't realise that, but at school I used to love accounting and so it's the last thing that I thought that I was going to support the accounts, but now I see how it perfectly fits in to the whole picture and so I discussed this with my wife and I'm going to equip myself even more to be more effective in this particular field and I've also got a mentor in the company, people that you know, it's like doing good jobs, not only good jobs, but I speak to him for what they stand for and how they go about it and I consult with these people, because in a multitude of counselors we safety. They also give me direction but I know what I want, I know there have been better moves for me, I know what I want, they are very important in the line of giving me info and insight. In that I have discovered that I can still go along and there is a career, there is a plan. Yes, I am happy.

THANK YOU VERY MUCH.

COMPANY E
PRE TEST
SUBJECT E84

HOE SAL JY JOUSELF BESKRYF?

Ek sal beskryf myself as 'n gelowige man, 'n man wat op eerlik is of reg is en wat my beste lewe van verwag word van my elke dag van 'n maatskappy, wie my werkgewer is en ek doel so ver tot alles van my beste van vermoë en werk uit te kry op datum en hoe om die hinte tevrede te stel en as myself kan ek se ek is 'n gelukkige persoon, ek het probleme wat my agter hou van werk of huislike probleme of die tiepe van dinge nie ek is 'n gelukkige mens en ek is vrede teenoor almal en ek sien daar uit of veel langer te werk vir die firma.

DIT KLINK AS OF JY GELUKKIG IS.

Ja, ek is gelukkig hierso. Die mense met wie ek werk is almal gelukkig so ver dit my dit aangaan soos mekaar sien in die gang ons groet mekaar en dis die gelukkigste maatskappye wat ek nou ooit voor gewerk het waar mense bedrieg.

HOE LANK IS JY NOU HIERSO?

Ek is nou hier 18 jaar. Dis my 18de jaar.

JY SAL JOUSELF BESKRYF AS 'N GOEIE WERKER, DIE KWALITEIT VAN WERK....

Ja, besluit. Ek sal altyd by beste doen. Ek sal even deur my lunchure werk om mense tevrede te stel sonder dan my senior my opdrag gee om dit te doen, doen ek dit self. Hy is altyd verbaas as hy kom- hey die werk was nou so waar is die werk nou. Nee, reg om uit te gaan en so aan.

EN GENIET DIT.

Ek geniet dit. Dis nie moeilik vir my nie. Ek vat dit so, ek is 'n familieman, ek het twee kinders, Luke en Beverley, Luke is 20, ek is ongelukkig vroed getroud en Beverley word nou 18 en julle is almal op hoer skool, Matrik so ek bedoel ek moet as ouer moet ek vir hulle voorbeeldige lewe lei en vir hulle die pad oopmaak voorentoe.

IS DIT DIE SENTRALE DEEL VAN JOU LEWE – IS DIT HOEKOM JY GELUKKIG IS?

Ja ek sal se dis die middelpunt vandat ek 'n rolbaan. Kyk as 'n mens die woord van God bestudeer en dan leer hoe om dit met mense beonderhandel om met mense te werk en self hoe om mense te respekteer en self om mense te help as hulle byvoorbeeld vas... en verskillende probleme of bestreelinge van die lewe waar jy vir hulle kan help. Kort verwag ek eintlik van jou as 'n mens wat vir hom aangeneem het as ek persoonlike maker om vir hulle leiding te gee en daardeur seen oppad voorentoe is oop.

IS DAAR ENIGE GROEIPUNTE OF WERK AREAS WAT JY VOEL JY MOET AANWERK?

Hier by die werk?

NEE ALGEMEEN. KYK SODAT ALTYD GOEIE EN SLEGTE DELE VAN 'N MENS SE PERSOONLIKHEID – IS DAAR IETS WAT JY GRAAG SAL WIL VERANDER WAT JY NIE GELUKKIG IS OOR NIE?

Nee, tot dusver ek is gelukkig is gelukkig is as jy deur die Here bly so ek is in die Here ek is gelukkig.

DAAR IS NIE PROBLEME?

Daar is nie probleme eintlik nie maar ek wil nou vir een leeu vertel ek is ongelukkig. Ek is gelukkig met my salaris wat el bedien hierso, ek is gelukkig met die bestuur wat my eerlik hanteer en op regte metode hanteer.

DIS 'N PLESIER OM VIR JOU IN DIE MAATSKAPPY..

Ja, baie mense baie ken vir my en ek wel bekend in die maatskappy. En as jy bekend is kan jy nie sommer net uit die limbi trap nie ...

EN JOU FAMILIE, JY HET TWEE DOGTERS.

Nee ek het 'n seun en 'n dogter. Luke en Beverley.

EN JOU FAMILIE, KOM JULLE ALMAL VAN DIE KAAP AF?

Ja, ons is almal van die Kaap af. Eintlik my vroujie Theresa is gebore in die Kaapstad beweesdae destyds die BoKaap soos hulle dit noem en toe het ons mekaar ontmoet in die Katolieke Kerk in 1981 dink ek miskien 1979 round about daar en daar ons met mekaar begin uitgaan maar redelik is ek nie 'n Katoliek nie ek het oor geskuif na die Pinksters toe. Sy is wel nog steeds aan die Katolieke maar ons beïnvloed nie mekaar nie. Ons bid dan saam saam en so aan en sy sien hoe meer dit is die regte manier wat ek nou uitlei so as daar ietsie op dyk miskien is die seun 'n bietjie ongehoorlik maar sy sal na my toe kom en dan moet ek met hom praat. Maar my seun Luke hy speel eintlik vir die W.P. Krieket Klub vir Mitchells Plein en hy is taamlik gehoorsaam – kyk hy is 20 – hy is nog steeds in die woning – hy gee nie vir my probleme of niks nie – nie eers my dogter nie so hulle is soos kinders moet kinders moet wees in die vroer jare so is hulle. Vandag se lewe jou kinders goed dra van 7,8 R900.00 maar nie my kinders nie. Hulle is tevrede en ek moet hulle leer ek kan nie 'n paar skoene gaan koop vir R900.00 dan word dit hulle dood maak... Ek woon in 'n Mitchell's Plein gebied en Westridge en dit is eintlik die beste gedeelte om in te woon tot dus ver en ek is dankbaar vir die firma deur dat hulle my 'n lening toegestaan 'n huis lening om die woning daar te koop, daarom lewe ek ook my beste en ons is gelukkig.

JY HET GESE DAT AS DAAR PROBLEME IS DAN GESELS JULLE DAAROO – SE DIE KINDERS HET IETS...

Ja, hulle luister nogal vir al vir die vader vir my luister hulle baie maklik. Is mos altyd so in 'n familie – as moeder tou opgooi dan kom sy na vader toe en vader moet maar verder praat en so aan. So my kinders is so opgevoort sal ek se. Ek bedoel hulle is nie gangsters nie of dra nie earings in hulle ore vir al soos die seuns in hierdie later jare nie. Ek gebruik alles vir my as 'n voorbeeld. Daar was 'n stadium dat my seun na my toe kom Daddy kan ek 'n earing in my oor steek. Toe se ek vir hom wat sien jy in my ore. Sien jy earings. Toe se hy nee, toe se ek nou ja, jy's 'n man. 'n Man loop nie met earings in sy ore nie. Ek kan vir jou se ek het nie eintlik probleme nie.

AS JY NOU SELFS IN DIE WERK SITUASIE PROBLEME MET ANDER MENSE OPBETAAL KONFLIK OF SOORT HOE SAL U DIT HANTEER?

As daar konflik is sal ek die persoon benader uit myself uit en ons sal kyk om die probleem op te los. As ons dit dan nou nie kan oplos nie en dit is nou se byvoorbeeld 'n departement dan sal ek na my senior toe gaan en saam met hom die saak bespreek en of raad vra by hom. Hy moet dalk inkom en dan ons blus die vuur uit en dan gaan ons aan met die lewe, ons gaan aan met die werk.

ONMIDDELIK OPLOS?

Ja, dit is die beste manier of 'n vuurtjie onmiddelik dood te maak. Maak hom 'n breek en nie laat smoor nie en dan oormore dan vlam hy weer op nie en dan sit die vuur groter nie.

IS DIT OOK BY DIE HUIS HOE JY KONFLIK HANTEER ONMIDDELIK

Ja besluit. As ek en my vrou dalk woorde het miskien gedurende die dag iets wat ek nou nie van hou nie en dan vandaan ons het die saak ... kan ons nie slaap nie. Ons kan nie slaap nie voordat ons die saak ontbid voor die Here gebring het nie en dan kan ons reg slaap. En dit is hoe dit vir my raak. Dit werk so. Ek glo jy kan 'n sukses maak waar almal moet saam werk. Selfs hier by die werk jy moet saam met jou bestuurder saam werk om 'n sukses te behaal waarmee jy werk teen jou bestuurder nie. Die Bybel leer ons ook dat ons moet ons verwerk gewee onderdanig. Moenie teen opstand teen hulle kom nie as julle jou iets se dan moet jy dit aanvaar dat hulle iets ... tot die beste van hulle vermoee tot die beste van die maatskappy se belej, want hulle kry dit mos van die hoofbestuurder af om die uit te le en so aan.

EN U OUERS, EN SKOON OUERS

My ouers is alby dood. Ek het hulle nou verlede die een begrawe en die een die voor verlede jaar. Ons is eintlik vyf broers en vier susters. Ek moes als gedoen het. Aangesien ek werk vir die firma het ek vir hulle 'n begrafnis polis

destyds en ek kon niks ek kon toe eintlik ek nie gevoel om vir my familie nog geld gevra of koop nie ek het alles self gedoen. Ek het ook selfs in die kerk gepreek want hulle het my gevra want niemand anders wil dit gedoen het nie. En selfs die bedanking alles self gedoen en daar het die Here my wonderlik gedra en daarom kan ek vir ander mense My skoon mammie betref sy is 'n baie selfstandige vrou. In die begin in die vroeë jare het ons mekaar nie verstaan nie weens onstandighede maar nou tien jaar gelede het ons tot die beseering gekom ons moet mekaar aanvaar en verstaan en daar is niks vout met daai nie. Sy verkies om liewers na my woning toe te kom as wat sy na haar eie seun se woning toe sal gaan met groot fabrieke en goeters verstaan. Ek is met 'n praktiese vrou getrou se familie wat taamlik skatryk is en hy bedoel ons gaan na met ons lewe. Ons hou nie die oe op mense nie ons hou ons oe op die Here, en die Here teen ons.....

DIE LAASTE VAN DAAI VERHOUDINGS IN DIE GEMEENSAP BETROKKE BY DIE KERK WAAR EN IS DAAR ANDER PLEKKE WAAR IN DIE GEMEENSAP

Ja, soos ek neem deel in atletiek, ek hardloop met die firma nou die afgelope drie jaar. Van tevore het ek gehardloop die maraton, die ultra maraton en so aan. Maar na sewe jaar dit was die vierde ene, ek het tussen tyd gerus, en het ook selfs by in die gemeenskap lei, self jongelinge op, ek is besig om die 100 op te lei en ook deel te neem in die atletiek en so aan. Die een het nou Sondag in sy eerste 10 km gehardkloop en so aan en ek is 'n baie opge...mens. Ek woon in 'n hoofpad tale was daar ongelukke en dan is ek eerste op die toneel en dan maar die verkeer ... en selfs die polisie on beat en die ambulance on beat. Ek was al selfs 'n getuie in 'n saak waar 'n dokter dan R12,000.00 uitgekry het deur 'n nalatige taxi bestuurder wat die ... getrap het en so aan.

EN IN DIE KERK- IS U BETROKKE DAARSO, PREEK.

Ja, ek preek baie uit na verskillende kerke as hulle my vra. En selfs ons eers baie gepreek op die treine vir verlose mense – ek het al gesien hoe mense messe uithaal om beleidenis te kom met beroude harte trane in hulle oe en ek kan vir u baie dinge vertel hoe die Here mense gered het. In 1985 het die Here diein Mitchells Plein. Ek praat nou op die plein by town centre het ons 'n meneer gat om by mekaar toe kom om elke Saterdag more. Dit is nou wanneer die mense uitgaan om hulle inkopies te doen dat ons by mekaar gekom om die Woord van die Here te besprei om te bedien daar en dan kom hulle so uit 20 of 30 tye wat deur die uitgepit is van gebied te bid vir mense en dis wonderlik hoe die Here....

HOE GELUKKIG OF TEVREDE VOEL U MET USELF?

Met myself - ek is tevrede met myself, hoe God my gemaak het. Ek is tevrede ek aanvaar die lewe en – maar die lewe is nie eintlik in my herwesing... so daarom aanvaar ek en God weet wat ek more sal wees en oormore sal wees. Daarom se die Bybel jy moet nie droom oor die dag van more nie want jy weet nie wat die dag vir jouself inhou nie.

EN DIE TOEKOMS?

Die toekoms ek sal se behoort ook aan God. Jy kan nie voorspel wat die toekoms....

EK PRAAT NOU IN TERME VAN DIE TOEKOMS VAN SUID AFRIKA EN DIE TOEKOMS VAN DIE FIRMA EN DIE RES VAN DIE LEWE SAL DIT HIERSO WEES – IS DAAR TOEKOMS OM IN DIE GEMEENSAP WAAR SIEN JY DIE FAMILIE AL DAAI SOORTE GOED WAT AL DIE VERSKILLENDE ASPEKTE –

Die toekoms kan beter raak as 'n mens selfs daaraan werk. Soos, ek het 'n promosie gekry na 'n pos na Paarl toe en na 17 jaar se harde werk het hulle my daar raak gesien op die ou end en ek bedoel dit kan nog beter gaan voorentoe afhang dit hoe ek myself kan bewys by die maatskappy as ek sal kursese wil bywoon of as ek wil selfs verder wil bestudeer en so aan of as die maatskappy meer sy mense sal oplei vir die meer geleentheid gee.

IS DAAR GENOEG GELEENTHEDE HIERSO?

Daar kan beter geleentheid geskep word vir mense wat langer werk by die maatskappy maar ek meen dit so aan die persoon wat langer werk by die maatskappy beteken daar iets vir die maatskappy. Soos hoekom het die maatskappy 'n persoon van buite aanstel dat hy R10,000.00 moet sommeer moet opdoop meer wanneer hy sy eie menskap opgelei het wat langer werk vir hom waar die mense ken wat betroubaar is vir hom en so aan wat soos ek al opgelet het hierso. Baie mense kom net daar en gebruik hulle die maatskappy. Hulle studeer verder net vir 'n jaar of twee en as hy weer kyk is die persoon weg. Dan is die ou persoon steeds daar en so gebruik hulle die company as 'n circus, in and out in and out en ek weet nie wanneer hulle dit gaan raak sien.

EN SUID AFRIKA SE TOEKOMS?

Vir Suid Afrika se toekoms, die mense in Suid Afrika moet afsien van hulle afkoms dienste wat hulle gebruik. Hulle moet die ware God soek so dat hulle Hom kan vind sodat God die lang kanser mees van die land is siek met baie mense en daarom is daar baie geweld in die Suid Afrika omdat mense ongodelik is. Hulle eer nie meer God nie, hulle respek nie meer God nie, hulle respek nie meer die Sondag nie, die sabbath dag nie en waar die firma betref die firma is 'n voor uitstrewende maatskappy wat hoogtes beruik en wat nog hoogte sal beruik wat die firma het 'n Kristelike groep wat gedurig vir die firma gebied en so hulle sal nie duister daardie oor sal kyk nie, want daar is mense wat agter hulle staan met gebede.

DIE TOEKOMS IS DALK GOED ... HARD WERK EN AS ONS, EN EK OOK, DAT DIE HERE HET TOEKOMS IN SY HART.

Ja dit is so. Ek sal bly wees as ek die toekoms in my eie

JA, BAIE DANKIE.

COMPANY E
PRE TEST
SUBJECT

HOE SAL JY JOUSELF BESKRYF, HOE SOORT MENS IS JY?

Ek is nie uitgesproke nie maar ook nie 'n introfeerd nie. Wat van my verwag is sal ek doen as 'n persoon sal ek dit bestel as 'n persoon my oor die tou trap en die persoon vir onderstelling persoon reg bestel as sal ek dit doen oor die manier wat vir ons al twee sal pas en verder is ek baie sportief, humoristies.

KOM MAKLIK MET MENSE

Ja, ek het nie probleme met mense nie.

GENIET JY ANDER MENSE SE GESELSKAP?

Ek het nooit probleme met mense wat ek so ver as wat ek kan onhou.

VERKIES JY OM OP JOU EIE TE WEES OF SAAM MET MENSE TE WEES?

Ek verkies eintlik om saam met mense te wees. Ek voel altyd dat mense leer iet van hulle as wat 'n mens op hul eie.....as maar net in jou eie hokkie.

SO JY SPAN SOORT VAN MENSE? HOU JY DAARVAN VAN IN 'N GROEP TE WERK AS JY BY DIE WERK IS AS JY OP JOU EIE JOU DING WIL DOEN OF SAL JY IN 'N GROEP WERK?

Ja, ek doen my ding op my eie in die groep.

WATTER AFDELING IS JY?

Ek is 'n afwagter.

IS DIT 'N GELUKKIGE WERKS SITUASIE?

Ek sal nie se gelukkig nie maar ons maak die beste daarvan. In die werk hoeveelheid vir ons laat die mense nie altyd gelukkig in wees nie maar probeer altyd as die beste om te doen. Glimlag op die gesigte sit en laat die beste maak van die saak, maar ons het nie probleme wat nou ons kan se iets wat ernstig.

IS DAAR IETS WAT JY KAN SE WAT JY WIL GRAAG VERANDER IN JOUSELF OF IS JY GELUKKIG MET DIE SOORT VAN MENS WAT JY IS?

Ek is bly soos ek is. Ek is eintlik tevrede. Ek het al gewonder hoe dit sal wees as ek 'n ander persoon is maar ek verkies maar wie ek is.

IS DAAR IETS ANDERS WAT JY REGTIG OOR TROTS IS, IN DIE EIENSKAP EN JOUSELF WAT JY REGTIG OOR TROTS IS.

Eienskap daar ook trots is as my mense ...is 'n sterk punt van my – kommunikeer met hulle die mense motifeer – soms is hulle af en daar is tye wat ek af voel as hulle vir hulle motifeer dan voel ek beter agterna.

KOM MENSE NA JOU TOE VIR HULP EN RAAD?

Baie. Persoonlik en werk bestandighede. Ek geniet dit baie. Ek wil eintlik in so 'n beroep in gegaan het maar dit lyk my dat dit kom terug na my toe en ek het nie in daai rigting ingegaan nie maar ek geniet dit. Ek hou daarvan om mense te help, as dit nou vir my vrou se gesin, en my vriende of my koleega is.

MISBRUIK MENSE NIE VIR JOU NIE?

Nee, ek het nie al so agter gekom nie. Ek probeer maar altyd daai een... misbruik en ek sien die persoon gaan baie nie vir onderstel as wat ...ek gaan dit nie toelaat nie. Ek het my lyn hoe ver ek moet gaan.

VERTEL MY, IS JY GETROUD EN HET JY KINDERS?

Ja, ek het twee kinders, een van drie en een vyf. Hulle is seuns. Hulle hou my an die gang. Hulle is ook sportief. Ek het nie probleme daarvoor waar ek kan kla.

AS JY BY DIE HUIS KOM OM DIE EINDE VAN DIE DAG EN JOU VROU IS MOEG EN SY IS GEIRITEERD, HOE SAL JY DAAI SOORT VAN HANTEER?

Ek probeer dat as ek sien dit is die situasie dan probeer ek maar altyd die gedeeltis doen wat sy gewillig doen. Ek probeer weg vat van haar wat sy veronderstel is om te doen, ek sal afdroeg of afwas of ek sal na die kinders kom sien, sy kan slaap of what ever the situation en ek weet stress is deesdae, is die stress van baie mense baie hoog. Sy werk ook hier op die firma. Ek gaan gym toe ek vat die kinders saam en gaan maar aan met die res of gaan sy gym toe en ek sal sien na die kinders by die huis. Ons kommunikeer mekaar as ons dit so kan stel. As sy Saterdag gaan werk dan sal ek by die huis bly en ek Saterdag werk dan bly sy by die huis.

JY IS NIE KWAAD VIR MEKAAR NIE, MISBRUIK WORD...

Ek glo nie, ek wil nie so wees nie. Ek se dit baie vir haar dis nie nodig om kwaad te wees nie.

JY GEMAKLIK DIT UITPRAAT, JY SAL DIT NIE OPKROP EN DIT ONTPLOF OP 'N STADIUM NIE?

Nee, praat baie goed.

EN IS SY OOK SO?

Sy is nou teenoorgesteld. Sy sal miskien terug hou vir 'n tydjie maar so na 'n dag of twee sal sy uitkom maar ek sal sommer sien ...iets is nie reg nie. Dan sal ons sit en gesels.

EN BY DIE WERK IS JY OOK SO?

Selfde by die werk.

JY SAL DIT NIE OPKROP NIE?

Nee, ek gaan gewoonlik na die persoon en ek sal se die situasie is nie reg nie. Dit moenie so wees nie.

SAL JY DIE EEN WEES WAT DIE INITIATIEF NEEM?

Die meeste van die tyd, afhangend van wat die situasie is, maar die meeste van die tyd neem ek die initiatief, as die nou top bestuur is en of dit kollegas is wat saam met my as ek voel dit is nie reg as wat moet wees nie dan gaan ek

na die persoon toe, en 'n vergadering roep se ek vir hulle ek is nie tevrede daaroor nie. Ek voel die situasie word nie reg hanteer nie. Ek voel respek vir al kante, en as hulle nie vir my respek nie dan kan ek nie die volgende persoon respekteer nie en dan gaan ons bymekaar leer. So ons moet saam met mekaar werk.

JY SE JY IS BAIE SPORTIEF, WATTER ANDER, JOU LEWE, JOU WERK EN JOU FAMILIE, WAT NOG WATTER ANDER ASPEK....

My lewe my werk, sport, ek speel sokker, krieket, ek hardloop, ek speel rugby, buite krieket, binne krieket. As iemand kom hulle wil sport, ek kan, maar gewoonlik is ek maar by die familie, ek sal eers aanvaar as kan ek dan speel dan gaan ek. Die meeste is maar ...by die huis sit en ek sal sport kyk.

IS JY BETROKKE BY DIE ORGANISASIE VAN DIE SPORT.....

By die buite sport is ek betrokke maar binne is ek nie so betrokke by die organisasie nie. Die meeste al buite omdat ek binne leer wanneer die mense hier gebruik....

IS JY OP KOMMITTEES OM DIE SPORT....

Ja.

EN GENIET JY DAAL...

Ja ek geniet dit baie.

EN TE ORGANISEER HOU JY DAARVAN OM DIE MENSE TE KONTAK...

Soms is dit 'n probleem as om te organiseer. Kyk almal kan nie op die selfde tyd op die selfde plek – dis 'n bietjie moeilik dan is daar miskien frustrering daar en ek sal die ekstra myl gaan entevrede agterna.

EN ANDER ORGANISASIES NOU NIE SPORT NIE, BY KLUBS OF BY GODSDIENSTE ORGANISASIES.

Nee, ek was op 'n tyd gewees maar ...betrokke.

HOE SAL JY NOU SE AS EK VIR JOU VRA HOE GELUKKIG IS JY IN JOUSELF OP DIE OOMBLIK?

Op die oomblik is ek...met my werk ...ek is gelukkig by my huis...my familie. Ek voel ek kan baie hoer hoogtes bereik op die pas wat ek nou gaan. Daar is nie tekens van depressie of stress of niks. Ek is baie gelukkig. Dit kom nooit so voor vir die persone rondom my nie maar binne in myself weet ek hoe ek voel.

HOEKOM KOM DIT NIE VOOR NIE.

Se ek doen aansoek vir 'n werk en ek kry die werk en hulle sal my bel en se ek het die werk gekry sal ek nie se ek bly wees en in die ronde spring en vir almal aanvaar – van binne sal ek binne baie bly wees. Ek sal net baie dankie se en dan gaan ek maar aan met die storie. So sal hulle een na die ander sal hulle uitvind agterna dat ek die werk gekry en sal ek maar net voort gaan. Ek is net baie uitwindig as 'n mens kan so stel.

IS JY AL VIR USELF NIE OP EN AF NIE?

Altyd.

EN DIE TOEKOMS –HOE VOEL JY OOR DIE TOEKOMS – EK PRAAT NOU VAN JOU PERSOONLIK EN JOU WERKS OMSTANDIGHEDE EN DAN OOK IN SUID AFRIKA VANDAG? HOE SIEN JY DIE TOEKOMS?

Die toekoms in Suid Afrika lyk – ek is 'n bietjie baie twee.....Ek sien eendag dit gaan beter of vir my voel dit maar ek bly op die selfdemaar ek sien nie 'n vooruitgang ... maar myself ek is oppad boontoe. Ek het nooit vir my 'n doel wat gestel nie maar ek kom daar waar ek wil wees as ek iets sien dan gaan ek daarvoor – ek stel jou doel.....as dit in my bereik dan gaan ek daarvoor. Ek is van voor as ek doelwittig stel as dit te veel druk op myself en dit veroorsaak te veel stress en so ek voel ek wil net daar is 'n geleentheid daar gebruik van die geleentheid. Hier binne in die werk en by die huis ek is tevrede – alles vir my soos – ek het talle wat 'n beplan in die toekoms en ek voel as ek stap vir stap vat dan kan ek hom bereik.

IS DAAR MOONTLIKHEDE VOOR JY DAT IN HIERDIE FIRMA – IS DAAR NIE SO ‘N FEELING WAT JY GAAN TREF OF DINK JY DAAR IS MOONTLIKHEDE VIR JOU OM TE GAAN WAAR JY WIL WAARHEEN DROME WIL WEES OF IS DAAR...

Ek het nog nie vir my ‘n doel wat gestel ek wil bestuurder wees of ek kan nie nog so ‘n doel bestel nie. Ek voel so ek nou aangaan kan ek nog baie verder gaan. Ek het nog nie gedink daaraan dan ek die seerings sal bereik nie. Ek het nog nie so daaraan na gekyk nie. Ek voel dat ek moet dit vat waar ek nou is sal ek dit vat. As ek ‘n stap verder gaan dan gaan ek maar weer daarvan tot verder vat. Nie te vinnig te veel vir my nie die vooruitsigte te ver voor uit nie en dan op die ou einde van die dag is dit teleerstelig kan ek dit miskien verwerp of so nie. Dis hoe ek dit maar stap vir stap vat.

SO JY IS MEER REALISTIES?

Ja ek vat dit soos, as dit daar is dan vat ek hom. Nou probeer ek om te red wat daar voorle. As ‘n persoon suksesvol is en dan gewoonlik gaan dit ...depressie. Ek vat hom daar as ek sien hierso is ‘n geleentheid, ek gaan dit maak. Ek sal alles doen vir ‘n volkskas ek....

EN JOU VROU SE TOEKOMS PAS DIT ALLES SAAM?

Dit gaan nogal mooi geplaas by my. Sy wil miskienek vir haar ondersteun dan ondersteun ons mekaar. Dit het so uitgewerk. Die een is suksesvol as die een wat verondersteun word.

DANKIE.

COMPANY C
POST TEST
SUBJECT C20

HET JY ENIGE GOEIE SCIENCE FICTION MOVIES GESIEN?

Nee, nee ek wil dinamiet gaan, daai een van Keanu Reeves, ek wil dit besluit gaan kyk.

HOE WAS DIE KURSES VIR JOU GEWEES?

Hoe kan ek dit nou beskryf. Ek het dit baie geniet.

HET JY GEWEET WAAROM DIT GAAN VOOR DIE TYD?

In ‘n seker mate ja, maar ek het nie verwag dat dit so ‘n invloed op my.... Positief.

VERDUIDELIK WAT JY BEDOEL. WAT BEDOEL JY DAARBY?

I am more confident now. Dit het ‘n baie positiewe uitwerking op my gehad ja.

JY HET EINTLIK GESE JY IS INTROFEERD MAAR JY HET GELEER JY MOET MEER EKSTROFEERD WEES.

Wat baie gehelp het - dit was voor die tyd ons moet baie openlik wees en soos ek -

KON JY DIT OEFEN IN DIE TYD WAT JY DAAR WAS.

Ja, baie openhartig gewees.

EN WAS DIT VIR JOU LEKKER OM SO OPENHARTIG TE WEES OF ‘N BIETJIE VAN ‘N BEDRUISEND TE WEES

Nee glad nie. Almal was openhartig gewees. So hoekom is ek berug – geen ...voelings gewees nie.

HET JY MENSE GEKEN VOOR DIE TYD?

Nie almal nie maar as ek rondstap mense sien en...op 'n baie persoonlike vlak het ek nie geken nie.

SO JY HET NUWE VRIENDE GEMAAK?

Beslus ja.

HET JY NOU WEER...MEER SIEN OFOM MEKAAR OM TE SIEN OF NIE EINTLIK NIE OMDAT JY NIE SAAM WERK NIE?

Die een dametjie werk ek saam ja. Ons het 'n verhouding in die departement is nog meer openhartig. Somtyds was ons in groepies opgedeel - ons was nie natuurlik in dieselfde groepie nie – naby mekaar.

SE VIR MY WAS DAAR NEGE MENSE IN DIE GROEP?

Ja.

DIT WAS 'N KLEIN GROEPIE EN JULLE HET MEKAAR GOED WEER KEN?

Ja, die openbaarheid wat uitgekome het was verbasend gewees. Soms mense het goeters geuiterd wat ek ook dalk wou geweet het – daar was mense wat net soos ek voel. So ek het regtig mekaar weer gestaak.

HET DIT VIR JOU AANGEWOEDIG OM MEERO MAAR DAAI PERSOON VOEL OOK SO. HET DIT VIR JOU MEER VERTROUW GEGEE EN VIR JOU GESE OKAY EK IS NIE ALLEEN NIE.

Ja besluit ja. Ek het myself verbaas. Ek was geensuns, regestaan en kon net streke voel ek kom met die groep deel. Sommer om te huiwer...

WAS JY NIE BANG NIE?

Nee glad nie om die waarheid te se as elke sessie klaar is jy sien uit na die volgende sessie. Oorgister toe ons uit gaan na die laaste sessie van die mense is spuit dat die kursies is klaar. Is iets baie goed.

HET JY NUWE GOED VAN JOUSELF GELEER?

Ja. Assertive. Ek het baie daar van my indruk.

EN HET JY DIT AL UITGETOETS? HET JY AL SE BY DIE HUIS OF BY DIE WERK HET JOU MA AS JY GAAN SHOPPING DOEN OF SO AAN HET JY MEER ASSERTIVE OF HET JY NOG NIE 'N GELEENTHEID GEKRY AL DIT EINTLIK UIT TE TOETS....

Ja seker geleentheid. Dis nie net my ma, 'n groot man...Dit help baie.

EN BY DIE WERK?

Ja. Ek het al baie ...toegepas.

HET JY IETS ONTDEK VAN JOUSELF WAT JY NIE GEWEET HET VOOR DIE TYD DIE SOORT VAN PERSOON DAT JY IS DAT JY MISKIEN MENSE VIR JOU GESE DAT HULLE SIEN VIR JOU SO EN JY HET NIE BESEF DAT JY SO IS NIE JOU SWAK PUNTE OF JOU GOEIE PUNTE.

Ja. Dit was op 'n deel in die kursies. Ons het 'n briefie geskryf sekere dinge van elk een se punt aan jy sekere kenmerke wat jy het. Een van die kenmerke wat jy se wie dink jy pas daardie kenmerk en elkeen het aan 'n brief geskryf met elkeen se naam. Toe ek myne kry was ek verbaas gewees. Ek het van een van die ander kandidate ek is baie confident. Dis waar ek verbaas gewees het. Eerste wat ek tevore nie gewees het nie. Dis nog goeie dinge. Ek is baie trustworthy.

EN HOE VOEL JY DAAROO?

Ek voel baie bly daaroor.

IS DAAR IETS WAT UITGEKOM HET WAT JY MISKIEN GEDINK HET OKAY NOU DIT IS IETS WAT EK RAAK SIEN WAT EK DEFINITIEF AAN MOET WERK? JY SE ASSERTIVENESS IS DIE EEN IS DAAR IETS ANDERS?

My selfbeeld, doewitte swak self van myself gehad maar dit het baie verbeter.

WAS DIT DIE GROEP WAT VIR JOU GEHELP DINK JY OF WAT JY GELEER HET?

Die groep se help en wat ek ook self geleer het en wat ek ook toegepas het.

LAAT EK VIR JOU VRA BY DIE HUIS EN JOU FAMILIE – HET HULLE IETS GESE - HET HULLE IETS KOMMENTEER OF HET JY VIR HULLE IETS VERTEL VAN DIE KURSES KON HULLE SIEN DAT IETS GEBEUR HET OF VERANDER HET OF SO?

In 'n groot mate ek het gese ek was op die kurses maar ek nie veel vertel ons is baie openhartig met mekaar, so 'n gedeelte van my ... van my kurses het ek klaar toegepas. Ons is opsit gereeld met mekaar openhartig ... as daar 'n familie discussion praat ons openhartig.

JY HET NIE EINTLIK 'N PROBLEEM VOOR DIE TYD GEHAD NIE

Nee.

OKAY, MET DIE WERK. SAL GELEENTHEDE WAT JY DIT KAN TOEPAS BEHALWE VAN DIE ASSETIVENESS WAS DAAR IETS ANDERS WAT JY IN JOU KOMMUNIKASIE MET MENSE OF SO.

Voor die kurses het ek nie 'n goeie kommunikasie gehad nie. My twee base het gese dat ek moes improve first myselfdeel en om assertive te wees. So dit het ek nou. Daar was geen ander probleme met my.

JY HET GESE JY IS NIE BAIE BETROKKE IN DIE GEMEENSKAP PERSOON NIE.

Daar was ek so bietjie... dit hang af in watter konteks dit bedoel.

EK ONTHOU VAN VERLEDE KEER DAT JY GESE HET DAT JY NIE BAIE BETROKKE IS BY SKOOL OF TE KERK OF ANDER ORGANISASIES NIE. DIT IS SO NE.

Nee, ek het gebeurte daar.

HOE SAL JY SE HOE GELUKKIG IS JY OP DIE OOMBLIK MET JOUSELF? OP HIERDIE STADIUM NOU?

Okay ek is nie 100% te wees nie, maar rondom 90%. Ek het nog nie alles bereik wat ek wil.

EN DIE TOEKOMS HOE VOEL JY OOR DIE TOEKOMS?

Baie positief.

IN HOE 'N MATE IN WATTER OPSIG?

Die planne met ope wat ek al het ...

MOES JY DIT NEERSKRYF IEWERS IN DIE KURSES WAT JY DOELWITTE..

Ja. Soos ek het alles, ek weet nou alles wat my doelwitte is en ek het planne wat ek

JY HET TYD LANGS HULLE ALMAL GESIT VAN WAT JY EN WANNEER WIT BEREIK. SO JY IS POSITIEF OOR DIE TOEKOMS EN JY HET SPESIFIEKE DOELWITTE VIR JOUSELF GESTEL. EK ONTHOU LAAS DAT JY HET GESE DAT JY PROBLEME DAT JY IETS WIL DOEN MAAR JY HET PLANNE MAAR DIS MOEILIK VIR JOU DEUR TE VOEL. HET DIE KURSES VIR JOU ENIGSINS IN DAAI TIPE GEHELP.

Ja, nee dit het baie gehelp. Ek ... was bang wees nie. Of jy nou sleg of goed probeer daar in dit wil se jy het effort in gesit.

DINK JY DAT OMDAT JY JOUSELF BEELD VERBETER HET DAT JY NOU SAL MINDER BANG WEES OM DAAI GOED AAN TE PIK.

Ja, dis wat basis is. As ek nie probeer nie gaan ek nie weet of ek goed of swak is nie en as ek miskien swak in my doelwitte is ek kan nie daar verbeter by 'n volgende geleentheid.

BAIE DANKIE.

COMPANY C
POST TEST
SUBJECT C18

HOE WAS DIE KURSES VIR JOU GEWEES?

Dit was baie fantasties gewees.

HET JY ENIGIETS GEWEET VAN DIE KURSES VOOR JY BEGIN HET.

Nee ek het niks eintlik geweet.

HET JY NIE GEWEET VAN MENSE WAT OP DIE KURSES WAS WAT VIR JOU GOED VERTEL HET DAARVAN.

Ek het net gesien hoe lekker dit is en mense het gese ek moet gaan, en interessant, maar dit was lekker.

HOE HET JY DIT ERVAAR, WAT WAS VIR JOU GOED EN WAT HET JY MISKIEN VAN JOUSELF GEBEUR EN HOE HET DIE DINGE ERVAAR? WAT WAS GOED WAT WAS ERG?

Okay, wat goed was is die feit dat apart van die feit dat jy nuwe vriende om jou het en mense wat saam te gesels is selfs is as jy ... waar is jou goedvoel wat jy... maar andersins was dit goed by die kursese om experience met jouself te kan op 'n punt te kom op jou eie need omdat dit hang af te kan sien om iets daar omtrent ek kan doen. Gewoonlik dan jy weet dit is wat jy regtig wil ... nie te hardop nie en jy doen te bang as jy nou jouself gaan iemand anders te benadeel en miskien is die persoon baie nadeel en by nie, jouself nie jy is bang jy gaan die persoon seer maak en so doen en die persoon as 'n vriend of vriendin... broer of suster. Ek het geleer Jouself development en jou eie nood is net so belangrik soos die van andere en jy moet dit net so veel hoer agter na kyk en jy agterend daaraan werk om dit te bring soos jy daar in werk met ander verlig.

HET JY IN DIE VERLEDE ALTYD ANDER MENSE BO JOUSELF HULLE BELANGE BO JOU EIE

Ja miskien is so in 100% na drie maal - en in 90% of 70% altyd anders voor myne gestel en myself somstyd vir arm om andere te verryk.

NOU VOOR JY DIT DEEL MOES JY DIT VERANDER

Ek moet dit verander maar ek meen dit ook verander teen opsigte van omstandighede in wat dit belang gaan word - hoe om dit te verander en moen nie dit te verander om myself dan te.....

KAN JY SE JY HET SPESIFIEK NUUTS GELEER HET OOR JOUSELF, MISKIEN 'N EIENSKAP WAT NIE BEWUS WAS IN JOUSELF WAT JY MISKIEN NIE RAAK GESIEN HET NIE OF WAT JY DEUR DIE KURSES LEER KEN?

Wat ek eintlik geleer het dat iemand het gese dat ek is baie clever en ek raak nie gou kwaad nie, wat vir my snaaks was want ek sien my nooit as clever nie -en ek sien my altyd as iemand wat baie gou kwaad word en wat gouek sal dit nooit ten koste van enigiets fancy of dit sal nooit sien ...ek is nou kwaad.

SO JY VOEL GOED OOR JOUSELF?

Ja ek voel goed soos ek gese het dat dit gaan goed het ek miskien geweet maar omdat jy weet maar nou pas dit nie toe nie maar nou word jy dit weer in jou agter... wakker gemaak en word aangeveer om te se sit my in...of proef of dit rerig so is. Verder voel dit baie goed om self te doen wat ek wil doen.

HET JY IETS GELEER VAN JOUSELF WAT JY NIE VAN TEVORE GEWEET HET WAT JY GRAAG NOU DALK WERKLIK WIL WERK EN VERANDER.

Ek kan selfs nie se nie want die mees van die goed wat ek geweet is daar maar ek het dit nooit soort van by die hand gaan identifiseer maar dit is dit ek het geweet dit is daar maar ek het maar net ek se nou maar net vir die emosie of vir die gevoel in naam gekry en nou maar net op daai name nie, ek soos miskien Here is bang om te praat...vir jou reg....en nou weet ek dit is die problem, ek veg ...en werk aan....

HET JY AL GELEENTHEID GEHAD OM DIE GOED TOE TE PAS WAT JY GELEER HET?

Ja.

BY DIE HUIS, EK PRAAT VAN DIE FAMILIE EN JOU VRIENDE?

Van my vriende ja, relationships, soos een vriendin once said, sy het iets gedoen wat ek nie van gehou het nie en ek istime af...toe ek 'n dankbaar drukkie gegee en dit het baie van die goed wat gese moet word om die probleem op te los. Baie van daai weggenem nie.

EN BY DIE WERK

By die werk het ek meer kom stil word, miskien is dit verkeerd, maar ek het net kom stil word want ek weet die meeste van hulle ken my en die meeste van hulle weet baie van my en van mense omdat hulle van my weet misbruik hulle somtyds ...lelik. Net gevoel ...en as hulle met my praat praat ek saam daarna en ons doen....

DINK JY VOORHEEN WAS JY TE OOP GEWEES.

Ek is te oop ja gewees.

EN MENSE HET JOU MISBRUIK?

Mense het my misbruik ja.

SO JY IS NOU MEER ASSERTIVE

Ja.

BY DIE WERK

By die werk ja.

DIT SAL VIR JOU SPESIFIEK KAN VOEL IS ANDERS.

Daar was nie vir my die selfde minagtend as ek iets..... en dit is nogtans vir my.... Ek kan voel. Gewoonlik as iemand saam met my praat of iets is dit maartwee keer as vorigsommer net kom inbars en met my praat en so en as my kom vra hoekom praat jy nie en ek se ek niks om te se nie, hoekom moet ek praat. Mense maak net grappe en van die een grap tot die ander grap laat en verder word dit persoonlik en dit was vir my die plek waar en nou assertive kon word het in daardie area en ek is besig en dit is veel goed want ek kan sien soos ek gese het daar is soort van respek ...reguit se nie maar daar is soort van ek kan sien in die persoon se houding hoe hy met jou kommunikeer. Soos nou met my een vriend hy is nou die dag het ek lelik gevloek onnodiglik toe voel ek as dit nou die probleem is as jy vir hom onnodig vloek en ek geen rede toe gegee toe dit nie en voel ek dan distansieer hy my en dan gee ek vir jou daardie ruimte want dit is als wat ek voel miskien se hy vir my of sommer verkeerd hy vloek vir my onnodiglik so dus vir my se ek I'm invading his space or something like that. So ek se vir hom onnodige ruimte. En somtyds later toe die feit dat iemand jou ignoreer en maar somtyds is dit goed in sekere daarvan en sien dat van oggend toe ek wou probeer praat maar toe keer ...hom te begin. Ek gaan die self tweemakings gekies.....besef dat hierdie ou aseer my met respek. So ek moet ook begin leer om vir hom met respek.

HOE GELUKKIG VOEL JY OOR JOUSELF OP DIE OOMBLIK?

Op die oomblik is ek, oor myself, is ek baie excited. Soos ek nou die dag gese het by die werk vir die meisie wat langs my sit se ek, Jy weet ek so excited, ek is so beraai in opwindings soos iemand wat op iets verwag is en ek weet nie wat dit is nie maar ek is so excited en help my geweld!g.

SO JY VOEL GEMOTIFEERD VIR DIE TOEKOMS?

Vir die toekoms as jy so kan stel.

HOE VOEL JY OOR JOUSELF EN JOU WERK EN DIE TOEKOMS VAN SUID AFRIKA, IS JY EXCITED OOR AL DIE GOED OF MEER BINNE IN JOUSELF WAT JY PRAAT IS JY EXCITED?

Eerstens is ek excited oor die feit dat as ek goals ... Een van die goals is om my eie plek te kry en werk nou daaraan ...bond administrasie en dan is besig om te gebeur dinge is besig om aan die rol te raak. En dit maak my excited. So die toekoms van Suid Afrika ek het mos die daar gaan sit en dink daaroor nie, maar ek voel moontlik is daar 'n toekoms moontlik is daar iets, daar kan ons iets uitsien en daai verwagting wat ek het sal miskien op een van die dag deur vloei en miskien gaan daar iets beter kom in Suid Afrika.

SO VOEL JY OMDAT JY SO EXCITED IS OOR JOUSELF DAT DIT MISKIEN SAL OORVLOEI NA DIE ANDER AREAS IN SUID AFRIKA.

Ja, ek voel so dat dit voel altyd soos hulle se altyd jy moet jou vuur van die huis af brand, so as jy by die huis en soms as jy jouself daai vuur, daardie verwagting, daardie excitement bring na die plek toe en die fabriek waar miskien vuur en lig is en daar....soms uitvooi, en kan alles raak het en ek voel dit is wat dit op...saam met jou bring wat ek so excited is kan ek my vriende beïnvloed en dan mense by die huis bring en vir hulle ook met 'n verwagting wat ook jou hoop is as dit nie daar is nie dan is alles mos dan....

DIS AL WAT EK WIT VRA.

COMPANY C
POST TEST
SUBJECT C19

SE VIR MY HOE WAS DIE FREE TO GROW VIR JOU GEWEES?

Dit was baie nietig. Die programstel was piekfein. Eintlik het ek nie veel dat dit uitvoel van ...in die tydperk nie maar sekereoor die kommunikasie ...uit te bring om so te kan.. Ek was baie – die groep wat ek...gehelp maar hier die het my nou eintlik hoe kan ek se verwys hoe om te doen om dit reg te doen hoe om dit nou uit te bring nie nethoe om 'n sekere manier om al dievir my gelyk het, het dit altyd verkeerd uitgekóm die wat ek nou miskien nou kommunikeer saam met.....maar vir die afgelope week of twee het dit nou goed gegaan.

HET JY VERANDERING GESIEN?

'n Verandering ja. In die eerste plek het ...of die ...nou help toe se.....

EN HET JY IETS NUUTS OOR JOUSELF GELEER, IETS WAT JY NIE VAN TEVORE GEWEET NIE MISKIEN WAT UITGEKOM HET IN DIE GROEP OF IETS WAT JY ONTDEK HET?

Wel, nie eintlik maar ek het selfs gesien – ek het altyd gedink ek gaan net hier bly en hier by nou soos in diemaar hy het my baie gehelp om se maar byvoorbeeld uit te sien en volgens my as ek net reg en reg....voorheen het ek dit gesien, voorheen het ek glad nie vir hom nie....

SO DINK JY JY KAN DIT BEREIK. HET JY MEER SELF VERTROUW GEKRY?

Ek het baie meer self vertrou.

HOE HET DIT GEWERK DAT JY MEER SELF VERTROUW GEKRY HET. DEUR HET JY MEE PRAAT OF IETS WAT IEMAND GESE HET OF...

Wat uitgevind is in die groep self ook. Hulle het ook baie gehelp om uit te praat soos.....In die verlede het ek altyd gelos, maar so vir al daar deur gewerk het kon ek sien is nie so erg soos dit lyk nie.

WAS DIT MAKLIK OM TE PRAAT IN DIE GROEP OF HET JY SKAAM GEVOEL?

Nie eintlik nie, die rede hoekom moontlik, gemaklik ek sal seker skaam voel maar die rede hoekom oor alle uitmekaar gekenDit was maklik om te gesels, ons het nie met mekaar so goed geken soos ons nou mekaar ken maar as ek makliker as ek vreemdelings moet miskien.....dan sal ek vir my nou baie – want ek is nou....kan praat. Die groep was selfs okay. Ek dan almal geken.

HET JY VAN DIE GOED WAT JY GELEER HET TOEGEPAS IN DIE WERK SITUASIE?

Ongelukkig het ek nog nie, nie dat ek nie probeer het nie maar soos ek het vir Liesel gese ‘n mens kan dit toepas by die werk op jou eie maar as jy ‘n leskyk...nie wat gaan aan nie so hulle gaan maar net...soos gewoonlik en probeer u agterna wat jy gaan elkeen in een groep soort...maar as hulle op die selle course vir al die supervisors en die seniors – dan kan hulle sien miskien wat hulle bereik deur wat jy nou doen of so en miskien praat van hulle sal hulle goeie ideas het hoe het ‘n werker miskien wil gaan en so as hulle miskienwant hulle volgens my - hulle trek miskien van bo af maar hulle se altyd watter reel hulle kom vra...

HOE VRA JY DIE MENSE HOE EK HET VIR JOU VRA...

Vra ja en miskien hoe kan ons dit doen of so want somtyds sien hulle of moet dit doen dan sien ons of kan dit ‘n ander manier doen gouer of whatever maar wat hulle gese dit moet ons moet doen. So dan se as hulle open minded is soos ons van die course my bygenoem so te wees.

SO VOEL JY ALMAL MOET OP DIE KURSES GAAN?

Volgens my ja en daat is nog iets wat ek eintlik wil se – ek se nie ek is te open te leer of so ‘n mens is nooit te open te leer nie maar soos ek nou die hele kursies nog gesien het is dit eintlik van volgens myself verskoonlik voel ek dit is die kursies is eintlik meer soos om matkulante eintlik wat voor ek moet kyk – verstaan? So ek se okay as help vir ons ook sekere lere miskien nou nie soos al ouer as dertig vyf en dertig viertig miskien wat op nou die kursies hoef want hulle voel daar is ‘n paar mense wat ek ken wat gese hulle voel beter want hulle is verby daai stadium wat hulle nou moet leer.Verstaan ek wil daai...kursies maar voel net hulle hoe kan ek se, hulle ier weer daardie toekoms en hulle sien nie meer uit vir die toekoms wat hulle miskien dertig of tien jaar verlede, want daar voel ek is mos matkulante of mense wat nou net begin werk het wat nou voor diedis ‘n goeie iets.

DINK JY DAT ‘N PERSOON KAN DAAI VAN DIE GOED WAT JULLE GELEER HET OP DIE KURSES WAT PERSOONLIKE GOED NOEM OM TE KOMMUNIKEER ASSERTIVE TE WEES EN SO AAN DINK JY DAT ‘N MENS KAN VERANDER AS JY OUER IS IN DAAI SOORT VAN PATRONE?

Ja jy kan ek dink dit help baie.

DINK JY IS TE OUD OM DAAI GOED TE LEER?

Ja, ‘n mens kan nooit daai goed te leer. Soos als is assertiveness en so aan en daai is baie om assertive te wees maar jy kan dit doen.

HET JY AL PROBEER? WAS DIT ‘N PROBLEEM VIR JOU OM MEE TE WEES OF SKAAM IS JY ASSERTIVE?

Dit kan ek nooit lekker uitbeeld nie want ek is altyd aggressive gewees maar ek probeer nou assertive te wees maar ek weet nie eintlik reg hoe om dit uit te bring ek moet nog leer maar ek nog nie probeer hier by die werk nie maar by die huis het ek al .. te streng net ligtig. Ek het dit nog nie gemaster nie.

MAAR ‘N MENS IS NOG NIE TE OUD OM DAARDIE SOORT VAN SKIL TE LEER NIE.

Nee want, hoe kan ek se, dit is deel van ...ek was vir alles se nou miskien nou aan sy pad iets wat daar.....is jy gewoonlik verstaan. Jy kan nou hoe oud wees en jy kan probeer om dit....te vat.... Weer wat ek al meer wat al twee miskien nou aggressief gaan wees.

AS EK NOU VIR JOU VRA HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Heel gelukkig.

OOR DIE TOEKOMS?

Oor die toekoms – hier weet ek selfs nie want ek het nie met P ek het probeer.....maar ek doen aansoek nog altyd hier net ingeval miskien van aantal jare.....en wat die familie betref is ek nou op padvir my volgens die familie se toekoms daar ek weet nie.....

EN SUID AFRIKA?

Nou van weet ek van selfs nie. Om die waarheid te sewant...soos dit nou vyf jaar gelede het hulle gese wat hulle gaan doen die party, die verskillende partye maar nou op die oomblik op die radio al hoor...hulle accuse mekaar nou so ek weet nie hoe dit gaan nie.

MET JOU FAMILIE, IS JY POSITIEF? EN JOUSELF OOK EN NA DIE KURSES IS JY OOK, JY KAN BEHEER MEER KOMMUNIKASIE IS DIT GOED WAT JY GELEER HET?

Met my familie, ja dit het gehelp baie want ek as so 'n mens, ek wat baie aggressief by die werk maar nou omdat ek.....probeer ek maar. Is moeilik maar as ek dit elke dag kan doen dan so 'n hele mens tot 'n stadium wat in jou beself dan sal dit miskien help.

BAIE DANKIE

COMPANY E
POST POST TEST
SUBJECT E78

I AM NOT PART OF FREE TO GROW OR THE COMPANY, I AM INTERESTED IN WHAT HAPPENS TO PEOPLE FOR THREE MONTHS SINCE THE COURSE HAS FINISHED, DO YOU REMEMBER ANYTHING, HAS IT MADE ANY DIFFERENCE IN YOUR LIFE, IF IT HASN'T WHY HASN'T IT? OR HOW DO YOU FEEL ABOUT, A TIME I BASICALLY WANT TO FIND OUT THREE MONTHS LATER HAVE YOU REMEMBERED ANYTHING ABOUT THE COURSE?

Have I remembered, yes. Certain of the things that we discussed, oh it's not working. The certain of those things that I have actually incorporated into our youth, I work with the youth on Fridays and certain of the things that I picked up there and so it stays fresh and you gain knowledge and you can build on that and so it stays with me and certain of the things.

AND FOR YOU PERSONALLY, TO GET TO KNOW YOURSELF BETTER DO YOU THINK THROUGH THE COURSE? OR NOT REALLY. DID YOU HAVE A GOOD KNOWLEDGE OF YOURSELF?

Yes, things that you sometimes take for granted that you might overlook in that sense it was definitely a benefit.

AND IN THE WAY THAT YOU RELATE TO OTHER PEOPLE? HAS IT MADE A DIFFERENCE AT HOME FOR EXAMPLE? ARE THERE ANY THINGS THAT YOU HAVE TAKEN WITH YOU AND APPLIED TO THE WAY YOU RELATE AND COMMUNICATE AND HANDLE CONFLICT AT HOME?

Especially as far as listening skills I think, I have because of the course, it has helped me also to be a better listener and my point of departure or the principal, it is actually a biblical principal, and the course has reiterated that fact of being a good listener so in that sense, ja it was definitely good.

DO YOU THINK THAT YOUR WIFE CAN FEEL A DIFFERENCE IN YOUR LISTENING SKILLS? DO YOU THINK SHE WOULD HAVE NOTICED THAT YOU HAVE BECOME MORE SKILLED AT THAT?

A concept of change is always – that is part of our principals that we live by – but I wouldn't – it wasn't so drastic that Oh K has become definitely a better listener but it is more from my point of view. I told her about the course but not much in detail so – but growing is a process so that has helped me.

AND AT WORK?

At work also.

IN THE LISTENING OR OTHER ASPECTS? ARE THERE OTHER THINGS LIKE ASSERTIVENESS OR CONFLICT MANAGEMENT OR WHAT WERE THE THINGS THAT YOU HAVE TAKEN WITH YOU FROM THE COURSE AND APPLIED AT WORK?

At work it is basically also listening skills and also being assertive, assertiveness that aspect that you mention and also conflict here because we were – a couple of situations that I had to go to my natural tendency because in the aim of being more professional so the way those skills that is definitely to my benefit where you just remain calm and if the person is upset speak and then you come but you don't being assertive is not to compromise the standard that you have set. Not personal standard but also in the line with the working situation working environment, you can still be assertive, you can blow your top but when you have cooled down okay, point 1 we don't use that kind of language. If you have a problem speak about it, don't explode. Being with that in that sense of course has definitely helped.

AND YOU SAY YOU HAVE ALSO APPLIED SOME OF THE THINGS TO YOUR YOUTH WORK AS WELL MORE OF THE PART OF THE COURSE CONTENT YOU HAVE USED...

Yes, especially with the team, I had to work with the team how to play and have fun but the ultimate game, ultimate aim is to build up the team spirit and how to even recognise when somebody is maybe not with the team but to be a good motivator that has also helped.

HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

Absolutely content and the course has also just confirmed that I am on the right course.

YOU ALSO SAID IT HAS FED INTO YOUR CHRISTIAN PRINCIPALS.

It actually gave you a like – take a principal for instance like be a good listener, so how are you a good listener and then because you elaborated on that in practical information how to actually be body language and how to set the room maybe, set the d course of that the person that you speak with will feel more comfortable or even sitting next to the person not that side of the desk so in that it is definitely in line with those principals, the course is in line with that.

HAVE YOU GONE BACK TO YOUR BOOK AT ALL OR NOT REALLY, IS IT SOMETHING THAT YOU HAVE REMEMBERED?

Yes, but it would be wise to maybe.

HOW DO YOU THINK THAT YOU REMEMBER IT SO WELL?

Like I said it is in line with what I am busy at. Even in your Christian walk you must be open for change and I think the burning principal is also growth, spiritual growth so you must grow you can't stay a baby, you must grow and mature and so taking those skills that we did and dealt with in the course I can just incorporate it with that and that is why I made it part of my character, so that is why it is easy to remember. It has definitely helped.

HOW DO YOU FEEL THE FUTURE? REMEMBER YOU HAD TO SEE THAT GOAL, HAVE YOU MANAGED TO GO A LITTLE BIT ALONG THAT PATH OR IS IT SOMETHING THAT YOU HAVE SET THE GOALS BUT YOU HAVEN'T ACTUALLY STARTED?

In fact the goals that we set for ourselves even as a couple, me and my wife and personally, no it's nicely coming into place. In fact I'm much more goal orientated. Because of the course.

SO YOU ARE GLAD YOU WENT ON THE COURSE, YOU WOULDN'T HAVE MISSED IT?

No.

OR IS IT SOMETHING THAT YOU THINK YOU COULD'VE DONE WITHOUT?

No it's a definite help. It's most definitely a help to even enlarge and to acquire the skills to know actually how to practically set out to do it.

SO IT HAS ACTUALLY DEFINITELY GIVEN YOU TOOLS AND YOU HAVE BEEN ABLE TO USE THEM.

Things that I could like I mentioned earlier I could give to the youth and my community in the area that we work. I mean I have seen even the reaction now. It's a fun way of learning and the way that the course was presented. A picture stays in your mind.

THANK YOU.

COMPANY E
POST POST TEST
SUBJECT

EK STEL BELANG OM UIT TE VIND OF HIERDIE SOORT VAN KURSES IS SOOS FREE TO GROW ENIGSENS VIR MENSE OOR DIE LANG TERMYN HELP. DIS NOU DRIE MAANDE VANDAT JULLE KLAAR GEMAAK HET, HET JY IETS ONTHOU VAN DAAI KURSES OF IS DIT IETS WAT JY VERGEET HET OF JY DIT NIE DIE MOEITE WERD NIE OF WAT HET JY ONTHOU EN HOE VOEL JY NOU OOR FREE TO GROW OMDAT DIT NOU KLAAR IS DRIE MAANDE TERUG?

Ek het baie dinge onthou in Free to Grow soos byvoorbeeld om konflik te hanteer, wanneer om op te tree hoe om op te tree, wat om te doen wanneer is dit die geskikste tyd om dit te benader as daar probleem is en so voort, en ook selfs dat hoe 'n mens mense moet benader op die regte manier regte metode ens. En dit het my nog al gehelp presies van wat ek bedoel jy leen nog op jou stert so dit het van my gehelp.

EN DAAR WAS SPESIFIEKE GOED WAT JY VOEL WAT JY GELEER HET WAT JY SAAM MET JOU GEVAT HET?

Ja daar was heel wat goed wat ek geleer het wat ek saam met my geneem het.

WAS DIT PERSOONLIKE GOED OOR DIE PERSOONLIKHEID OF DINGE OOR JOUSELF OF IS DIT MEER INTERAKSIE MET ANDER MENSE OF WAS DIT AL TWEE?

Ek sal se dit was al twee as sulks gewees. Kyk soos bvb in die begin ek het geweet om mense te benader maar som tyds het ek dit op te gou 'n manier gedoen en nie gewag tot wanneer dit die regte oomblik is nie en hier by Free to Grow het ek geleer om te wag wanneer dit die regte oomblik is om mense te benader en as sulks die probleem te voorskyn en dit op te los en so aan om 'n meer moeier manier dit op te los.

IS DIT NOU BY DIE HUIS OF BY DIE WERK?

Ek sal se vir al by. Maar by die huis is dit 'n ander storie. By die huis is daar twee verskillende partye en twee verskillende mense is en ek bedoel as die een bvb instem en die ander stem nie in nie so dan moet daar veronderhandel word en is nie altyd wanneer dit 'n sukses is nie. Soos bvb my vrou 'n automatic motor ek ry nou 'n manual nou onlangs verkoop en nou het ek en sy wrywend daaroor, en volgens weet mag sy nie 'n dingis ry nie en so aan. Ek moet nou try om vir haar te se sy kan dit nie ry nie maar sy wil nie verstaan nie. Maar was dit van tevore het ek net gese kyk jy mag dit nie ry nie en klaar.

EN JOU KINDERS OOK?

Ja, hulle is My seun is 20, my dogter 18 en hulle sal teenagers, hulle is groot mense as sulks al. So ek hanteer vir hulle daarom goed en so aan, maar soos ek se elke huis het maar sy eie kruis en daar kom mar dinge wat die ouers moet na kyk en so aan, alles werk nou nie altyd uit soos die ouer dit graag wil he nie, maar dit beveel

MAAR WAS DAAR GOED WAT JY GELEER HET OP DIE KURSES WAT JY ...BY DIE HUIS?

Al kan toepas ja, ek al baie dinge by die huis toegepas, meer in te lig hoe jy die konflik te kan hanteer en hoe om mense te benader en wanneer is die regte oomblik en die regte tyd ens. So is heeldag mekaar.

EN BY DIE WERK OOK IS DIT....

Ja, soos by voorbeeld ek het 'n ...nou as 'n team leader nou onlangs 'n maan terug was daar 'n oukie gewees wat baie omwiegend was toe se ek vir hom, jy was op die Free to Grow kursese gewees, jy het geleer hoe om nie te benader, jy het geleer om nie woedend te wees maar wat gaan nou aan saam met jou. Toe na 'n paar oomblike toe kom hy terug na my toe, toe se jammer en was verkeerd en verstaan maar van tevore sou dit nie so gewees het nie, maar ek kan nou herinner dit, hy was op Free to Grow, hy het geleer hoe om situasies te hanteer, wat gaan nou aan met hom. Dit het mos dinge verander gemaak, veranderings gebring in hom.

SE VIR MY, IN DIE GEMEENSAP, JULLE IS DIE HANDLOPER IN DIE GROEP DAARSO EN BY DIE KERK, IS DAAR VAN DIE GOED WAT JY TOEGEPAS HET IN DAAI ASPEKTE VAN JOU LEWE?

Ja, ek sal se, kyk baie goedere wat ek geleer het op Free to Grow as 'n man van 40 jaar oud is daar, het ek al heel wat van dit al toegepas in my lewe maar net die klein vyner puntjies wat na vore gekom het wat 'n mens nou gedink het agter is nie belangrik nie en dit het na vore gekom en dit het gehelp, bvb as ek my seun uitskel en ek was verkeerd ek sal nie van tevore na hom toe gaan en vir hom te se okay ek is verkeerd, jammer vir dit nie, maar nou kan ek na hom toe gaan okay ek is verkeerd, ek het 'n vinger opgetree so jy het geleer discipline gebruik teenoor die persoon en so aan, om meer te beheer.

EN AS EK NOU VIR JOU VRA HOE GELUKKIG IS JY MET JOUSELF?

Met myself, ek kan nog baie dinge doen vir myself. Ek is 40 nou en ek het nog 20 jaar om te werk so ek wil omtrent taamlik dinge te verrig, as ek die krag het en die vermoë het om dit te kan doen as die maatskappy my sal stuur vir opleiding en so aan is ek verwillig om te gaan. Maar as ek kyk na 'n blanke persoon op die ouderdom van 40 wat hy bereik het en ek as 'n kleurling wat ek bereik het op 'n 40 ouderdom is daar 'n groot verskil, baie baie groot verskil.

EN HOE VOEL JY DAAROO?

Ek voel maar dit is maar hoe die lewe mens maar handhaaf oor die jare en so aan.

EN DIE GESKIEDENIS WAT DIT SO GEMAAK.

Ja, heelwat is ek gelukkig hier by die firma, ek kan nie kla nie, ek is nie 'n rasis nie maar ek sal net lyk dinge moet meer verskiet om vir ons ook aan 'n lig om te vee in die lewe.

GEBEUR DIT SO HIERSO, IS DIE HOUDING VAN DIE FIRMA SO DAT DIT MOONTLIK GAAN WEES VIR JOU HIERSO OF SOEK JY ANDER PLEK?

Nee, dit is moontlik hier, ons in BTS het nog het nog taamlik mense wat gestuur is op kursese wat ons nooit van tevore gedoen het nie, en Willem het gese daar is sekere bedrag geld nog in die budget gewees vir ons mense vir training en ons het gegaan en dit het nog taamlik gehelp en al. Dit help as 'n een in andere departemente gaan op die kursese wat u als belowe dan help dit nog al 'n mens van tevore het niks gebeur, ons is baie agterskep gewees. Ons was verskriklik baie afgeskep hier by die firma. Is maar nou in die jaar 1999 wat hulle begin deurkies effens oorkante.

DIE TOEKOMS VOEL VIR JOU AS OF DIT MEER MOONTLIK GAAN WEES....

Beslis, vir my ja, kyk vir my beslis ja. Kyk nou in hierdie jaar het hulle my verlede jaar op 'n proef gestel as a team leier en hierdie jaar het dit eers deur gekom en ek sien uit daarna my hard werkende wat ek afgewerk het vrug gedra. Ek is 'n man wat in die maatskappy se belange optree. Ek is nie 'n persoon wat teen die maatskappy praat nie, en ek bedoel daar is ses manne was werk saam met my en ek moet verantwoordelikheid doen vir hulle, ek sal altyd se ek is hier vir die belange van die maatskappy. En die maatskappy sal wag dat jy moet jou werk doen van 8.00 tot 4.30 dan eensame werking gee dan is daar geen probleem nie maar as jy baie laat kom jy vat jou werk liksinnig op obviously dan moet die stappe gedoen word. Daar is taamlik baie plekke wat al Free to Grow vir my gehelp het. In die begin ek het so bietjie gevoel, ag moet jy weer soos 'n kind raak en pencil crayons en so maak en dit help hoe om jou brein beter te kan gebruik – funksies hoe dit se vir jou en so aan. Ek is nog besig met DTS van Liezl tot die einde van die maand en sy is nog taamlik 'n goeie afrigter as jy so te stel is al iets baie goed, sy weet net hoe om saam met die funksies oor te dra na jou toe en ek geen krities op haar werk. So is almal gelukkig in die klas as sy aangaan en dit help nogal.

STERKTE MET AL JOU KURSESE EN DANKIE.

COMPANY E
POST POST TEST
SUBJECT E81

IT IS NOW THREE MONTHS AFTER THE COURSE IS COMPLETED, HAVE YOU REMEMBERED ANYTHING ABOUT FREE TO GROW?

Yes, I am still applying what I learnt in Free to Grow. I have already met some of my goals at home in sport and at work. I know how I want to go about things. I have achieved things in the short term and I'm happy. I always used to have goals but never used to set a target. Most definitely now I learnt to put goals down on paper and this has worked for me.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

If there is conflict I will not respond immediately – I keep quiet. My understanding has improved. I wonder if it's the course that did it. My goals are similar to my wife's (she has also been on Free to Grow).

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I'm at ease with colleagues and I've learnt how to handle conflict. In trying to apply it. I can see the difference in other colleagues who have been on Free to Grow.

HOW HAPPY WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

I am very confident and I have a very positive outlook. Before I was not so positive but now I am much more so. I was sad at the end of the course. If I had gone on it earlier I could have achieved my goals a lot earlier

COMPANY F
POST TEST
SUBJECT F9

HOE WAS DIE KURSES?

Is eintlik, hoe kan 'n mens se dit was eintlik 'n oopmaker. Jy sal nooit kan grow as jy jouself ken nie. Ek kan vir jou se om jouself te leer ken deur die kurses ...natuurlik jy gedink is nie. Soos wat ek nou gedink ek is 'n baie straight forward. Ek is meer 'n agresiewe mens, 'n harde mens. Maar daar kom toe ek...omgee.

AS EK VIR JOU VANDAG VRA OM JOUSELF TE BESKRYF KAN JY JOUSELF HEELTEMAAL ANDERS BESKRYF AS WAT DIE VERLEDE KEER.

Ek kan vir jou se ek is iemand wat ek sal luister na jou en ek sal vir jou goeie raad gee en as iemand by my moet kom kla van 'n spesifieke persoon, ek sal eers baie op die aanval gewees het. Ek doen dit nie meer nie. Ek luister jou storie en luister na die ander persoon se storie en dan maak ek my eie gevolgtrekking. Ek is heel passief. Baie rustig. Ek sal vir jou se ek het begin toepas wat ek nou geleer het op die kurses by die huis.

JY KAN OPKLAAR DIE VERSKIL.

Ek kan opklaar die verskil in myself en by die huis. En selfs die mense met wie ek werk kan ook optel ek is nie meer daardie aanval tipe mens nie. Ek is heel passief.

EN JY MIS NIE DAAI PERSOON NIE, DIE AGRESIEWE PERSOON?

Nee, want eintlik was ek 'n lelike persoon. Ek het gedink ek was snaaks.

HOE HET JY UITGEVIND DAT JY NIE DAARDIE TIPE PERSOON IS NIE?

Deur die kurses. Hulle gee vir jou 'n klomp woorde wat vir jou vra wat jy is en dan moet jy nou se wat jy nou onmiddelik sal doen as so iets met jou gebeur en jy moet so eerlik wees soos moontlik. En alles kom uit ek is aggresief, ek is hard ek interrupt mense. Ek is gedurig op die aanval. Ek is soos 'n leeu. I'm the one in charge.

WAS DIT MOOILIK VIR JOU OM TE DOEN?

Dit was nie eintlik vir my moeilik te aanvaar nie maar dit was eintlik baie teleurstellend. Wat ek nou voorgestel het wat ek nou gedink het ek al die tyd was. Wat eintlik vir my okay dis my plek hier op my skouers. Maar wat ek nou eintlik uitkom op hierdie kurses storie toe kom dit elk geval van my skouers af want hy het my onder 'n verkeerde indruk gehou.

KAN JY NOU SE DIS JOU SWAK PUNTE EN JOU GOEIE PUNTE?

Heidiglik nou al wat ek nou vir jou kan se eerder my sterkpunte nou ek luister nou meer na mense. Ek gee meer vir jou aandag ek maak tyd vir jou, ek maak nou tyd vir my huis, my man en my kinders. Ons het nou meer kommunikasie en 'n verstandhouding nou. Waar ek eerder vir hom sou geskree het en hy kon dit nie verstaan nie.

HET HY AL IETS GESE?

Ja, hy het gese die kurses het 'n goeie ding gedoen. Ek skree nie so baie nie. Maar as hy nou sien ek gaan nou stress dan se hy okay dis alright. Dan reageer hy onmiddelik weer en eintlik help hy my aan met die hele storie wat ek vir hom verduidelik – as hy wil he ek moet wees soos wat ek probeer om te wees dan moet hy vir my help. As jy nie help nie dan sal dit mos nie baat nie. Ek gaan probeer, en jy kan help. Ek help jou. Gewoonlik as hy vir sy ma gaan kuier sou ek gal afgegaan het want ek wil hom nie daar he nie. Ek los dit daar. Dit pla vir my maar hoekom het ek die nou gedoen. Nou los ek dit. Ek baklei nie meer met hom nie soos gewoonlik as hy terug gekom het van sy familie nie.

JY SE JY HET BEWUS GERAAK VAN JOU SWAK PUNTE, HET JOU OOK BEWUS GERAAK VAN JOU GOEIE PUNTE? JY SE JY LUISTER NIE MAAR DIS IETS WAT JY NOU DOEN EK PRAAT VAN JOU QUALITIES WAT BINNE IN JOUSELF IS. HET JY MEER BEWUS GERAAK VAN DIE GOEIE DINGE VAN BINNE IN JOU IS?

Ja ek het. Daar is eintlik goedere wat ek gedink het is nie moontlik is vir my nie. Een van die, byvoorbeeld was waar ek voorheen as daar iemand van die bestuur na my toegekome het en kom kla het oor bestuur dan sou ek dit nie goed gehanteer het nie. Maar wat ek nou doen, is ek sit hulle in bestuur se skoene. Waar ek voorheen in opstand gekom het teen bestuur, en jy mag dit nie doen nie. Sit ek nou hulle in bestuur se skoene en hoe sou julle gereageer het as julle in daardie skoene was. En dit was baie verbasend want hulle verwag dit nie van my nie. Waar ek voorheen na bestuur sou gegaan het en teen hulle in opstand gekom het want hulle het nou al die leeu in my geken het.

SO JY HET DEFINITIEF NUWE DINGE OOR JOUSELF ONTDEK? SAL DIT DIE HOOF DING WEES WAT JY....

Ja daar is eintlik baie dinge wat ek eintlik wil doen. Ek wil meer eie wees wat my ouers want ons is eintlik nou....ek dink dis baie.... En die kommunikasie is nie baie lekker nie. Hoe minder die kommunikasie is hoe groter is die breking. Ek en my ma is eintlik baie na aan mekaar en my susters ook maar die breking kom tussen my broer en my pa en aan daardie verhouding wil ek 'n bietjie aan werk. En ek weet vir 'n feit as ek nie werk maak daarvan nie gaan dit nie van hulle kant afkom nie. Ek moet daardie verhouding probeer reg kry.

SO DIT IS DIE PROBLEEM AREA WAT KLA ONTWIKKEL HET.

Ja, ek het al eintlik vir my notas gemaak hoe ek voek ek moet te werk gaan.

EN DIE BREE GEMEENSKAP OF JY HET GESE JOU WERK HET VEBETER. ANDER AREAS IN JOU LEWE OF

Man heidiglik so vind ek het ek nie eintlik 'n vriendekring nie. Ek vorseer my eintlik nog self om saam met my man en sy vriende, hulle is almal getroude pare, ek gaan saam met hom en ek probeer rerig en hulle dink ek is eintlik nie gewoond aan 'n klomp mense om my nie. Maar ek begin dit geniet en ek sal dit weer probeer. My man het my gevra om te help en hy het gese hy sal maar ek moenie vir hom nee se as hy my vra om saam met hom te gaan nie. Ek sal moet vir my 'n vriende kring op bou want na wie toe gaan jy as jy eintlik 'n probleem het en jy

voel net jy wil praat. Na jou vriende toe of jou ma en jou ma het nie altyd die tyd om te luister daarvoor nie en wat se klagte jy net nie want sy het nie net een kind nie. Sy het tog meer as een. As sy na elkeen se probleem moet luister dan gaan sy tog meer as een probleem he. Waar as jy gevoel het jy het 'n probleem kon jy na 'n vriend toe gaan wat kan luister.

IS DIT IETS WAT JY ALTYD VAN BEWUS WAS OF NA DIE KURSES HET JY BEWUS GEWORD DAARVAN? JOU VRIENDEKRING.

Nee ek is eintlik al bewus van die klein vriendekring wat ek gehad het. Ek het eintlik 'n baie groter vriendekring gehad het as jongmens. Ek sal nou nie se 'n jongmens, 'n tiener en tot hier in my twintige jare. Maar wat eintlik opkom dis hoe ek my man ontmoet het. Ons was baie lief vir mekaar gewees en as gevolg van daai het ek baie bande verbreek met baie vriende wat baie na aan my was om by mekaar te wees. Met die gevolg is ek het gedurig by die huis gesit eerder gebrei of na kinders gekyk en so doende het ek meer van my vriende verloor wat glad nie gesond is vir 'n goeie mens se verhouding nie. Nou sal ek maar weer moet kontak maak en vir my 'n vriendekring opbou, ou stories optel.

HOE GELUKKIG OF TEVREDE VOEL JY MET JOUSELF OP DIE OOMBLIK?

Ek voel, ek sal nie se 100% beter nie. Ek voel baie beter. Ek het 'n baie negatiewe houding gehad daai dag wat nie vandag daar is nie en net voor die onderhoud het ek mos daai stories gehad daar bo, ag nee dis alles verby. Dit het gebeur en dis klaar verby. Ek wil nou net my hele toekoms julle is nou besig om dit vir my te beplan soos nou die polise en al die ander goed op my kinders en my man se lewe daarmee gesit totdat die Here ons uitspaar. Ek moet nog na my skoonmoeder kyk voordat sy die dag haar oe toemaak.

SO JY IS GELUKKIG MET JOUSELF IN JOU TOEKOMS EN JOU PLANNE?

Ja, ek wil dit nou net kyk as ek dit toepas. Ek weet dit kan werk as ek dit toepas en ek hou by dit wat ek kan toepas maar ek wil nou kyk alles in die lang termyn is. As ek meer daarby baat sal ek op my tevredenste en gelukkigste wees. En ek weet dit kan want ek kan klaar die daat doen en ek kan klaar sien daar is goeie uitsigte. Maar ek wil dit verder toepas ek wil meer intensief gaan meer van dit wat ek geleer het maar kyk daardie tyd was dit meer platoolangs is maar nog in die bokant. Ek voel voel maar nog vir hom maar ek voel ek moet meer intensief moet gaan en hy gee vir my goeie resultate dan sal ek op my meeste vrede voel. Wat van die kursies hy kan jou net goeie dinge leer. Daar is niks negatief in die kursies nie, hy gee jou alles, jy moet besluit as jy wil of wil nie en as jy wil nie beteken die kursies vir jou niks. Want ek sal vir jou se die hele spannetjie wat daar was ons is net 40, en uit die span van 40 daar is net 12. Maar in die begin het baie van hulle nie gepraat nie maar ek praat gou, maar ek sal vir jou se op die tweede dag toe lag en praat almal saam, jy spook en jy voel jy praat en ons is net vier dae met mekaar en in daai vier dae het ek meer gedeel met hulle in die jaar wat ek saam met die ander mense gewerk het.

SO JY VOEL JY KAN NOU 'N DIFFERENCE MAAK IN JOU EIE LEWE EN IN DIE LEWE VAN MENSE

Defnetief.

JY SAL DINGE KAN DOEN OM DIE SAMELEWING OM JOU OOK TE VERANDER OF IS DIT MEER MET JOUSELF WAT JY DINK..

Ek kan eintlik nog nie praat van die samelewing as my eie gestel punte nog nie reg is nie. Sodra dit reg is dan glo ek stellig as my siening positief is en ek kan die mense resultate wys positiewe resultate, definitief dit sal dan gouer kan werk. Maar ek moet eers my eie siening reg kry. As my eie lewe, hy's reg, dan ek kommunikeer. Dit was amper soos 'n miracle wat gebeur het. Ek stel ook baie belang wat daar was, jy kon gese dit was 'n miracle want die indeling waarin jy was en waar jy ook mos gelewe het. Dit voel soos seep wat uit jou hande gegly het – dis die hele situasie – uit die vyf diere gee hulle jou viertien beskrywings en uit die viertien moet jy 'n paar kies hoe is jy. Toe kom dit uit ek is 'n leeu. En ek se vir myself ek wil nie 'n leeu wees nie, ek wil meer soos 'n owl wat analitiese en so man ek wil 'n bietjie – ek wil he dat mense moet hou van my – is snaaks hoe 'n ou raak vreeslik bang ne. Want 'n mens genyg om 'n bietjie te lieg op die hele storie. Maar as jy eerlik is toe kom dit uit ek is 'n lion en so 'n bietjie van 'n teddy bear. Toe se die hele span in een stem "lion". Maar ek se vir myself dit kan nie wees nie maar op daai moment toe kom daai aggressiefheid eintlik nog steeds na vore op 'n manier wat ek nie geweet het hoe ek dit moet oordra nie. Maar toe besef ek vir myself maar jy moet jou manier waarop jy dinge doen moet oordra. Jy sal daai moet verander en toe ons kom by Human Relations toe leer ek maar dit is hoe waar jy vir jou moet begin probeer oplet. Maar toe se ek vir myself as ek dit doen dan die reaksie van daai tipe persoon se body language dan begin jy op te tel hoe en waar om jouself te verbeter. Op die ou eind kom dit uit dat ek is ook 'n bietjie van 'n teddy bear ook so duidelik.

EN DIE OWL?

Nee ek was glad nie owl nie.

MAAR JY SE JY SAL GRAAG WIL.

Ek sou graag wil wees soos 'n owl, analytical. Hy is ook die beste onder die son. Ek luister en ek sal gaan dink en ek sal terug kom na jou toe maar ek gaan nie vir jou se okay en amen op alles nie. Ek gaan nie soos 'n skilpadjie wees nie.

SIT DIE OWL AGTER JOU IDIAAL?

Ek glo so. Die owl is my idiaal. Die owl/teddie is baie meer caring person maar dis amper soos een wat aan mekaar onderloop maar as ek voel julle kan nie dan se ek nie eintlik soos 'n teddie bear nie. Okay maar ek wil die teddie daar he maar die owl is beter.

EN AS JY KAN NIE DAN IS JY MAAR NET NIE 'N OWL NIE.

Ja,

AAI EK IS SO BLY.

BAIE DANKIE.

COMPANY F
POST TEST
SUBJECT F13

HOW DID YOU ENJOY THE COURSE?

There are no words to describe it.

THAT SOUNDS VERY INTERESTING.

They should've had it years ago, or I should've been on it years ago. It is absolutely fantastic. I am telling you nobody can actually walk out of that workshop and not have learnt anything. It was very important. You actually hear and – you find things about yourself, like I always thought I was okay but I know I've got a lot of faults and problems and things that you don't do right or that type of thing but once you actually sit down and you really look into yourself like what type of person you are you can see that there are many changes to be done.

DO YOU THINK THAT YOU DIDN'T KNOW YOURSELF BEFORE AND THAT YOU'VE GOT TO KNOW YOURSELF OR ...?

Absolutely. I thought I knew myself.

BECAUSE LAST TIME I SPOKE TO YOU, YOU COULD SAY TO ME WHAT YOUR WEAK AREAS AND STRONG AREAS ARE.

Yes, you always know that but when you don't sort of see it on black and white and it's brought out to you it's there but it's fine and you don't really need to do anything about it. Mistake. You do. You can only become a better person if you work on those weak points.

IF I HAD TO ASK YOU NOW, I ASKED YOU LAST TIME HOW YOU WOULD DESCRIBE YOURSELF WHAT YOU STRENGTHS AND WEAKNESSES ARE WHAT WOULD YOU SAY NOW ARE YOUR STRENGTHS.

Well I'm definitely more confident because I know I can speak out. I can speak up and I don't have to be afraid. Before I would do it but I choose where I would really open my mouth and say so especially where it comes to work and a lot of my private life at home as well. You know there you don't want conflict but I always thought I

was much better, I handled situations or things much better at home as what I did at work. It's actually the other way around. Because I sort of just expect my family to understand. Here you follow certain rules and you just carry on with those rules. As long as you don't break the rules everything is okay and when you sort of come home and you think they've got to do what you say. You don't really take the time and effort to understand why they are in a certain mood why they are reacting in a certain way. I'm the mother, I've had enough at work so you just do what I tell you to do that they of thing. I never really had major problems at home neither but the everyday little things like we would now and again we would sit down with the children have like a little family discussion, I thought that was enough, that was fine, because when it comes to that everybody can say how they feel and what's happening and why they are doing this and the other, but everything doesn't get solved. You sort of get back to it every now and again and you can hear the same thing comes up and you take note of it. Before I wouldn't really. You hear about it we say okay we are going to try and do something about it or see the change if they don't complain about it, we just carry on with our lives. And that has really been an eye opener to me.

SO YOU CAN ACTUALLY FEEL THAT YOU ARE REACTING DIFFERENTLY AT HOME TO NOW TO WHAT YOU DID BEFORE? SO YOU CAN FEEL THE DIFFERENCE?

Oh yes, in the short period definitely.

AND WITH YOUR HUSBAND AS WELL THE WAY THAT YOU RELATED TO HIM IS THAT ALSO SOMETHING THAT YOU CAN FEEL BETTER?

Actually I can tell you one thing we actually went through a very trying time now since I've spoken to you the last time because of his work after 20 – 25 years he started working shifts again which was very heavy for us. And I said that's fine, we can handle those hours you not being at home because he was never really at home with us because of his church work but it was actually getting to me the shifts work, him not being there for a whole work and then the next week when he is there in the evenings he's not at home so he's basically not there neither and this was really getting to me without me knowing. I was also getting more withdrawn and home towards him. Not to cause any arguments because I know he works long hours and he's tired and he's got very little time for himself so how can I now still come home and nag about this and moan about the other. I'd rather leave it but it was explained to us and I'm sure everybody knows when you are having a little problem and you don't solve it, it grows and grows and grows until it explodes and that is what happened to us. We actually came to a point that we sat down and we said this is not right. We are working and it's church and working and it's church and there was nothing just for the two of us. What we did was we take time now to go out on our own. We did once in a while but you know we say the time is not there we'll do it next week end and we'll do it next week end and we actually spend quality time together just the two of us, because I feel in this stage of our marriage both my children is teenagers, they don't want to go with mommy and daddy all the time, it's boring, and what we would do is we would stay at home. He would be working in the garden I'll be doing the washing and the ironing. We are together at home but we are not together.

NOT COMMUNICATING.

That's the thing. But I always thought that was okay. It was never a problem to me because I knew it wasn't nice but that's the way we were living and that is fine.

YOU DIDN'T QUESTION IT?

I just sort of accepted it, you know that's the way it is. Why moan about it, that's life. You got to get used to it.

WHAT'S CHANGED THEN?

We are taking more time for ourselves.

WHAT'S CHANGED IN YOUR ATTITUDE? DO THINK THAT YOU SHOULD IF YOU'RE UNHAPPY ABOUT SOMETHING YOU SHOULD DO THIS OR THAT?

Yes.

WHICH YOU ARE ALREADY WORKING TO. NOW YOU WOULDN'T SAY THAT'S LIFE.

It's okay. You get over it. But now there's a lot of things that's not okay for me anymore and I find that if I should speak about it because a lot of things she told us she would tell us try and practice something like this at home or in the office. And it really works and you actually amaze yourself when you realise you know, I can do these things.

IN YOUR WORK SITUATION HAVE YOU ALSO FOUND A DIFFERENCE THERE?

Yes, it helped a lot because of me working with people that - I've got 22 staff at the moment underneath. I had less than that before but now they've added to that and it was difficult for me before to maybe call somebody aside and say, look you've done this wrong, you've got to change. Important things like that I would sort of push away. All the little things that makes it easier than telling people things to do turn to workstation or don't talk too much, that's fine, that's not a problem to do those type of things. But if you must really call them in and give them a discussion I would have died before if I had to do things like that. I didn't want to do things like that. Because I would also always be the one I just want them to get on with things, they must like me as a supervisor. At the moment I have sort of an attitude not that I won't say I don't care whether they don't like me, but the jobs' going to have to be done. I'm going to get down to basics and you're going to do this. If they don't like me after that then they have a problem and before I would freak out, I wouldn't want that to happen. And it's given me a lot of confidence. I can't say how or why but I know that I've got a lot more confidence to walk into my boss's office and say this is wrong and I'm not happy with it, I would never have done that before, never.

AND NOW YOU ARE QUITE HAPPY.

Now I'm actually doing it. And you get results from that.

YOU ARE ALSO VERY INVOLVED IN THE CHURCH, YOU SAID YOU WOULD GET PEEVED. HAS THAT AFFECTED THAT AREA OF YOUR LIFE REALLY?

No not really, I'm sure it will come out in that way too but those are all familiar people to me. I never really had a problem with people that are familiar to me. It's new people and strange people that you can't open up to them and you won't talk so easily. Things like that won't bother me anymore, even if you think of people in the office that you meet, that you don't meet everyday, you don't see them everyday. Two or three months will go by and you see that person again so you are not in that close contact and then it would take me a while to start a conversation because I always thought that if I don't have anything constructive or good to talk about then rather don't talk. But you always want to say things that will impress people. You don't want to give the wrong impression but if you just be yourself then it's fine.

AND YOU'RE HAPPY WITH THAT?

Very much so. I just hope it will last. It was quite sad for me thinking that we will not see each other again. Okay I know we are going to have a sort of follow up I think in three months time, I said well what's going to happen if I know, like I would say, fall on the way side, and I think gee I'm going to get into a situation where I think no I'm going to go back to the old place. This is not worth it or I don't want the conflict or anything. I think everybody has got all these good qualities in them. It just needs someone to help you with that first step and the rest just follows.

ARE YOU FEELING QUITE HAPPY WITH THINGS THAT YOU'VE DISCOVERED – YOUR GOOD POINTS THAT YOU DISCOVERED – DO YOU FEEL THAT YOU'VE DISCOVERED MORE – ARE YOU HAPPY WITH WHAT YOU'VE DISCOVERED?

There are quite a few things that you do discover that you think gee I didn't think I'm that type of person.

NEGATIVE OR POSITIVE?

Negative and positive. Most of the questionnaires that we had and we had to give the family and a friend and I gave my daughter especially here with her being a teenager, they've got totally different ideas to what a mother is and I'm – they think – I'm fine I'm a good mother I'm doing the right thing. But when you hear their side of the story you think, Oh my gosh I must be a total witch. Because the way she's thinking, the way I come across in her eyes is different, very much different, but I know that I'm still different at home that what I am at work. There's definitely a lot of work that still needs to be done and I feel very positive and I really want to try.

WHAT DO YOU MEAN YOU FEEL DIFFERENT AT WORK?

I'm not the same person at work that what I am at home. I always thought it was that way.

HOW ARE YOU DIFFERENT?

At work you've got to act in a certain way. Okay that might now sound strange. You maybe not as open as what you are at home because I'm not very close to the people at work, I don't socialise with them but if you do open up a bit especially towards my staff - not everything work related I will go to them and I will chat a little bit and find out who they really are but then I must also give a little bit of myself. I never wanted to do that before. I'm a private person, they don't have to know anything about my private life, that's me. When I go out here I'm the mommy and I'm the wife. When I'm here then I'm the supervisor. But I don't think that's very right. I can be the same person at home and at work and that is what I need to work on.

AND HOW HAPPY AND CONTENT WOULD YOU SAY YOU FEEL WITH YOURSELF AND YOUR FAMILY AND YOUR WORK AND IN SOUTH AFRICA. HOW DO YOU FEEL NOW ABOUT ALL THOSE DIFFERENT ASPECTS OF YOUR LIFE?

At home the only thing that has really changed is I listen more to what they have to say, I'm more considerate towards my husband and of course listening, but not just that, that I used to do before but I try to do something about it. Like with my husband's situation I knew that he was very unhappy. And he's working long hours and he's tired and therefore he had a short temper which he never used to have. And I would come home and think I wonder how's he going to be like tonight. You just want the children to be quiet and behave everything must be neat and tidy, daddy's going to come home and he's going to be tired, we don't want to upset him. I actually sat down with him and I said, look I don't want to carry on like this. I don't think it's fair - now our children are growing up there's going to be arguments in the house, you loose your temper for small little things which is so unnecessary and if you really feel you are so unhappy in your job why don't you change. And he actually went for an interview and he's going to take the job and he's going to get a day shift job now. I felt that if something is happening - I feel he could make a change it is going to be for the benefit for our family. At work obviously me being able to speak more openly not as much as I would like to but there is still some times when I think maybe I should just leave this. But many a times then I would go to my supervisor and say look for instance, I need more staff. You people are complaining we are loosing calls, but I can only solve it if you give me more staff and you've got to give me support on that side and it actually worked. So things are moving forward for me. In South Africa, well that's a bit difficult still, but I'm not involved in politics now but I think I ever want to be very much involved. I do want to vote, yes thinking that it will make a change. Maybe they just needed the one more to make a difference. So if I don't participate then I can't really moan and complain about it. And I think we must just be more positive thinking things will get better. One or other time it must get better. I just hope I can stay on this high forever.

FOR THE FUTURE, YOU'RE ALSO FEELING POSITIVE ABOUT THE FUTURE, YOU'RE EXCITED ABOUT THE FUTURE?

Yes, because I definitely want to see my children grow up, I want to see them studying and get married and have children and I definitely want to be somewhere. I know I've just been a supervisor since the beginning of this year but this is definitely not where it's going to end.

THANK YOU VERY MUCH.

COMPANY F
POST TEST
SUBJECT F13

HOW WAS THE COURSE FOR YOU?

Wonderful. Really I must say it was excellent. Ditsie was a very good teacher also. In the beginning to me it was very awkward. I not sort of open up because of strangers so I had to sort of get used to them.

AS A GROUP SITUATION?

Yes, because like I said I can speak to somebody on a one on one basis but when it comes to more than one person and I don't know them I won't talk. By the third week I sort of opened up and on the last it was just normal. It really was wonderful.

AND TELL ME DID YOU THINK THAT YOU LEARNED NEW THINGS ABOUT YOURSELF?

Yes.

THINGS THAT YOU DIDN'T KNOW

No, definite. I had always thought of myself as a very confident person, I know what I want I go for it and if it doesn't work out I go the other way but I've discovered I'm not that self confident at all. I've got quite a few weak spots. So, I do work on those things now. No, definitely not. I'm actually quite a weak person. Overall I've never looked at myself that way and then the other thing was the way I am with my people at work, the colleagues and the way I am at home. I have complete, a split personality. I think I always knew that.

REALLY, IN WHAT WAY DIFFERENT?

I'm very outspoken at work, I'm more friendly, talkative, where at home I'm a complete different person, I hardly say anything. I get home and do my work, whatever has to be done go watch TV, or go for walks. I'm really on my own, I love being on my own so I don't really say much. And last week just last week my sister said she's very moody. Just leave her alone. So I didn't know that I have a problem, I've got to work on it.

SO YOU THINK YOU'VE BECOME AWARE OF AREAS THAT YOU NEED TO WORK ON?

Definitely.

HAVE YOU GOT A CLEAR IDEA OF WHAT YOUR STRENGTHS AND WEAKNESSES ARE? COULD YOU SAY TO ME NOW THESE ARE MY STRENGTHS?

Not yet. I know more or less but it's not that easy to... okay I know my weaknesses and I know my strengths now but I was also telling Ditsie that I'm also at the age where I'm set in my ways so I'm not going to change overnight. There are certain parts of me that I like the way I am. I'm not going to change it but I can better myself on it. When it comes to my parents where the big problem lies one step at a time. I know where I'm going now but it's going to be one and a slow step. They are set in their ways and I'm set in my ways so that's a different kettle of fish altogether. But where it comes to family and little problems like that, that I can handle now.

SO WHAT ARE YOUR STRONG POINTS?

I don't want to tell you, must I?

CAN'T YOU?

No.

BECAUSE LAST TIME YOU SPOKE TO ME YOU SAID TO ME THAT YOU GO FOR SOMETHING THAT YOU WANT TO GO FOR...

Ja, I guess I'm still that way. I know what I want.

MAYBE I WANT TO KNOW IS THERE ANYTHING NEW THAT YOU HAVE LEARNED ABOUT YOUR STRENGTHS, SOMETHING THAT YOU ARE REALLY PROUD OF.

No.

SO YOU KNOW EVERYTHING ABOUT YOURSELF.

I know exactly what my strengths and weaknesses are definitely.

DO YOU THINK YOU SPEND MORE – YOU'VE BEEN MORE INTROSPECTIVE TO ORGANISE THAT INFORMATION ABOUT WHAT YOUR STRENGTHS AND YOUR WEAKNESSES ARE OR HAVE YOU DISCOVERED NEW THINGS OR HAVEN'T YOU...?

No, I haven't really, it's things that I knew about myself. What I can do is like I said I can work on that now because I think I'm too much of a bossy person where it comes to a lot of things even something my work colleague always says, you should be the boss that I'm here. Because I know how to delegate very well and it's not

my job always because I've got a different type of work. But that is, I'm too strong in that sense. Maybe I'm overpowering people at times by being pushy so then I've got to sort of come down there. I've got to work on that. That is a bit too strong. Weaknesses I can't open my mouth when I should when it comes to, but this is personal, you know when I should open it there I cannot. That is something I have to work out. Like I said to Ditsie I've still got a long way to go but I've learned now. Like I've learned the big problem was I could also speak to my mother very openly like instead of level one or two I'm going to level three it wasn't her business. So now I know to stick to level one where I should be going to level three with my partner which I never did. So that was a very very weak point of mine and I must say this course has done wonders for me.

AND CAN YOU FEEL THE DIFFERENCE IN YOUR WAY OF RELATING TO YOUR PROBLEM TO YOUR MOTHER. HAVE YOU APPLIED THAT ALREADY?

Yes. I have, I've started, oh yes. I did. In the beginning it's like is this really now or is it ...is it just something that's going to last for a short while and then she's back to the old girl. I think I have to stick to it because I'm really going to level three with him now and with my mother it's level one now. Because that is where the big problem was.

DO YOU FEEL ANY DIFFERENCE YET?

Yes.

IN WHAT WAY?

When it comes to him, me responding we talking now. It's no more screaming, no more shouting. It's different. Look I'm not married to the man but it's been a very long relationship. Definitely I can see that.

AND WITH YOUR MOTHER. IS SHE MISSING IT?

She is missing it but I think she does miss it because she knows there's something wrong like I'm not opening up the way I used to. But she will have to get used to it.

SO WITHIN YOUR RELATIONSHIPS, YOUR CLOSE RELATIONSHIPS YOU CAN DEFINITELY FEEL A DIFFERENCE?

Definite. I have tried very hard and I can see there the results. Like with my one sister I would very seldom go there because they're always bitching because I have so much and they have even more but it's like a little bit of jealousy. I've come to that stage I'm going to ignore it, she's my sister and I'm going to overlook it and be polite in a different way. And it's actually working, instead of ignoring and saying I'm not going there or I've tried but I'm going there now and I can see when she's bitchy I ask in a nicer way so it's the level of speaking to one another has become better. Definite.

AND ALL THE TOOLS THAT YOU'VE LEARNED. AND AT WORK?

No, I've never really had a problem at work. Like I said I'm very outspoken at work. I'm very friendly, I've always been a very friendly person, very talkative but it's the home problem that was a big problem.

SO IN THE WORK SITUATION YOU'RE POSITIVE THAT IT'S LIKE MORE THAN MIND BLOWING?

No. If there's problems it's like very small, like everybody has in their baggage but nothing big.

YOU'RE NOT REALLY INVOLVED IN THE BOARD OF COMMITTEE LIKE ONLY YOUR WORK AND HOME AND CHURCH?

Yes, my daughter, I'm still working on that. She's very far so you know I am still working on that. She's just written a letter to me and I've just written a letter back so now we are corresponding in that sense now.

IS THERE A DIFFERENCE IN THE WAY THAT YOU WROTE A LETTER?

Yes, it wasn't medical. She always used to say Mommy I love you so much and I'd say Me too. And she says Don't say it like that, why can't you say it. People call me very cold. I'm not a cold person. I just cannot do it. I don't like touching as much I would love to do it but I feel awkward in doing it. It's my upbringing, I cannot help so I'm

trying. But she's a very warm person but the letter that I wrote it made me see it is really me. It was a beautiful letter.

THERE IS ONE THING I REMEMBER YOU SAID LAST TIME THAT YOU HAD A PROBLEM THAT YOU IF THERE'S A PROBLEM IN YOUR LIFE YOU WALK AWAY FROM IT. SO HOW DO YOU FEEL ABOUT THAT, DO YOU FEEL STRONG ENOUGH YET OR NOT REALLY.

I will say, I will wait until I cross that bridge because there hasn't been a problem yet so I will have to see.

HOW HAPPY OR CONTENT DO YOU FEEL NOW?

Very happy.

AND CONTENT?

I'm quite content but I don't think a person should be content with life. You know you should strive for better. Like I got my increase and I thought it was so pathetic but you know at another time I would have gone to my boss and said Come on man, what is this. I do my utmost, can't you give me a better increase, but I'm content, that is not really the way it should be. I should go and say Look you know, but I'm not going to moan about a little thing, it's not that big to moan about, and it's not that small also because of what I've heard from other people, the increases is all putrid so I'm not going to moan about it. I can accept it.

AND ABOUT THE FUTURE, HOW DO YOU FEEL NOW ABOUT THE FUTURE IN TERMS OF YOUR RELATIONSHIPS, YOUR WORK AND SOUTH AFRICA? HOW DO YOU FEEL AT THIS STAGE ABOUT YOUR FUTURE?

I'm going to be very honest with you. I cannot give you an answer but my future in this I love my country like I said before but my future is very dark here. It just feels that way. Things is not the way I want it to be. There should be more changes in the country and it's not coming. It's taking too slow. But I would go to Israel. As much as I would want to stay with my daughter that's not the country I would go to if I leave. But I'll wait and see. There's not great rush.

I CAN REMEMBER WHEN I SPOKE TO YOU THE LAST TIME YOU WERE SAYING YOU WERE AT THIS DIFFICULT STAGE YOU'VE GOT TO MAKE DECISIONS ABOUT THE FUTURE, HOW DO YOU FEEL NOW?

No, now let me say I'm content now because I've learned more – I've stopped moaning. You know we cannot change things that is always – I cannot change what is happening so I've got to try be content with him instead of moaning about it all the time. It's not that bad out there. It's bad enough but not that bad so I can still live with that.

THAT YOU THAT'S ALL I WANTED TO ASK YOU.

COMPANY F
POST TEST
SUBJECT F5

HOW WAS IT?

Excellent. I find it was a brilliant course, if anybody could go on it I would advise them.

HAS BEEN GOING IN THE COMPANY BEFORE?

No, it's the first time. They are trying to – we were like the guinea pigs. They might be implementing it in but they first want to use some people just to see what is the outcome of the group. I think because it was so different because of all the practical things she gets you involved in everything. It's not just sitting there listening to somebody telling you what to and how to handle conflict she uses like examples and then the point of the practical exercises is actually what she is trying to tell you. It's very interesting.

DID YOU LEARN NEW THINGS ABOUT YOURSELF? WHAT WAS THE MAIN THING THAT YOU LEARNED WOULD YOU SAY?

The course covered different things like self development how to improve yourself and how to handle conflict, assertiveness, human relationships. You learn a lot but I learned that in order to get anywhere you have to speak up for yourself and anything is achievable. You can achieve if you really want to. All it is like you have to practice.

DO YOU FEEL THAT YOU LEARNED SOMETHING MORE NEW ABOUT YOURSELF? WAS IT SOMETHING THAT YOU DIDN'T KNOW THAT YOU DISCOVERED?

I don't think that I just think that I learned how to get things done in an assertive way. I did an assertiveness course and I learned a few things but I don't know if it was just the way this lady put it across that you feel more that you actually gained more from the way she explained it. Assertiveness is not just saying what is on your mind it's the way you say things, the way you put it across. When I went on the assertiveness course everybody said but why do you need to go, I said you learn that's not being assertive and just saying it's the way you say things and the way you go about it.

SO IF I HAD TO ASK YOU WHAT YOUR STRENGTHS ARE CAN YOU TELL ME WHAT YOUR STRENGTHS ARE? YOUR PERSONALITY, IF I HAD TO ASK YOU NOW WHAT ARE YOUR STRONG POINTS, HOW DO YOU SEE YOURSELF AND WHAT ARE THE QUALITIES IN YOURSELF THAT YOU REALLY THINK ARE GOOD?

Before I went on the course I always used to keep quiet to keep the peace but what I've learned now is that if you are not happy you need to develop yourself so I mean keeping quiet is not always the right answer. I believe you are never going to be satisfied with yourself. So if you are not happy with something you must say it. Obviously in the right way. I think I'm more like that at home being submissive. I would rather just keep quiet and keep the peace but I think at work I rather talk out but also not too much. I'm more assertive at work than what I am at home. I'm more submissive at home.

WHY IS THAT?

I don't know. It's like I said it's only when my husband's there. I don't like argueing, not that I won't say what's on my mind but I mean you know they normally say you can say things in haste and say the wrong things. But I learned that I must actually be more, rather compromise than just keep quiet.

HAVE YOU TRIED THESE ALL AT HOME?

I have been practising it. It did improve, I rather, I talk about them and not just keep quiet and keep the peace.

AND WHAT HAS THE RESPONSE BEEN FROM YOUR HUSBAND? HAS HE NOTICED ANYTHING, WHAT IS SOMETHING THAT HE WOULD HAVE NOTICED?

It's not that drastic that he would notice.

AND THE DIFFERENCE AT WORK, CAN YOU FEEL ANY DIFFERENCE AT WORK? ARE YOU RELATING TO PEOPLE DIFFERENTLY NOW AT WORK OR IS THE WAY YOU RELATED IN THE PAST BEEN OKAY?

Like I said in the past I always used to say if I'm not happy with something. I haven't really practised from the course. It didn't feel long enough for me notice any changes in my communication at work.

AND WITHIN THE COMMUNITY OBVIOUSLY YOU CAN'T SAY THAT EITHER – YOU WOULD NEED TO SEE OVER A LONGER PERIOD OF TIME FOR YOUR INVOLVEMENT WITH OTHER PEOPLE.

On the course what I learned was that I like to be a likeable person so you rather like keep quiet and not like but I don't agree with you just in case that theylearned about myself and getting a point across doesn't mean that people shouldn't like you they should actually appreciate you having your own opinion about things.

HAVE YOU DONE THAT YET?

No, you see I learnedpractical form.

HOW HAPPY WOULD YOU SAY THAT YOU ARE AT THE MOMENT WITH YOURSELF, HOW CONTENTED WOULD YOU SAY THAT YOU ARE WITH YOURSELF.

Contented, in my work I'm not contented as yet. I still want grow a lot in my job. I still want to get to the next level. Like I said I want to into Merchandising and I'm not contented where I am at the moment.

AND HAPPY?

I'm very happy in my job. I'm too contented in my job so I need a change like I need more responsibility. I feel I'm ready for the next step.

WOULD YOU DESCRIBE YOURSELF AS A HAPPY PERSON?

Ja.

HOW HAPPY? 100%?

Some of that for my job obviously I can't be 100% happy. Personally ..the type of person that I am I feel that I am 100%.

AND YOUR RELATIONSHIPS WITH FRIENDS AND YOUR HUSBAND?

Yes.

AND THE FUTURE IN TERMS OF YOUR RELATIONSHIPS, YOUR WORK. YOU SAID NOW OBVIOUSLY YOU ARE WANTING MORE, AND IN SOUTH AFRICA HOW DO YOU FEEL, THE FUTURE LOOKS TO YOU AT THIS SPECIFIC STAGE?

I rarely think about the future. I've said before that I'm scared to bring children in to this. Things are so unsettled and the crime so I feel very bleak about at this point in my life.

OTHERWISE?

I see myself as a mother in the future. That is my ideal to be.

THE COURSE WAS TO YOU A WORTHWHILE EXERCISE.

I recommend anybody to go on it.

WHAT WAS THE MAIN THING THAT WAS GOOD ABOUT IT, THE WAY THAT IT WAS DONE OR WHAT YOU LEARNED?

I think it was just the way the things were put across to you. It wasn't like me the student and somebody is lecturing for four days on one. The way she got us involved, that is what I found interesting.

AND WHAT YOU LEARNED IS STUFF THAT YOU ARE AWARE OF ALL THE TIME OR IS IT SOMETHING THAT YOU LEARNED THAT YOU SET YOUR MIND APPLY SOMETIMES BUT YOU SAY YOU HAVEN'T HAD A CHANCE TO APPLY. IS IT SOMETHING YOU THINK YOU CAN TAKE WITH YOU OR IS IT SOMETHING THAT YOU LEARNED THAT WAS NICE AND ENJOYABLE BUT THAT IS PASSED?

No I actually think what I've learned I'd like to take it. I can't promise that you'll practise it everything that you've learned but I would like to keep it being assertive and whatever. I would like to take it forward into the future.

DO YOU THINK BASED ON THE COURSE YOU WOULD BE ABLE TO MAKE A DIFFERENCE IN YOUR WORLD?

I think so. I can just go back into the nurseries like – if you get frustrated with something. I think it was worthwhile really.

THANK YOU VERY MUCH.

COMPANY F
POST TEST
SUBJECT F7

HOW DID YOU ENJOY THE COURSE?

It was fabulous really. Every one had to do picture form how you see yourself when you came in and react. The picture I drew which gives a.....I felt. I drew the kite. In the beginning it was just this corporate that makes up the kite. It was bits and pieces lying aside which reflected the disputes that I had when I've experienced with time with the courses that I'm exposed to here – motivational courses, aptitude courses, communications. They are not together. I couldn't get to them. But at the end of the course I had all these courses put together and through this programme I have been able to get it all together which the kite now, I'm free, I'm flying. Basically that it was I'm out there now.

WOULD YOU SAY YOU LEARNED MORE ABOUT YOURSELF OR WAS IT MORE SKILLS? DO YOU KNOW THE DIFFERENT COMPONENTS?

With these courses you go to them, these workshops, you go to them and you come back, you never actually apply them or there's never follow up for them to see if how far you have grown, how far you've developed. Now this one it was an integrated one good follow up sessions every week you went to the workshops. There they made you reflect what you did last week and two weeks before which it was reinforced to what you had learned and here for once was a workshop which was not about the company, it was about you. You could, once what you got out of it you could take it anywhere. You could go home, you could socialise with your friends, you could even understand people different to you. I think the last one we did human relations if I remember rightly, ...trust...I don't just trust. With that I say I do trust you and then let me down. Taking it the other way round I've never looked at it that way before and for me to trust you you've got to earn my trust. Put another perspective to a trust issue which is.....other people have that I'll trust you if you let me down then you loose my trust. So I say every time you do something right..... 100% trust and the other hand you say I give 100%less and less and less. So I don't trust easily. I don't give my...

WERE YOU AWARE OF THAT BEFORE?

I was aware of it but this opportunity gave me another....to focus on it and to deal with it.and if they let you down, tough. You don't have to resort to mistrusting all the time. So whenevertrust makes it difficult to communicate with people at a deeper level because you don't know who they are and pretend to be taken aback before you work out who I really am. The other workshop which I felt has had an impact was the communication because I seem to struggle with my communication with my colleagues.

IN WHAT WAY DO YOU STRUGGLE? ARE YOU AWARE OF THE SPECIFICS OF YOUR PROBLEMS?

My weaknesses. I felt I wasn't getting through to them. Maybe the language, maybe I speak English, maybe my accent, maybe I speak too soft. I used to think inbut then it gave me a chance to think to look at it and say maybe it's the way I put it across which makes communication a bit difficult and out of that I have started to speak slowly and check for understanding which I have done, I went to a workshop like that but I never had a chance to deal with it and practice it, check understanding clarity if we understood one another and I think that workshop there is some improvement at home with my girlfriend. The communication I have tried to....we used to fight and fight and fight. But now I'm beginning to try and empathise to see how she feels and then try deal with our feelings in communicating by It has been an excellent course.

HAVE YOU ALREADY FELT THE DIFFERENCE WITH YOUR GIRLFRIEND FOR EXAMPLE? CAN YOU SAY THAT IT'S BECAUSE OF THE COURSE THAT YOU'VE BEEN ON THAT YOU CAN FEEL THE DIFFERENCE OR?

I can feel the difference. We had to write people's notes and two of these came up because we were just at that patch it coincidentally happened that we were at a bad patch and we had to deal with.....based on the trust also because the communication was bad. I was getting all emotional, moody and it was definitely making things easier and after that workshop I kept on asking her why don't you try and handle this out and rationalise this and find out if she ... because at times she used to say I don't want to talk. Now I just say I don't want to talk today. I

understand that she's not prepared to talk. Some of thenever natures love to apply them. This course just opened my eyes to what I could do, what I could be giving her.

AND IN THE WORKPLACE HAVE YOU FELT ANY DIFFERENCE THERE YET? IF YOU HAVE A PROBLEM YOU FELT THAT YOU HAVE PROBLEM WITH COMMUNICATIONS HAVE YOU HAD A CHANCE TO PRACTICE ANYTHING IN A CONFLICT SITUATION OR COMMUNICATION SITUATION?

Of conflict there is one.....she's a colleague and a friend. We had an misunderstanding which was work related where she decided she's going to break the whole friendship and adjust it to work. It was tense. We couldn't – it was not us and we were both stressing over the whole thing. And one day I woke up and I thought I'm going to call her in, she's going to sit right here and I'm going to tell her how I feel and she's going to tell me how she feels and we're going to deal with it. And that came up after the communications session.

AND YOU HAVE THE RESULTS THAT YOU....?

We get a long much better. We should've been much more closer than we were before.

DO YOU THINK THAT YOU WOULD HAVE TACKLED THE SITUATION ANY DIFFERENTLY JUST BEFORE?

....kept my pride and not never tackled – probably would've got a lot of made up.... Without having dealt with the situation pretend it never happened never came to settle and discuss issues and...

DO YOU THINK THAT YOU HAVE LEARNED NEW THINGS ABOUT YOURSELF OR IS IT JUST YOUR EYES BEING OPENED TO WAYS OF RELATING OR HAVE YOU DISCOVERED NEW THINGS ABOUT YOUR GOOD OR BAD POINTS?

I've learned to be assertive. I don't know if I was assertive at all or not but I refer back to things that we did in class and I tried to deal with it because this morning we had an understanding when we started a meeting and I had to be assertive in terms of through the whole situation. So that is something new that I learned. I would've backed out of the whole thing. In fact I gained interest....in my line of direction....try and look for solutions..... That was part of the communications. The first image was to try....I was beginning to feel worthless. I was beginning to question my skills my ability and my worth so I had to deal with those issues and I began to search myself. Never doubt yourself. I know I'm capable. I know I can do.....I can now choose my goals and I'm not going to let circumstances lead my life. I must control circumstances and that how I come across to you. I was able to look at myself and how I relate to that. When we did the communication the levels of communication I realised that literally if at.....I don't communicate with my family which is something that I sort of put at the back of my mind. I had people complain that you must keep in touch, if you don't call you don't call us. I....at relationships besides myself and I've had to look at them and it should....identify those issues. So it does, I learned new things and I learned a lot about myself.

HOW HAPPY WOULD YOU SAY YOU ARE WITH YOURSELF, HOW CONTENTED?

I believe I should be at a different level in terms of the course – in terms of my social standing my social status in terms of the material side I should be above to where I am now. I see myself in a different light, I see myself having developed mentally in my job. However I was now what I'm hoping to achieve.

YOU STILL HAVE GOT DREAMS AND HOW SURE ARE YOU OF BEING ABLE TO ACHIEVE THOSE?

Most of the things I have achieved were all due by me. Obviously there were disappointments but on the scale of 1 – 10 I would say certain of the dreams that I have done I have achieved. If I have come this fardestroyed the confidence in me. They took away my selfworth, they took away what I came here with my selfconfidence and self esteem and I think that ...situation. I actually tried my best. I have to determine my fate – it's actually where I want to be.

HOW DO YOU FEEL ABOUT THE FIRM NOW AND WHAT THEY DID TO YOUR SELF-WORTH AND SELF-CONFIDENCE? ARE YOU STILL SORE ABOUT THAT?

I am different in a sense that if they chooseit's their choice. I'm not going to blame them because I used to respect....from a race point of viewwhether or not I spend time in the sun....and I realised that I'm not going to sit back and allow those kinds of threats to put me down. Idetermine where I want to go whether they...or not it's up to...

AND SOUTH AFRICA AND YOUR COMMUNITY YOUR FAMILY, HOW DO YOU SEE THE FUTURE? DO YOU THINK YOU CAN MAKE A DIFFERENCE IN YOUR FUTURE?

I would like to believe that I'm going to...all African. How I can help my community is to create jobs which is where I'm happy at the moment. My village...was not necessarily to come ..My mission is to go outand joining a company would be an experience which is affirmative – that's what I'm trying to tell other graduates when they complain they are unemployed. I just wonder whether the educational system we were exposed to gave us the life to think job creators involved. If I had to do anything for my communityyoung people that have graduated to stop looking for a job create a job because within the past five monthsif I had communicated to you and I've had so many people say I'm looking for a job. Just now I went to see.....she's telling me she's looking for a job.....I said why you looking for a job ...vast experience – she doesn't know what experience. ...the difference between those two and the technikon is that technikon they actually do the practicals. You have no idea. People join the company and they stay in the comfort zone necessarily and they never fulfil that they take it off or seen themselves ten years down the line. Because salary makes you ...you never take that risk. You never take that chance. You still have that shelter of the institution you still have a home to come back to. They will tell you what doesn't actually....for a job. You've actually gotpeople to come and work for you. I hear the same song all the time I'm looking for a job. At times it's – I've heard it I'm employed and I'm discouraging ...to look for a job. I help my community. Family, to build - that's a difficult one. I'm struggling to appreciate – I do have to ...but to stay together and because we identify that something is not right with my family. I need to work castles out so that one has got to be very challenging.

WOULD YOU SAY YOU ARE FRIGHTENED ABOUT THE FUTURE OR ARE YOU...?

The future of South Africa, we are now in the right direction to an extent. There are social menaces which we still need to sort out. We need to get tocrime. The economic structure the strategies are there....keeping the country focused. In that respect I think we are in the right direction. I'm confident South Africa will come out...within the next five to ten years we should be....and my future talk to me in ten years time.

COMPANY F
PRE TEST
SUBJECT F2

HOW WOULD YOU DESCRIBE YOURSELF?

I know what I want and I go after it. I have a good personality and I stand up for what I believe. I am a talker, I talk a lot but I am not a moody person I am always the same – always polite never rude. I can be demanding at times. I love working with other people being an easy going person. I don't allow people to walk over me. I am a sensitive person - in control yet outspoken and I have a very good self esteem. I do know myself.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

I can't handle problems, not being a confrontational person I tend to walk out on the problem areas to the extent that I would even leave the company. I can't talk about my problems. It can get to a point where it gets too much then I just leave. I can't handle it. At work and at home I tend to bottle up things which drives me crazy but still I won't talk about it. Don't talk to daughter – don't want to upset her, she's special – don't tell her feelings – scared of being misunderstood

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

Doesn't work out well. We all have our problems but in that we still love each other very much. If there is a problem and we want to discuss it, it eventually turns out into an argument. I really feel that this needs to be sorted out.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I get on well with my colleagues, I have no problem there. They may find me somewhat pushy but then do tell me when I get out of hand. I do tend to demand too much. I don't see much of my boss but even if I do then it's also okay. I like working on my own. I set standards for myself. If there is a problem and I need to be reprimanded that I handle very well and well as authority.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I'm not involved in the community. I have a few friends and socialise with them. I do tend to be a loner and I am quite happy to be in my own company. I am lonely without my daughter and would love to have her here with me. We have a close relationship and I miss her. I love travelling on my own. With my annual leave I go away on my own.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

I am not content at all. I don't know what I want or where I'm going. I do want to be 100% content but I don't know. I do struggle with my loneliness at times.

HOW DO YOU FEEL ABOUT THE FUTURE?

I'm 45 years old, scared and petrified of the future. I really need to plan for the future and do something about it now. I don't know which way to go – I love South Africa, it's me it's where I belong but I'm scared for the future of South Africa.

COMPANY F
PRE TEST
SUBJECT F5

HOW WOULD YOU DESCRIBE YOURSELF?

I'm good company, a sociable person, outgoing, confident. I love people and love being with people. I can be a fun person as well, and do not like being by myself too often. I get along very well with people. I'm friendly to everyone but don't get close to everyone – only a few people do I have a close relationship with. It takes me a long time to open up.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

My biggest weakness is that I don't trust people. I don't like conflict and avoid it like the plague.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

We have good relationships at home, we're a close family. We share in the chores at home. If there are any problems we get together and discuss it – we don't hold things in. I always say what is on my heart. I see a lot of my family – we don't have any clashes. I'm an easy going person who doesn't like conflict. I like to keep the peace with people. When I'm in trouble I have no problem asking others to help me.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I don't tell others to do any extra than what is expected. Will ask priorities. My problem is I don't know how to prioritise. I'm an organised person making notes of everything in case I forget. If I have a problem with anything or anybody I will go and speak to my boss about it. I love my work I love being busy.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I love baseball. I always watch my husband play. I'm not that much of a socialite. We have a close group of friends at the baseball club.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

I'm very content but frustrated in my job because I'm not going where I want to go right now. I would love to go further. I have been on different courses – extra exercises, but I do my work but not in the position I'm in. I feel I give of my best in the job I love but just the level.

HOW DO FEEL ABOUT THE FUTURE?

I want to be a merchandiser. South Africa – it doesn't help to just leave because circumstances can be bad in other places as well. Children? I'm too young to know anything about children.

COMPANY F
PRE TEST
SUBJECT F6

HOW WOULD YOU DESCRIBE YOURSELF?

I am a soft person with a veneer. I put up a barrier pretending that I'm hard. If I want things done I always put up this hard exterior feeling that I have to be hard to get the job done. It gets things done and I feel that I have achieved something. It makes me feel good therefore justifying the hardness. The way I grew up I don't like showing emotion. I like working in a team yet I like being alone. Only in the case of where I can't sort out a problem only then do I ask for help.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

That's a difficult question – hard. I'm a go getter. If I want something I try hard to achieve it. Perseverance is the name of the game. I try until I get it. I'm a highly strung person. I don't like people who don't try. It makes me impatient and unfortunately I have a tendency to show it very strongly.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

I'm very close to my boyfriend. Unfortunately I don't have as close a relationship with my family. I've set myself apart from them and I don't see my parents, but I'm close to my sister. I only speak to my father never having had a good relationship with my mother.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I have changed since working here. My first job I was very emotional being inexperienced. At one stage I didn't want to come to work. The situation though has changed in my job and it's much better now. I have learned to cope and work together and if anybody is in need then we help each other. I have learned how to solve problems if there is any conflict. If there was a clash of personalities then I just used to keep it to myself. Now I get the arbiter to sort it out. I have a good relationship with my boss and he wants to know when things go wrong.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I have moved to a quiet area. I'm not a churchy person but my boyfriend goes and sometimes I will go along with him.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

You're asking on a bad day. I need a change – that's the general feeling. I need a change. I would like a bigger salary but I find my job boring. Unfortunately at present there is no space to move in the company.

HOW DO YOU FEEL ABOUT THE FUTURE?

Well, the company can't help me because they don't know where to move me. I do the same thing over and over. I have reached a dead end here – ceiling level and I can't go any further.

COMPANY F
PRE TEST
SUBJECT F7

HOW WOULD YOU DESCRIBE YOURSELF?

I find it difficult to answer questions. I like people – I know what I want being an ambitious person. I like to grow in my work environment – visionary. I always have ideas being a thinker. When work is completed I tend to reflect on things. I am a logical thinker. Impatience can get the better of me because I love to achieve the goals that I set

for myself. If there is a problem I always look at myself and ask why because being confident I don't expect things to go wrong. Don't like questioning establishment. I take responsibility and challenges.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

My one flaw is that I can't follow through. I get these wonderful ideas but then I can't get it done. I tend to look too far ahead. I don't bother with the details and don't like checking up. I have all these wonderful ideas, start them up and then find it hard to finish the race.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

My family has split up. I have an extended family my aunt – am closeish with my brother. I do connect with others and it means a lot to them when I'm supportive but I don't need so much from them. I do have buddies and I have a girlfriend. It takes a while for me to open up to people but when I do I treasure these relationships.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

Separation, friendly - friendliness – fine line.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I find Cape Town cliqueish. The people here don't mix all that much. There are no organisations.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

I have come a long way and I still intend to go even further. I have set goals for myself. I should be at a point further than I am now but I have wasted a lot of time. I have put myself through school and university. I'm a self made man.

HOW DO YOU FEEL ABOUT THE FUTURE?

I would like to have children. I find it very difficult in South Africa at present but as hard as it is now it has to work out. I want to be rich and successful.

COMPANY F
PRE TEST
SUBJECT F9

HOW WOULD YOU DESCRIBE YOURSELF?

I'm an open person and reactive. I'm a very aggressive person with an explosive temperament. I don't listen to reason.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

I feel for my co-workers. Like I said I also have an explosive temperament. And I have a disregard for management.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

I can describe myself as a coper. I can cope for three to maybe four weeks. I have spells of silence and when I'm angry I tend to bottle it all up and then something is just needed to trigger it off and then I explode.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I stick up for my co-workers but I don't get promotion. Another of my weaknesses is that I don't talk things through.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I'm not at all involved in the community because I don't have enough time.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

Last night I spoke to my husband and things are sorted out and I feel much better. There was a problem at work where I spoke to the boss and now I feel more positive.

HOW DO YOU FEEL ABOUT THE FUTURE?

I'm very negative about this country. I know what I need to do. I feel I must take the responsibility for it as well – feel an interlinkedness of all aspects of life.

COMPANY F
PRE TEST
SUBJECT F13

HOW WOULD YOU DESCRIBE YOURSELF?

I would describe myself as a perfectionist. I give a lot to my church, my home and my work. I am a very loyal person and hardworking – finds this difficult aspect – balancing.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

If I can call it a weakness for feeling a lot for the people working under me. I need to toughen up because I find that management tends to manipulate me and I need a change. My strength lies in my loyalty and hardworking personality.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

I talk a lot to the children about problems but I do tend to blow up if I am pushed too far. I am a copier – I talk to my husband a lot. How do you solve problems if you don't discuss them. We have already addressed the problem of living past each other. We need to prioritise our time.

HOW DO YOU COPE WITH YOU LIFE AND RELATIONSHIPS AT WORK?

I was promoted which made me very happy. I work hard but my problem is that I don't address problems when they come up. I tend to squash them but at the same I don't bring up grievances.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

I find that the church asks a lot. We are very involved there. I don't feel pressure from others, but I'm not really involved in the schools etc.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

I'm happy with what I have achieved at work. I've worked hard to get to where I am today. I can show that I can give of my best. This hard work makes one feel very satisfied.

HOW DO YOU FEEL ABOUT THE FUTURE?

I am concerned for the children especially with regards to the racial feelings. I feel that attitudes should be right which helps one to cope when difficulties come along.

COMPANY F
POST POST TEST
SUBJECT F13

I'M INTERESTED IN HOW MUCH OF THE COURSE YOU HAVE REMEMBERED OR THERE IS SOMETHING THAT YOU HAD OR FORGOTTEN ABOUT AND LIFE CARRIES ON – I JUST WANT TO KNOW HOW YOU HAVE EXPERIENCED – THERE HAVE BEEN THREE MONTHS NOW EXACTLY SINCE THE COURSE FINISHED – WHAT DO YOU REMEMBER ABOUT THE COURSE IN WHAT WAY HAS IT ACTUALLY MADE AN IMPACT ON YOU OR HASN'T IT AT ALL MADE AN IMPACT ON YOU – JUST TELL ME HOW YOU FEEL.

First of all Ditsie – she's made a big impact on me. I think she's a wonderful person. Yes it did because before we went on the course you don't sort of really stop and look at yourself and think who you are and what you want in life. You just go with the motion, you carry on, get up in the morning, go to work, go home cook supper clean the house and all that stuff. Now and again you sit down and think about your future maybe and of your children, but especially going on this Free to Grow it has actually made me a bit selfish to think of me what I want as a person here at work as a supervisor, as a mother, as a woman myself. I feel that for me as a person it has really given me a lot of confidence. I know the confidence must come from within, from myself most of all but just going through the course the few things that she has mentioned to us about conflict and that type of thing, about expressing yourself, that made me stop. To me it was really great and it's – maybe there's a few things that I have forgotten, I won't say I can remember everything – but most of all I am very much aware of how I handle people, how I approach people at home and at work and I think for me it has made me – a little bit – but it's made me a better person. I have definitely grown as a person after that.

THE THINGS THAT YOU HAVE REMEMBERED AND TAKEN WITH YOU DO YOU THINK THAT THEY WERE PROBLEMS THAT YOU HAD ALWAYS BEEN AWARE OF IN YOUR LIFE OR WERE THEY THINGS THAT YOU BECAME AWARE OF ON THE COURSE?

Obviously things that I wasn't aware of before - the way people think you are. I always said I didn't think I was too bad a person but yet people would think of me as very quiet and very shy. I knew I was not that type of person but I was like that at work and now I am myself. If I want to laugh loud I will do it, if I want to stop someone and say No I don't like what you are doing, I'll do it. Before I wouldn't do it. I would never do something like that. I would just turn around and I'd walk away. That has changed for me and like I said maybe I was aware of it before but

..... THAT MADE YOU STOP AND THINK?

Yes, definitely that has changed for me and for me confidence is something fantastic.

DIDN'T YOU HAVE IT BEFORE?

I didn't have enough confidence. Definitely not in the position where I am at work. As a supervisor you have got to approach people if you see they are doing something wrong. I would sort of just wait and see if it's going to go away by itself, I don't want to approach the people, that has changed altogether. I think in the line of work it has helped me because I've got to be able to do those things or else I won't be a good supervisor. At home also with little things like the children, I would stop immediately and say to them, look this is what I want, this is what we are going to do, this is what we are going to work for. And I don't say it always works but at least we've got something that we can talk about.

YOU CAN ACTUALLY FEEL THE DIFFERENCE IN YOURSELF?

Oh yes very much so. I constantly try to think of the course.

DO YOU, YOU ACTIVELY TRY?

Yes, yes I do. Especially in my work situation, we spend most of our time here, when I feel I have to do something, like in the morning I would set out my work, I would prioritise, there is always things that you don't want to do, the not so nice things. That is always stuff that you would put for the end of the day. I won't do that anymore. I would start with things like that. I actually amaze myself and I know it was because of that course. I definitely know. That was something that I really needed at the right time. So to me honestly, that is why I say I often think of what we did. I can remember the good with people that were together. We were all from the company but you see each other but you don't know. Now I can go to anyone of them and I will have a chat where before I would just say Hi and just walk on, but you feel like you've made new friends. You can actually talk to those people because what we went through there is nothing really personal but things that you think is personal you sort of brought up there and I feel almost I have a bond with that group of people that's why especially with Betsie she's just that kind of person

that you take to her immediately. She had a wonderful personality and I think if it was maybe someone else it could've been different but the way she brought it forward to us it was absolutely fantastic.

HAVE YOU HAD CONTACT WITH BETSIE AGAIN?

No, not after that.

AND WHEN YOU SEE THE OTHER PEOPLE WHO WERE ON THE COURSE WITH YOU DO YOU TALK ABOUT THAT WAY THAT YOU ARE HANDLING THINGS?

Yes, yes we do. We would follow up almost like a support group. I can tell you I'm sure that everybody feels the same. I haven't seen everybody but a few of the people that work here in our building, we often talk and we say I can do this different, I feel better about it now. And we also laugh about the things we did then. It was great fun really it was.

DO YOU THINK THAT OTHER PEOPLE CAN SEE A DIFFERENCE, HAS ANYBODY SAID ANYTHING TO YOU?

Yes, especially my senior, because she said to me she always knew, look they did approach me before for a senior position and I always said no. I thought this is not for me. I'd rather sit here and do my work, I don't want any responsibilities, that is what I want to do. But then eventually I did accept and she said to me she knew all along that I could do it but she said she's quite surprised the way I can handle things and work with the staff and that type of thing.

SO THERE ARE OTHER PEOPLE WHO ALSO SAY TO YOU THEY CAN SEE THE CHANGE? AND AT HOME YOU SAID WITH THE CHILDREN YOU MANAGED TO TALK THROUGH THINGS?

Yes, my husband said to me I'm more "harregat". I don't know what they teach you there at work or what you do.

WAS HE RESISTENT TO IT?

Not at all. I often used to sit and talk to him especially in the evening when we came back from the course and we would talk about it and at that time we would really look at things in our lives where as a married couple also with teenagers in the house you sort of just living together, we don't make time for this, that and the other. We did go out now and again but it would be to the same people and we had friends like say ten years back we were friends and I actually phoned up one these friends that we saw twelve years ago and we had a braai together and they couldn't believe that we out of the blue came back and I said to him you know this is something that we must do, get back to our old group of friends. People that we know, when we were youngsters when we were dating we were all together in a group, now you see the one and the other and this one has got big children, that one has got little ones, you can't believe this that and the other. He could also see the change in me and he actually said to me why don't they send you on courses like this more often.

WOULD YOU HAVE LIKED HIM TO HAVE GONE ON THE COURSE?

Oh yes very much. I would be a fly on the wall there, that would be great.

AND YOUR CHURCH HAS IT AFFECTED YOUR INTERACTION WITH THE COMMUNITY OR NOT REALLY.

No.

SO HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

I feel, I'm happy with the way I am, I can see that I've grown quite a lot and also because of things that I have learned on the course and other courses at work and I suppose that when you get a bit older, there are some things that don't bother you as much as what it would have maybe five or six years ago. But basically if I must say how do I feel about myself, I'm happy about who I am and what I am.

AND HOW DO YOU FEEL ABOUT THE FUTURE RIGHT NOW THAT YOU HAVE BEEN ON THIS COURSE, HOW DO YOU FEEL ABOUT THE FUTURE AND YOURSELF PERSONALLY? WHAT ARE YOUR GOALS NOW?

You know what I also mentioned to my senior is that I'm very thankful of going for that, they've given me opportunities to be a supervisor, but this is definitely not where I'm staying. I definitely want to move up, I feel I can do it I have the abilities and the capabilities of doing it and I think even the most senior position I would be able to handle. Before I would always say I don't think so, I don't know this and I don't that, I'm not good at this, I'm not a good talker, I'd rather not. I always thought of myself as a good listener and I still am but I wouldn't really talk, especially in work relationships. If we were in a group of supervisors and we have our meetings I would listen to everybody, I would give my presentation but I would never talk in between and give my views and opinion but now I would do it and it actually feels very good because it feels like I'm more a part of the people. I would actually hold them back. It isn't the people pushing me back I was holding myself back and that to me is good. Now I know the way I feel and the way I am at the moment I know I can do bigger better things. So I feel there is a future for me especially in the company and if I get the opportunity I'll grab it whether I think I can't do this or that I'll still go for it and see.

COMPANY F
POST POST TEST
SUBJECT F9

EK WIL REGTIG NET WEET, HY HOEF NIE TE VOEL JY MOET IETS SE OM MY GOED TE LAAT VOEL, EK IS BESIG OM TE EWALUEER EN EK WILL WEEK ONTHOU JY ENIGIETS VAN FREE TO GROW?

Ja. Ek baie onthou van Free to Grow soos conflicts situations om te hanteer om altyd positief te wees na die opsig en nie te vout te vind in iemand nie en ook as iemand vir jou iets verkeerd se om daardie persoon te kant te verstaan.

DIS DIE HOOF GOED WAT JY HET?

Ja, die antwoord in my lewe wat ek nou saak....

PAS JY DAAI GOED TOE? HET JY AL GELEENTHEID GEHAD?

Ja nogal, soos met miskien met my ma nou vir my kollega met wie ek werk ...hulle storie is – nie net gou kwaad te raak of so nie.

EN KAN HULLE VERSKIL SIEN?

Ek dink so ja hulle het begin sien. Ek het altyd hulle op 'n distance gehou en nou kan ek meer met hulle kommunikeer.

HOEKOM KAN JY MEER MET HULLE KOMMUNIKEER?

Want gewoonlik gese vir my... verkeerd gewees – nie verstaan wat dan begin jy die persoon te leer ken en te begin praat en dan verstaan jy meer.

SO DAAR IS DIE GOED VAN KONFLIK EN SO AAN WAT JY ONTHOU, DIE RES VAN DIE GOED IS DIT NET IETS WAT JY SOOS VAN DIE KURSES WAT JY OPWAS WAT JY...DIT WAS LEKKER DAAR MAAR JY DINK NIE BAIE DAAR AAN NIE?

Nee ek dink anders wat ek geleer het op Free to Grow kan jy nog toepas in jou lewe. Soms van die goed kan jy toepas.

HET JY WEER GEKYK NA DAAI BOEK OF NIE EINTLIK NIE?

Ja, so nou en dan.

HET JULLE KONTAK MET MEKAAR?

Nie eintlik nie. Almal werk in different seksies van die maatskappy. Ons loop net verby mekaar en groet en so.

SE VIR MY, JOU KENNIS OOR JOUSELF, DEUR DIE LOOP VAN DIE KURSES HET JY JOUSELF BETER LEER KEN?

Ja, eintlik sien ek watter persoon ek is.

DINK JY NOG OOIT DAARAAN OF HET DIT VIR JOU BEINVLOED DIE FEIT DAT JY JOUSELF BETER LEER KEN. IS DIT SO IETS WAT IN JOU KOP IS DAT JY OPSET JY IS SO 'N SOORT PERSOON EN JY TREE DAN DAARVOLGENS OP OF IS DIT IETS WAT JY EINTLIK NET VAN VERGEET?

Nee, dit is eintlik nie iets wat ek altyd gesien, maar in die kursies het ek in die dubbel geleesing so dat ek kan verander.

EN HET JY DAAI DINGE VERANDER?

Ja, begin baie moeilik begin raak op myself.

BY DIE WERK OF BY DIE HUIS

By die werk met my finansies met baie goeders het ek baie dissipline raak.

JY DINK NOU JOU DISCIPLINE IS NOU IN VERSKILLENDE AREAS...

Ek het nou werk toe begin meer tolerant begin te raak. Die mense begin meer te verdra en nie so gou kwaad raak nie en so, nie kwaad maar vir myself dit hou.

SO BY DIE WERK KAN JY 'N VERSKIL SIEN EN BY DIE HUIS?

Nie eintlik nog nie by die huis nie, dis moeilik daar.

JY HET NIE EINTLIK TOOLS BYGELEER OM BY DIE HUIS...

By die huis is dat net ek en my ma en my ma is 'n persoon op haar eie en jy kan maar wat probeer. Jy probeer om.....vir 'n joke of so. Sy kan nie eintlik kommunikeer nie.

EK HET VIR JOU GEVRA VOOR DIE KURSES EN DAARNA DIE KURSES HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK, HOE SAL JY NOU VIR MY BEANTWOORD DAAROP? OP HIERDIE STADIUM HOE GELUKKIG VOEL JY?

Ek voel baie tevrede met myself hoe ek nou mense raaksien en hoe ek myself raak sien, hoe ek myself kan beheer, ek se maar tevrede.

SO DAAR IS DEFINITIEF DUIDELIKE ASPEKTE WAT JY KAN SE HET VERANDER IN JOUSELF?

Ja definitief.

EN OOR DIE TOEKOMS, HOE VOEL JY OOR DIE TOEKOMS VIR JOUSELF EN VIR JOU WERK EN SUID AFRIKA?

Vir myself, baie wat ek wil doen vir myself. Toe met my werk ons weet Maandag hoe wie het gekrystudeer....transport in die aande nou....werk met my koleegas..maar ek sal 'n ander werk waardeer.

EN PERSOONLIK, JOU PERSOONLIKHEID WAT JY NOU, SOOS JY ONTWIKKEL HET, DINK JY SAL NOG MEER KAN ONTWIKKEL OF DINK JY JY HET NOU GOED GELEER....

Ek dink ek sal nog meer kan ontwikkel.

BAIE DANKIE.

COMPANY F
POST POST TEST

SUBJECT F9

I WANT TO TELL YOU NOW I HAVE GOT NOTHING TO DO WITH FREE TO GROW, I HAVE GOT NOTHING TO DO WITH YOUR COMPANY, I AM COMPLETELY OUTSIDE I WANT TO KNOW ABOUT HOW FREE TO GROW HAS OR HASN'T MADE AN IMPACT ON YOUR LIFE? IF YOU FEEL YOU HAVE FORGOTTEN EVERYTHING AND IT WAS JUST ANOTHER COURSE THAT YOU HAVE FORGOTTEN ABOUT TELL ME THAT. I WANT TO KNOW HONESTLY, IT'S THREE MONTHS EXACTLY SINCE THE COURSE FINISHED DO YOU REMEMBER ANYTHING ABOUT THE COURSE?

Yes, I still do and I can tell you this that basically in my work it has improved a lot but at home I'm trying and I'm trying but it's not working really. I thought it was and I actually said to you the last time that actually it's working at home but I don't know what's happening at home or it's just me and hubby not actually getting along or whether I'm doing something wrong but according to me I'm not. I want to keep us together but on the other hand he doesn't try so I don't know if we are even going to make it. But at work it's working excellently.

DO YOU THINK YOU NEED TO SEND YOUR HUSBAND ON FREE TO GROW?

I think he needs more he needs a double dose.

SO YOU ARE APPLYING THINGS LIKE COMMUNICATION

Yes everything and the listening and you must first listen and see if he do understand and then give your answer and not being a broken nut, just jump to conclusion. No that has changed tremendously. Like the other day I was actually confronted in a major major heavy one and that day I was the only one that was actually like feeling the department and this one girl she actually just came to me and she just flew down my throat for no reason whatsoever and I actually kept my calm. I just said to myself you have to be in control. If you are not going to be in control now you are going to loose it all. Everything that you have practised and been trying to do will be blown to the wind. And I actually just kept my cool and then I called the other person who actually caused the problem and I dealt with that person. Even though very harsh but I felt that it had to be done in a harsh way because I don't like people lying about me. You can talk, you can say about me whatever you want to I don't have a problem with that. But don't say to other people I've said something which I know for a fact that I haven't. Then I have a problem. But I dealt with it nicely.

AND HOW DID YOU FEEL ABOUT THE WAY YOU CHANGED?

I felt great about myself, because if was still the old me before Free to Grow I would've most probably hit them. I think I would've been here, I would've lost my job.

IT WAS A REMARKABLE KIND OF A REACTION.

It was remarkable actually. Because every time that I was – when I wanted to jump there was a few times when I actually reached a very high level and I said to myself you are not in control, you're losing it, you're losing it and just bringing it back.

HAS ANYBODY ELSE IN THE WORK SITUATION NOTICED THE DIFFERENCE?

Oh yes, they have seen. When I spoke to my senior manager she asked me how did you manage and I explained to her, so she told me you've changed tremendously. So I know it did work.

YOU SAY AT HOME IT HASN'T WORKED. HAS YOUR HUSBAND NOTICED THAT YOU HAVE CHANGED?

He told me that I have changed and according to him I have changed and I want to force my changes on to him. So I said to him No, it's not that I want to force my changes on you I want you to understand that we as husband and wife we have a relationship and we've got two kids that's involved and we have to work together. We are not with each during the day we only meet at night and I need you to be with me to be with the boys. If you not going to be here you pulling away which means I'm mommy and daddy and that's not fair towards the two of them and you can't give me ten minutes of your time on a Saturday morning and when that's done you gone – I don't see you and I don't see nothing, then you not part of it. I want you to be part of it. If you can't be part of it then why don't you just leave us alone and get out because the boys don't even ask for you anymore because you're seldom there. If

you don't you give moral strength then so – he's trying now for the week so I don't know, I must see how it's going. But he can change overnight so I'm not putting my hopes on that, otherwise I'm just cool and you talk to me and I talk to you. If you don't I don't worry, I don't pick up a conversation.

SO YOU ARE TRYING TO APPLY THE THINGS THAT THE SITUATION THAT YOU ARE IN IS REQUIRED, BUT YOU FEEL YOU ARE COMING UP AGAINST A BRICK WALL.

Yes I'm coming up against a brick wall and I'm looking for an opening somewhere along the line and I'm not getting any.

HOW DO YOU FEEL?

It makes me feel mad because I'm saying to myself, I'm now really trying not to swear so much and to come down with my harshness and my rudeness and my abruptness, I've actually dropped a lot of it and I'm feeling he is not helping me being the way I am and being the way I want him to see me and if he's not helping me it's going to bring me back and I don't want my children to actually say one day oh my mommy's a very rude woman. Because children is very open and honest and they come straight out. The oldest one of the boys is now in Sub A so he is on that point now where he will say whatever exactly what mommy is doing and I don't want that to go out to the teacher or to school or whatever. But I think he's a daddy and he's not really helping me and I've tried and tried and tried. On my last actually I'm actually going to give another final. If it's not I'm just ignoring until I can hold out for what I actually wanted and if I have to build a life for me and my two boys then I'll do it that way.

YOU FEEL STRONG ENOUGH TO DO IT?

I feel strong enough to do it and I'm motivated because I know if I can show him that I can do it maybe he'll change, I don't know but if it doesn't, look I'll have to live with it and if he do fine then we just go ahead. But I don't want to see divorce as a final solution. I know there is ways and means by which you can actually cure things. I mean I've learned a lot with this Free to Grow and many times when I look at my book and I said to myself but now why doesn't it work. Am I just being plain stubborn or don't you want to be told by your woman that this is actually – you must try and work it out. I don't think he wants to be told or he wants to be said but why don't we do it like this because I think he feels what he decides is the right way and to me that's not right. We must come to a conclusion okay if this is it we go for it but if one doesn't agree then we leave it then we take another thingy. If he wants to say this car is beige it's beige and nobody can tell him it's navy blue or whatever. It is a bit difficult but it's not like it's I'm actually on the verge now of having a divorce. I'm just trying to see if whatever I'm applying now whether that is maybe going to work but I'm actually now in this ignoring thing you're there I'm here, I live with my two boys and you are not actually part of it. If you want to be you must come into my circle but I want to scrutinise you before you can come in and they think you're very unhappy because I know he really wants to talk to me but what he wants to me about is not what I want to hear right now. I want him to commit himself but I don't want him away from his friends. I still want him to have his normal social life, but by the end of the day he must realise he can't do it every evening. You have a family, you've got a job that you've got to keep up and if you are not going to try and keep your family together how can you be able to keep your friends together. You are not going to be able to do that. And in his friends' circle he's only got about two or three that is actually not very close. Okay I can see he's trying but to me it's not hard enough. I've now spoken to him for the last seven and a half years and I think I've spoken enough now, now I'm doing my action my way and if he doesn't he doesn't. If he does, well I'll see.

DO YOU THINK THAT HE LIKES THE CHANGES THAT HAVE HAPPENED SINCE FREE TO GROW OR DO YOU THINK THAT HE'S A BIT CROSS ABOUT IT?

No, the reason is he liked me the way I actually drop hours not swearing and I was listening to what he was actually saying and because before I used to just answer he was still busy with the sentence and I used to answer and that was that – don't ask me again and he always used to tell me You don't listen and when I tried toit was the way he saw it but now he wants to put me back into what I was for him to have an excuse to go and I'm not giving it to him see and I think that is actually where he cannot actually balance the two out because how he doesn't understand what's going on. Because I'm showing him actually he's not taking up my whole being and then come my boys and then you come. You don't like it then tough luck because I know I'm a mature woman I've got a good job and me and my two boys we can manage and we will manage. I'm very positive about it.

HOW DO YOU FEEL ABOUT YOURSELF, I ASKED YOU THAT THE FIRST TIME HOW DO YOU FEEL ABOUT YOURSELF AT THE MOMENT?

About myself I feel good. Actually I feel great because 99% of my time I'm at work and whatever I'm applying here is working. People here they can see it's not the old person, no I'm actually pulling her in now, I'm pulling in where I can and in my own way I'll pull there and otherwise okay I'll leave it for now. They understand me now, they understand me great I'm applying and as long as they're happy I'm happy. If one of them is unhappy I'm going to have problems and I will have to deal with it but so far none of them are unhappy. So it's okay it's worth it. If management can see it, the staff can see it okay.

AND THE FUTURE HOW DO YOU FEEL ABOUT THE FUTURE?

I'm looking very much forward to it, for the short period or whatever time I don't know how long I'm still going to be alive. I'm looking forward to the future that's how I feel about everything I can take it on.

DO YOU FEEL THAT WITH THE GROWTH YOU HAVE GAINED SELF CONFIDENCE? DO YOU THINK THAT THAT CYCLE WILL CARRY ON?

I think it is.

I HEARD YOU SAY YOU WERE DETERMINED THAT YOU WANTED TO DO IT FOR THE SAKE OF YOUR CHILDREN.

Yes.

YOU ARE CONVINCED THAT THIS IS THE PART THAT YOU WANT TO GO AND QUIT HAS WORKED FOR YOU?

It has worked for me and I know that there is something now in the pipeline there by us and I know it's going to come to me, I just know it's coming to me and if it comes to me I'll take it. Because I'm already turning 36 I'm not like 28 or 28 where you can change jobs and I don't want to change jobs, I have now worked up myself another few years with the group and I'll stay with it and just for what I'm going to do about it I mean if I'm not going to put everything into it then I can't expect things to happen to me. I must put everything into it then I'll get out of it but if I don't put anything in I can't expect anything out.

SO YOU ARE POSITIVE ABOUT YOURSELF.

Oh yes most definitely.

THANK YOU.

COMPANY F
POST POST TEST
SUBJECT

EK WIL NET VIR U HERRINER DAT EK GLAD NIE DIENES IS VAN DIE MAATSKAPPY OF FREE TO GROW SO EK WIL NIE WEET JY MOET GESE DIT WAS WONDERLIK OF ...EK WIL WEET HOE ...DIS DRIE MAANDE PRESIES VANAF DIE KURSES OP GEHOU. ONTHOU JY ENIGIETS VAN DIE KURSES?

Ja.

VERTEL VIR MY. HOE VOEL JY – DIS DRIE MAANDE LATER HOE VOEL JY ...

Ek is enigiemand vergeet gewone van die punchline of die novelty is besig om af te wear want jy is nou nie meer so opgepsye soos as of jy mag toe nie maar is die goeders wat jy daar gedoen het en die exercises en alles wat jy gedoen het dit kom werd voor in wat jy doen wat ek doen nou in my lewe byvoorbeeld in die werk, conflict handling by die huis hoe om 'n ander houding teen 'n situasie te he. Als was goed – ek moet se vir my het dit baie gehelp. Ek se nie dit was nou soos wat dit 'n week na dit was nie. Obviously dan is jy in the run of things en alles is luck en dis nuut en vars – daar is baie van die exercises wat ons moes gedoen het op jou eie tyd na die kurses en ek is seker daarvan niemand doen dit nie. Maar tog vat ek nou aan die boek en blaai ek daar deur net om myself te herriner oh ja dit het ek die gedoen en dis hoe dit uit gekom het. Ek doen dit baie dis vir my het dit baie beteken en ek gaan nie omdat dit nou klaar is en dis verby en ons gaan nou nie meer weer so een he nie ons gaan dalk maar nie in die gou toekoms nie gaan ek dit nou nie doodloop nie. Ek vat my boek en ek kyk deur.

HOEKOM DOEN JY DIT?

Want dit was vir my verskriklik interessant. Ek het so baie van myself geleer.

HET JY?

Verskriklik. Ek is baie introvert. Ek is introvert deur en deur. Dit is vir my moeilik om met mense te praat en ek het nooit gedink ek sal so kan change nie. Nooit nie. Dis moeilik dit is – ek kan sommer nie met enig iemand praat – ken hom so van drie keer gesien. Die eerste keer was dit moeilik en dit was voor die ding so....

HET JY VERTROUWEN IN JOUSSELF?

Baie. Ek het steeds gedoen voor 'n groep mense.

SOU JY DIT VOORHEEN GEDOEN?

Nooit. Ek is te verskriklik baie....ek sal seker flou geword voor die tyd en ek het spesifiek gepraat oor die Free to Grow Course so dit gee my nie vertroue datgepraat ook. Regtig. Ek het baie mense talle ... want dit is genuïne dit het 'n verandering gedoen van my in daai aspek.

EN SAL JY SULKE SELFVERTROUWEN KRY....

Ek moes myself heeltyd. Want ek dink myself jis nou het ek al weer nog 'n achievement. Wat het ek nou al iets gedoen wat ek nooit voorheen sou gedoen het nie.

SO DIE KURSES BLY EINTLIK BY JOU.

Ja.

SONDER EFFORT?

Sonder effort. Ek dink nie daaraan en ek dink jis dis nou 'n stunning exercise en dit was noodwendig toe het ek nie verstaan nie nou verstaan ek al. So dis amazing maar dit bly by my.

EN SIEN JY DIE ANDER MENSE WAT OP DIE KURSES WAS?

Baie.

EN GESELS JULLE?

Oh ja. Ons chat ja. Daar is 'n paar wat jy nou nie mekaar sien nie want hulle is nou in die winkels en so aan maar die wat in hoofkantoor en stuff by mekaar is jy weet ons chat nie oor die course nie sommer oor enigiets want ons was baie naby mekaar gewees....

SAL JULLE MISKIEN AS JULLE MEKAAR SIEN SE WEET JY WAT HET EK GEDOEN IN WAT SE GELEENTHEID....

Gelukkig is van hulle wat some wat op die course was was saam met my in die vergaardering war ek die speech gemaak het. So.....maar ek het...kans gehad om vir iemand te vang in die andermaar ja ek sal. Want vir ons ek weet baie van ons in die groep het geconfess dat ons het nie vir haar vertroue en ons kan nie opstaan en vra

SO JY KAN 'N VERSKIL VOEL IN JOU WERK. HET ANDER MENSE OOK RAAK GESIEN?

Ja. Het vir al die mense by die werk het al gese jy's bold nou en daai tiepe van soBy die huis ja ek sal nie so se hulle se dit vir my nie maar hulle moet se ... hulle kom definitief dit agter.

JOU MANIER VAN KOMMUNIKEER IS DIT DIE GROOT DING WAT VERANDER HET BY DIE HUIS?

Ja. Definitief.

AS JY MOET SE NOU OP DIE OOMBLIK OP HIERDIE STADIUM HOE GELUKKIG VOEL JY OOR JOUSELF WAT SAL JY BEANTWOORD?

Ek is baie happy.

EN HOE VOEL JY OOR JOU TOEKOMS?

Ons kan nie buite staan en se ja dit gaan sleg wat ook al wat ook al ons sal maar moet leef en die beste maak daarvan. En as dit gaan my lewe is te kort om te sit en worry oor wat gaan vir my voor le.

WAT JY VIR JOUSELF PERSOONLIK HOE VOEL JY OOR JOU TOEKOMS NOU DAT JY DEUR DIE KURSES EN SOORT VERTROUE GEKRY HOE VOEL JY OOR DIE TOEKOMS VIR JOUSELF PERSOONLIK?

In hierdie firma dit word nou baie gelukkig. Maar ek het definitief voorentoe gaan. Ek glo myself as ek in aansit in groep beter course in die company sal ek definitief dit kry.

JY GLO DIT?

Ja.

BAIE DANKIE.

COMPANY F
POST POST TEST
SUBJECT F2

I JUST WANT TO REMIND YOU THAT I'M NOT PART OF THE COMPANY AND I'M NOT PART OF FREE TO GROW. I WOULD LIKE AN OBJECTIVE OPINION ABOUT THE LAST THREE MONTHS. IT'S THREE MONTHS SINCE THE COURSE FINISHED I WANT TO KNOW DO YOU REMEMBER ANYTHING ABOUT FREE TO GROW OR IS IT JUST SOMETHING A COURSE THAT YOU WENT ON THAT YOU'VE FORGOTTEN ABOUT. WHAT IMPACT AND WHAT HAS HAPPENED IN THESE LAST THREE MONTHS SPECIFICALLY RELATED TO THE THINGS THAT YOU REMEMBER AND THE THINGS THAT YOU DIDN'T REMEMBER.

Most of the things I did remember, the obstacles in the life which was very good and there was many obstacles in my life and talking about obstacles, last night I actually climbed the last one. Like it was mostly personal problems, like I said before I never really had problems with the company that I work for. A little bit but nothing major but my biggest was at home and it took me some time from the last time that I did the course I sort of couldn't do it – I couldn't. I was like the biggest stumbling block of my life and last night I thought let me do it now. Not because I had to be here this morning, no. It's been going on for some time and I just went out and I did it. And I'm glad it's all over. I also discovered parts of myself that I don't actually believe that it's true that I'm actually a horrible person and I'm a pushy person and I try to control people's lives. I don't actually think I'm that ugly. I don't think so.

DID YOU THINK THAT BEFORE YOU WENT ON THE COURSE?

As an oldest child like I said before I always knew that I had to sort of control the reigns and I had to do more than my siblings so I was a bit bossy where it comes to then but we've grown up now, we are adults. But I want things done my way, so if it's not done my way I say what I have to say. But I'm not a bad person. Ugly things came out which I actually don't believe it. Because if I'm such a bad person you wouldn't be staying with me for eight years and this is the way I look at it. If I was the bad person you would pack your bags and move out. You're an adult too, why live with me and that's the way. I can't be that bad definitely not. So I don't feel bad at all. It had to come out it had to be done and it's okay. I feel good about myself. Like I said I've never been a weak person, I have discovered why I was doing Free to Grow that my word, I'm lacking here, I'm lacking there, I'm not as strong as what I actually thought I was but as the course when on I sort of got more confident and more confident but I can actually stand up and speak in company where before I wouldn't do it. Only I would speak to strangers but then I've known them a week or two, then I can. But I can speak to a complete stranger now. So it has helped a tremendous lot.

IN YOUR WORK SITUATION RIGHT AT THE BEGINNING YOU SAID THAT IF YOU HAVE A PROBLEM YOU WOULD RATHER RUN AWAY FROM A PROBLEM. HAVE YOU HAD A CHANCE TO APPLY THAT?

No because there was a problem and I blew up which shouldn't have happened. I should've opened up and said look this is the way we should solve it and can't we just compromise here and there I didn't. So I blew up. We did solve it eventually and it's okay now.

BUT DON'T YOU THINK THAT FROM WHAT I CAN REMEMBER WHEN IT FIRST CAME UP YOU SAID YOU WOULDN'T EVEN HAVE BLOWN UP YOU WOULD'VE JUST WALKED AWAY. DON'T YOU THINK IT'S A POSITIVE THING THAT YOU ACTUALLY BLEW UP.

It was so wrong. I feel I should've handled it different. I waited too long. Like what I said before I wouldn't. I just leave and move on to the next child. Like I said I've also been a very fortunate person. I've walked into a next job all the time. I don't know how I've done it. Like we were talking about it now – I've never used a C.V. in my life so I have been very very fortunate especially in times like this. But where it comes to conflict I think I've always handled it. Deep down I've always had a helluva lot of confidence. I can sell myself. I know what I'm capable of. I know what I also cannot do so where I know I cannot do something I would actually tell people look there I need help. I cannot do it. This morning something happened to me. It's because it was raining so hard my umbrella was up, my scarf was pulled over my head I walked right into a pole. I actually laughed at myself. I laughed at my stupid things that I do and I feel good about it. I mean I could've gone around and sworn and performed because I walked into a pole. Why?

YOU DO FEEL THAT THE COURSE HAS IMPROVED YOUR LIFE.

Yes, definitive, it has improved my life. I'm not saying 100% but it has been a tremendous help.

DO YOU GO BACK TO YOUR BOOK EVER?

Yes I do especially where it comes to assertiveness yes.

HAVE YOU APPLIED THINGS IN THE WAY THAT THEY TELL YOU TO DO IT?

Yes. Not the harsh way, like last night. I did it the best way I could ever think of. Subtle soft and nice. I never lost my cool.

HAVE OTHER PEOPLE NOTICE THE CHANGE IN YOU? HAS ANYBODY SAID ANYTHING OR ISN'T IT THAT TYPE OF CHANGE?

Because I've had two personalities all my life. I was this wonderful person at work – nobody could see any fault with me but I was a different person at home. I don't know. There's been a change but I know of change. I definitely know.

WHERE DO YOU FEEL IT THE MOST?

With my mother and father. I can sit down and talk to them now. Before I would ignore them because they were behind the house, but now I could, oh, in fact I think she still does, but I tell myself sometimes agh man it's not so bad. These are old people they are set in their ways, try and live with that. It was then living with me so now and then I loose my cool and then I think shut up. Just relax and you'll be okay. And then I go in and I can sit and talk to them. We really have wonderful conversations now. I'm not saying it's perfect but I try.

I ASKED YOU BEFORE THE COURSE IF I COULD ASK YOU NOW AGAIN TO TELL ME RIGHT NOW HOW HAPPY DO YOU SAY YOU FEEL WITH YOURSELF?

99,9%. Definite.

I CAN REMEMBER YOU WERE VERY MUCH AT THE STAGE OF YOUR LIFE YOU WERE SCARED YOU DIDN'T KNOW WHAT THE FUTURE WAS GOING TO HOLD, HOW DO YOU FEEL NOW?

I'm not saying 100% because there is that 1% that I still have to work on and that's my child. I still have the obstacle there. She's not in this country so that is the problem. I need to get closer to her.

AND YOUR OWN FUTURE? ARE YOU FEELING A LOT MORE SETTLED?

Wonderful. I know what I want now. If things is not going to work out for me here because I'm in a new relationship now. I'm not going to run away again. It's not worth it. The running away has stopped now. For both there is a part of me that says pack your bags and go away because I was very happy in Israel. I was very content there but then I'm here as well. No, I would say I'm very happy.

AND YOU'RE EXCITED ABOUT THE FUTURE?

Yes.

BECAUSE YOU WERE VERY DESPERATE...?

Definitely. All I wanted to do was get away. I just needed to go away, but I don't feel that way anymore. There is also the other part where I also lived in the dark a lot of times. Most of my life I'm not in the dark like it use to be. I can take my Bible and I can really A lot of people might not believe but I do. There is a part that you do need God. I think that is what has given me that better outlook on life. That is the proper way.

HAS THIS COME AFTER THE COURSE OR HAS IT ALWAYS BEEN

I think it has always been there but it's never been done the proper way.

DO YOU THINK THIS GAVE YOU THE CONFIDENCE TO DO IT?

Definite.

SO IT'S GIVEN YOU THE EXTRA DIMENSION?

Yes. I feel great. It had a very good effect on me.

THANK YOU.

COMPANY F
POST POST TEST
SUBJECT

I WANTED TO REMIND YOU THAT I'M NOT A PART OF THIS COMPANY AND NOT PART OF FREE TO GROW SO I AM INTEREST – THREE MONTHS EXACTLY SINCE THE COURSE FINISHED – AND I AM WANTING TO KNOW DO YOU REMEMBER ANYTHING, HAS THERE BEEN ANY WAY THAT YOU CAN FEEL THAT IT HAS HELPED YOU BECAUSE THREE MONTHS HAS PASSED, THE EXCITEMENT HAS WORN OFF JUST AFTER THE COURSE, I WANT YOU TO JUST TELL ME HOW YOU FEEL ABOUT IT, WHAT HAVE YOU REMEMBERED OR HAVEN'T REMEMBERED.

I do remember the course. Obviously not specifics but I can feel in myself I've learned to speak up, I don't like, keep quiet for people just to keep the peace. I used to be like that. I felt that if I've got something to say I will say it now immaterially if there is going to be trouble or not. Just to get my views out. I can feel a definite change in that.

HAVE YOU HAD A CHANCE TO ACTUALLY DO IT?

What do you mean, a specific...

HAS A SITUATION ARISEN AT WORK WHERE YOU HAVE DONE THAT OR AT HOME WHERE YOU'VE ACTUALLY DONE IT?

Yes, I said what I feel....

AND WHAT EFFECT DID IT HAVE?

For me and then for myself I felt better. I said what I wanted to and I think they actually appreciated it at work as well. I mean I don't keep quiet anymore if I'm not happy with something.

HAVE PEOPLE NOTICED ANY DIFFERENCE IN YOU?

Not that anybody has said anything.

AND AT HOME WITH YOUR HUSBAND? HAVE YOU BEEN MORE ASSERTIVE AT HOME?

Yes, but he also hasn't said anything about it.

BUT SOMETIMES IF YOU'VE BEEN A CERTAIN WAY ESPECIALLY IN A CLOSE RELATIONSHIP LIKE IN A MARRIAGE THEN ALL OF A SUDDEN THE WIFE STARTS SPEAKING UP IT MIGHT BE A THREATENING THING FOR A MAN. SO WOULD YOU SAY THAT'S THE MAIN THING..

That is the main thing that I have noticed since the course that I'm speaking up now. Obviously it will still develop because I'm more assertive and just the store queries and things. I can feel by myself become more assertive.

DO YOU EVER GO BACK TO YOUR BOOK?

No, I haven't gone back to it.

AND DO YOU SEE ANYBODY FROM THE COURSE?

Only the one department is with me, I see her all the time, every day. But nobody else.

DID YOU EVER TALK TO HIM (THE LECTURER) ABOUT IT?

Obviously not. I mean....

TELL ME HAVE YOU BEEN ON OTHER COURSES BEFORE?

Yes, quite a few.

WAS THIS COURSE, IS THERE ANYTHING DIFFERENT ABOUT THIS COURSE TO THE OTHER ONES OR DO YOU THINK IT'S JUST ANOTHER COURSE THAT YOU'VE BEEN ON?

No, like I said this course, what I enjoyed about it it's the practical examples that they use and it's not just you sitting and listening to somebody lecturing. The other courses I've been on have only been two days and this course you get involved, you really get involved in the course. That is what I enjoyed about it.

IT'S NOT REALLY SOMETHING THAT YOU'VE TAKEN WITH YOU AND SAY IT'S MADE A HUGE DIFFERENCE IN YOUR LIFE?

No. Besides this....I enjoyed the course.

YOU DIDN'T FEEL AS IF YOU GOT TO KNOW YOURSELF BETTER AND THAT YOUR LIFE CHANGED DRAMATICALLY?

No not dramatically.

BUT DID YOU GET TO KNOW YOURSELF A BIT BETTER?

Yes. I learned that you don't always keep quiet. I'd like to be travelling – but if I apply for it obviously I need to be promoted to that, so if I apply to Woolworths as a trainee they not going to take somebody with no experience.

IT DOES MAKE YOU FEEL A BIT BETTER?

Ja.

THANK YOU.

COMPANY F
POST POST TEST
SUBJECT

I JUST WANT TO REMIND YOU THAT I AM NOT PART OF THE COMPANY AND NOT PART OF FREE TO GROW SO I JUST WANT TO KNOW JUST HOW YOU, IT'S EXACTLY THREE MONTHS SINCE THE COURSE FINISHED, HAVE YOU FORGOTTEN EVERYTHING ABOUT THE COURSE, ARE THERE SOME THINGS THAT YOU REMEMBERED WHAT HAVE YOU REMEMBERED, WHAT DIFFERENCE YOU THINK IT HAS MADE OR IS IT JUST SOMETHING THAT YOU HAVE FORGOTTEN ABOUT.

No I don't think I've forgotten the course, not really. There's always things that during the course of the day I think back and try and analyse the situation. Especially when there is a time when I have to be assertive, I always think back to the manners which way I should be to be assertive and looking at people thinking of, talking to them seeing their feelings and everything. I think back.

SO HOW OFTEN WOULD YOU SAY YOU THINK BACK?

Basically every week, every Friday or so. I just sit and think back, my day how my week went, what I've done, how I've influenced people, things like that.

DO YOU ACTUALLY MAKE A TIME FOR THAT?

Yes, it's like my thinking session.

THAT'S WONDERFUL. SO YOU REGULARLY SET ASIDE TIME TO DO THAT?

Yes, also it helps me in trying to change my job because I'm trying to change my job, my way of working, seeing things so it helps me a lot in thinking in that line.

WHY ARE YOU TRYING TO CHANGE YOUR JOB?

I'm just trying to better myself.

WHY?

Because I feel I can.

HAVE YOU ALWAYS FELT LIKE THIS?

No. There was talk of it. The last talk of changing jobs and changing things, but never really could decide to do it.

DID FREE TO GROW MAKE A DIFFERENCE IN TERMS TO DO IT?

I should think so. It's given me a new perspective on what I want to achieve in life.

SO YOU FEEL THAT THAT IS A SIGNIFICANT COURSE THAT YOU WENT ON OR WAS IT JUST ANOTHER COURSE?

No it was very significant because it showed me how to look at people and how to look at myself and what change I need to do to become a better person mentally and physically. It changed me a lot.

THAT'S INTERESTING. CAN ANYBODY ELSE SEE THE DIFFERENCE? HAS ANYBODY COMMENTED?

Yes, my boss.

REALLY?

Yes. She said she can see I'm a more patient person. I went for an interview with a lady and before I went for the interview and she told me that when the first time I came for an interview I was very impatient and I just wanted to get things over and done with and the second time she could see the difference.

HOW DOES THAT MAKE YOU FEEL?

Quite nice. For someone to see something that I didn't see. I do think I'm impatient so it's quite a unique experience for me.

HAVE YOU ALWAYS HAD THIS THINKING SESSION?

No.

WHEN DID YOU START IT?

It was during the course that I thought back especially when the discussed human relations. I'm someone I like the peace, I don't like problems and hassles and things so it showed me to think back on what you say, think back on what you do, how you react on things.

SO DID THE COURSE HELP YOU TO GET TO KNOW YOURSELF BETTER?

Yes, I'm still learning.

WERE THERE LOTS OF THINGS THAT YOU LEARNED IN THAT COURSE ABOUT YOURSELF THAT YOU...

Yes.

IS YOUR LIFE NOW OPERATING FROM THAT YOU KNOW YOURSELF OF A CERTAIN WAY AND YOU ARE REACTING IN THAT WAY?

More or less. I'm trying to incorporate everything in learning new things and doing new things.

DO YOU GO BACK TO YOUR BOOK?

Yes, every week or so every second week I go back and I jot down little things.

SO YOU REALLY SEEM TO BE DETERMINED TO MAKE A CHANGE?

Yes, I have to for myself mainly because if I want to change something I mean it's up to me. No one else is going to change it for me. I just feel the change comes from me and from within.

THAT'S WONDERFUL. AND AT HOME OR IN YOUR PERSONAL LIFE, WITH YOUR BOYFRIEND – YOUR COMMUNICATION SKILLS HAVE YOU APPLIED ANY OF THOSE THINGS MORE PERSONALLY AND AT WORK?

No, at work my communication skills have improved and at home as well mainly because we had no television. It blew a fuse.

SO NOW YOU HAVE TO TALK TO EACH OTHER?

Yes. It's better than sitting here and doing nothing. There's never really anything lacking in the relationship because we are more on the same wave length, we are on one on one relationships.

YOUR RELATIONSHIPS AT WORK AS WELL, BUT NOW YOU JUST COMMUNICATING WITH ...

Yes.

IT'S NOT AS IF YOU HAVE HAD APPLY YOUR RESOLUTION SKILLS AND STUFF TO YOUR RELATIONSHIP, THAT'S OKAY?

Ja, it doesn't, for us it takes about a minute. We argue and a minute after that we sort it out.

AND YOUR PARENTS?

Well, the communication there has improved a lot.

HAVE THEY NOTICED A DIFFERENCE?

Yes.

HAVE THEY SAID ANYTHING? OR DO YOU THINK IT'S JUST IN THEIR ATTITUDE TOWARDS YOU?

In more their attitude, their behaviour to me. We've become more close.

WONDERFUL. AND AT WORK YOU CAN SAY YOU CAN SEE THE DIFFERENCE BETWEEN THE BOSS?

Yes, I can say there is a more assertive manner towards me now. It's not just an impatientness and being quiet. I say my thing and I do my thing and I don't just sit I try and help.

HOW HAPPY DO YOU FEEL WITH YOURSELF AT THE MOMENT?

Very happy.

WOULD YOU SAY THAT YOU ARE A HAPPY PERSON?

Very happy.

AND HOW DO YOU FEEL ABOUT THE FUTURE?

The future, I haven't really thought about the future. I've got more or less not the future in hold but my future. I'm more excited for it because at this moment I am trying to do things for myself. I'm looking towards bettering myself for the future.

HOW?

By getting a new job.

YOU WANT TO GET A NEW JOB?

House and whatever.

HAVE YOU ACTUALLY TAKEN STEPS TOWARDS THAT?

Yes.

ARE YOU APPLYING FOR OTHER JOBS?

Yes.

YOU DON'T SEE THE FUTURE HERE WITHIN THIS COMPANY?

I did see it here but I would actually like to go out of the company and experience something new, something different to see if I can function on my own because you tend to become very reliant so...

DO YOU WANT TO START YOU OWN BUSINESS?

No, not yet.

IT'S JUST THAT YOU SAID YOU WANTED TO GO OUT ON YOUR OWN NOW I WAS WONDERING WHAT YOU MEAN?

No. I still need more experience.

THANK YOU.

COMPANY F
POST POST TEST
SUBJECT F7

I WANT YOU TO REMEMBER THAT I HAVE NOTHING TO DO WITH FREE TO GROW AND I HAVE NOTHING TO DO WITH YOUR COMPANY. I WANT TO KNOW HAS THIS AT ALL MADE ANY DIFFERENCE IN YOUR LIFE. IT'S EXACTLY THREE MONTHS SINCE THE COURSE FINISHED, HAVE YOU FORGOTTEN ALL ABOUT IT OR DO YOU FEEL THAT THERE ARE THINGS THAT YOU CARRY WITH YOU AND YOU CAN ACTUALLY FEEL THE BENEFITS?

For me it's like a habit. Anything you learn, you are going to take it with you. It becomes a habit. I remember at home at our flat we had a problem with the bath, the water goes out slowly, the drain. Normally I would go in and brush my teeth while filling the bath but two hours for the water to leave the bath the drain and I ended up saying that I'm going to have a bath and then brush my teeth while I'm waiting for the water. It takes a while to change the habit of coming in and brushing my teeth. I got used to it eventually to brush my teeth after and then eventually the drain was sorted out now the water was flowing quickly, now I had to re..again. What I'm trying to say is if I gain anything out of that course it's what I took with me and I practise it and unconsciously I'm a different person in a way.

WHICH ASPECT HAVE YOU FORCED TO BECOME A HABIT? WHAT SPECIFIC DEEDS?

I've become more focused, I've become more assertive with my approach to my work, my colleagues, my friends, first taking responsibility towards my life. I've appreciated relationships and the depth part of it which I used to take for granted and understanding the levels how you reach people, at what level of relationship do you have with them. That course made me aware of what relationships you have with people and how you deal with them and also speaking up your mind and communication, being able to communicate. I mean on a personal level my relationship with my girlfriend has improved dramatically.

AND SHE HAS NOTICED THE DIFFERENCE AS WELL?

Yes. I can. She hasn't said anything, probably she has but we haven't had fights which we used to. I remember in January we almost broke up, we were fighting, we could never communicate and now we actually do talk about things. I'm beginning to experience who she is. During the course I was going through a turmoil where I was concerned maybe we should break up. After that we started building things, we started looking at things from her perspective trying to explain what she was going through with regard to her relationship. I think I never set out to enforce this but I took them with me. The problem with most of the courses is that you go there, you get a whole lot of information, with this one the length of it being forced to go back to what we did last time, to reinforce it and you find yourself applying what you learned which becomes a skill and also develops you as a person. So it's really about skills of self development about you which is what I picked up from that course. That is what I said when we had to give feedback. I said this is one course which was not about the firm, but what the firm wants of you. It's about you and what you take out of it will determine who you are. You can focus.

SO THE FACT THAT IT STARTED OFF WITH BEING YOU, IT MOTIVATED YOU TO APPLY THE SKILLS THAT YOU LEARNED, IT WAS A GOOD COMBINATION SO THAT IT CAN BECOME PRACTICAL BEHAVIOUR AND THE BEHAVIOUR CHANGED LAST. IT WAS THREE MONTHS AND YOU SAY THAT YOU CAN ACTUALLY FEEL THAT THERE IS A DIFFERENCE IN THE WAY OF COMMUNICATION IT HAS BECOME A PATTERN. IS IT NOT SOMETHING THAT YOU THINK ABOUT OR IS THERE SOMETHING THAT YOU STILL NEED TO CONSCIOUSLY REMIND YOURSELF THAT THESE ARE THE STEPS THAT I NEED TO GO THROUGH?

Yes. I think I've actually done that.

DO YOU EVER GO BACK TO YOUR BOOK?

I haven't. What I'm saying the achievement of the course in fact I choose something out of it.

IT'S FELT THE BENEFIT FOR YOURSELF.

Yes. For instance we had to have a workshop on Monday, operating and making the stuff aware what's involved – the profit margins you know all that. From my academic background that reinforced it. On the other hand with this course I used accept things as they are. I began to question things, I became for focused about my career which has paid off. I just got promotion.

WONDERFUL.

I'm positive about life. When we met I was really down. I easily doubted myself. That helped in focusing giving me focus because it came at the right time when I needed it because I was beginning to question whether because I'm black and it was all becoming too much for me, I couldn't white things would not have me with the way I expect them to.

YOUR WERE IMPATIENT?

Ja and why things would not happen and it just came at a time when I needed that boost to pull me out it for wanting to be me to be about me. There are blacks going to the course now. That course will teach you to know who you are. You will be able to find out what sort of person you are whether there was an element within, whether you are lying, whether you are bad you did find out. In real life you will be able to look back and reflect and ask yourself who in this life is my friend. You will be able to reflect with who you communicate with on the level that you can put out. You learn to assert yourself. I didn't actually go back to the book I don't think, it's what I got out of it which has made ...

IT WAS AT THE RIGHT TIME. IT'S HELPED YOU IN THE WORK SITUATION BECAUSE YOU WERE VERY NEGATIVE ABOUT THE FIRM AND THE WAY THEY TREATED YOU AND YOU'VE NOW GOT PROMOTION. HOW DO YOU FEEL NOW?

From that respect I don't think much has changed. To tell the truth it's an anticlimax.

WHY DO YOU THINK THAT THEY FELT THAT YOU DESERVED IT NOW?

I don't know.

BECAUSE YOU'VE CHANGED OR THEY'VE CHANGED?

I think it was getting to closer. Because I came to a point where if they don't promote me I'm gone.

SO YOU ASSERTED YOURSELF?

Yes. I'm still trying any way. I think I'mI've always had it. I've given up the trust and the belief and the loyalty of one

THAT DOESN'T AFFECT YOU PERSONALLY OR DOES IT?

No, I think I need to go somewhere else. I do appreciate, I came here without any skills, I mean I'm from an academic background. I had no experience. I had all these.....opportunities they exposed me to many facilities. Unfortunately it came to a point where.....

HAVE PEOPLE COMMENTED THEY HAVE NOTICED ANYTHING DIFFERENT ABOUT YOU SINCE THE COURSE?

The one person I used to refer to most of the time during the tests she has commented that she has. I seem to be more focused.

I REMEMBER THE FIRST TIME I SAW YOU YOU SAID YOU HAD - YOU WERE GOOD WITH IDEAS BUT FOR YOU TO CARRY IT THROUGH WAS YOUR PROBLEM.

That's true. I had an idea about setting up a and South Africa....but what makes really...Kaiser Chiefs haven't branded their merchandise so I took up the option of looking into it and putting a proposal together for Kaiser Chiefs. I spoke to my boss and he said that's what you think but then I pursued it. Two weeks ago I went to Joburg and I handed the presentation to Kaiser Chiefs. They were.....by prime media three weeks ago. The whole cost of finding out who was running the whole thing it all came up from my initiative I explode. I ended up having to go to the statisticsjust to find out what the Kaiser Chiefs, what the soccer fans, what do they eat, what do they drink and the cost of finding out the information was so amazing and just getting the net work of who to talk to, how I got around and attribute wake up, dress up, get on the plane, go to Joburg and sit ... and telling them this is me and

YOU ACTUALLY FOLLOWED IT THROUGH – WONDERFUL .

And now it's all coming through now. Something must come out also from that aspect. Two things now there has been in store projects at work which I have set myself to finish them and as I finish them it's like an achievement. I'm like building something and I'm saying I'm actually getting something done from the beginning to the end. There is an improvement. At this point I don't care if someone else says it is here or not – the fulfilment is here.

SO IF I ASK YOU HOW HAPPY YOU FEEL WITH YOURSELF AT THE MOMENT WHAT WOULD YOU SAY?

There are some adjustments that needs to be done. From a scale point to 10 I would say about 7.

WHERE WERE YOU BEFORE?

I'd say about 4 or 5. There has been an improvement with the persistent work and I'm confident.

AND THE FUTURE, DOES IT LOOK ROSEY?

Ja, I need to do my MBA but now...

HAVE YOU STARTED ALREADY?

No, I'm hoping to start. I have up to October to register so thatI must decide whether I'm going to do it next year or the year after.

WHEN WILL YOU HEAR FROM CHIEFS?

They're supposed to call me this week because the person who is doing the licensing went overseas. They were supposed to come back this week so she'll probably be there now. I'm hopefully early next week I'll get to find out how they went.

I WISH YOU ALL THE BEST.

COMPANY G
PRE TEST
SUBJECT G63

...SAAMWERK OF WERK JY MEER OP JOU EIE?

'n Groep wat saamwerk – ons is 'n span maar die span gaan baie min iewers heen maar ons span werk baie lekker saam. Maar mees daar kry jy 'n klient en jy doen dit alleen op jou eie en iemand anders in die span sal dit nou vir jou check. Jy sal maar moet praat maar jy is alleen verantwoordelik.

EN WERK DIE VERHOUDINGS MEKAAR GOED?

Ja ek dink ons sal werk baie lekker. Niemand wat eintlik uitstaan of ...

DIS 'N GOEIE WERK VERHOUDING, EN IS DIT VIR JOU REG OM SO OP JOU EIE TE WERK?

Ja, ek geniet dit. Partykeer gaan on uit in 'n span en dan, en dan is dit frustrerend om sommer met ander mense te werk. Veral is jy die verantwoordelikend dat alles moet klaar kom en dat voel dit as of – ek vind dit moeilik om te balanseer, ek moet kontrol behou en seker dat alles gaan reg. Dis vir my partykeer moeilik.

SO AS JY DIT SELF DOEN DAN IS JY....

Ek is meer tevrede.

WANT DIE MENSE HET VERTROUE AAN JOU.

Ja.

IS DIT MOEILIK VIR JOU OM TE DOEN OMDAT JY GRAAG KONTROL....

Ja.

EN IN DIE GEMEENSKAP IS JY BETROKKE BY ANDER GOED?

Nee, nie eintlik nie. Ek gaan gereeld kerk toe en so aan Meer as eie vriende, ek ken eintlik min mense wat rekenkunde.....

EN WAARHEEN BLY ..BURE... OF IS DIT MEER JOU VRIENDE WAT JY SAAM SOCIALISE?

Ons socialise glad nie met ons bure ek meen ek is selfs elke dag met hulle ons bly in 'n woonstel blok. Ek sien hulle elke dag en baie van hulle werk ook saam met my. Ons is eintlik vreeslik met mekaar opgehoop. Ek woon nou by agt ander mense wat saam met my werk in die woonstel blok. Daar is baie min mense wat ek kan wat rekenmeester.....Daar is nou potensiaal vir verbetering toe het my man nou geskryf. Daar is heeltemaal ander saamstelling vir mense

HOE GELUKKIG SAL JY SE JY IS MET JOUSELF OP DIE OOMBLIK OOR DIE ALGEMEEN?

Ek is regtig tevrede, ek het niksEk voel dis tyd vir verandering, so hopelik in die naby toekoms sal ek 'n skuif kan maak.

HET DAN DIE GELEENTHEID HIER VERBINDING MAAK NIE?

Ek dink nie binne die kantoor nie. So as ek se iewers anders begin dan moedelik skuid na 'n ander afdeling of 'n ander kantoor.

WAT IS JOU DROME – WAT VAN DIE TOEKOMS?

Dis elke dag iets anders – gastehuis en 'n koffie winkel en ek wil ook op my eie 'n rekenmeesters plek wil begin, maar daai meer boekhou wat ek dalk nou doen.

GENIET JY DIT MEER?

Ja.

MEER PERSOONLIK OF..

Ek hou daarvan om baie presiese – is presiese werk – jy het 'n ..onder van die lyne en dit moet optel en oordra soontoe. Dis nie soos alle wat jy nou al haal jy 200 tjeks neem en twee gaan vat en...so netjies...

HOE VOEL JY OOR DIE TOEKOMS OOR DIE ALGEMEEN HIER IN SUID AFRIKA EN JOU EIE TOEKOMS, KINDERS HE EN SULKE GOED. HOE SIEN DIE TOEKOMS VIR JOUSELF?

Party daar is 'n mens 'n bietjie negatief soos anders. Soos my pa hulle praat omtrent elke keer ons dink dit gaan so sleg hier dat ons dink aan immigrer.

DINK JOU PA AAN IMMIGREER?

Ja. Hy bly in die Oos Kaap en daar gaan die regtig nie goed met hulle nie. Maar ek dink nie hy kan nie want ...te veel verarm oor die laaste paar jare. Ek wil nie gou kinders he nie. Ek dink is meer versigtig.

DANKIE.

COMPANY G
PRE TEST
SUBJECT G60

HOE SAL JY JOUSELF BESKRYF?

Myself beskryf is daarem 'n bietjie moeilik. Ek hou van om spontaan te wees. Ek hou van om vir my eerste indruk te gee waar ek mense moet my sommer kan opsom. Ek voel nie ek wil 'n gesig opsit nie.

Ek wil myself kan wees want ek het toe ek op skool was toe ek jonger was het ek altyd, ek doen dit eintlik nog altyd maar nie so erg nie, dit lyk nie dat ek almal se verhouding het voor myne gekom. Ek het maat gehad wat moet gehou word en ek nooit terug gepraat nie, ek het geignoreer dit, ek het my hart gaan uithuil as ek net stil geraak, en toe my ma en pa skei het ek in 'n state gegaan en maar nou deesdae ek probeer om so veel as moontlik omslae te raak van daai emosies. En deur dit te doen ek praat maar myself ek ken nie presies sal ek baie praat. Ek hou van lag, ek hou van gelukkigheid om my sien, ek hou nie van om iemand anders upset te sien nie maar daai een dingie upset wees en my gevoelig is as ek uitskuiwe nie.

JY IS NOG BESKERM VAN JOU EIE GEVOELING IS OMDAT JY IN DIE VERLEDE SEER GEKRY?

Ja, ek het geleer maar tog doen ek dit nog altyd. Soos ek en op die stadium het dit baie lelik om te se dit irriteer my ma. Maar omdat sy het nie werk nie ons bly by my tannie en almal se vir my en almal bly op my kop ... so te stel. Jy is die sterk een en jou ma het jou nodig, jou ma dit en jou ma daai. En dit maak vir my moedeloos maar tog gaan ek uit en sit 'n smile op my gesig en ek maar asof alles alright is. Maar daar is tye wat ek nou met iemand wil praat en ek voel so en so. En dit frustreer my sommer dat ek kan huil.

WIL JY GRAAG HUIL?

Ja ek wil graag maar elke keer die omstandighede laat dit voel dat elke keer dan moet ek net my gevoelings onderdruk. Daarom is ek frustreer. Ek kan my inpas enige plek, die probleem net ten minste aanpas by enige iemand in enige plek. Ek hou van mens, ek hou van sosiaal verkeer en dit maak nie saak watter omstandighede nie en ek sal by iemand moet af van my dink ek kan maar hiertoekom en ekpraat.

OOR PROBLEME OF OOR ENIGIETS?

Oor enigiets.

HOU JY VAN MENSE OM TE HELP MET PROBLEME OF NIE EINTLIK NIE?

As ek nie kan help nie dan kan ek nie, ek sal luister maar ek sal sommer vir hulle se opbreng want ek weet niks van die situasie af nie. Wat ek nou selfs sou gedoen het in sou 'n situasie so aan so aan en so aan, maar ek sal raad vat waar dit altyd welkom by my kan kry. Kritiek is altyd welkom by my.

EN JY VOEL NIE KRITIEK IS BETER AS IEMAND VIR JOU SEER OF SAL JY

Ek sal eers dink. Ek sal die kritiek is welkom maar as ek nou voel daai een, hy praat nie reg met may nie of hy se nie regte ding nie dan sal ek my mond oop maak en ek sal se maar dis hoe ek voel. Ons moet dan redeneer daaroor en ek sal redeneer ook al hoor.

SAL JY ONMIDDELIK WEET OF SAL JY MOET GAAN WEGGAAN 'N BIETJIE OM DIT UIT TE CLEAR IN JOU KOP? OF SAL JY ONMIDDELIK PRAAT?

Ek sal onmiddelik praat maar ek het nogal 'n probleem daarmee. Ek praat so gou. Ek se so goue ding. Hulle se, nou die dag gese hulle vertel vir almal by Stellenbos sy fotos ookal ... van gister. Hy se vir my hy se vir die mense hy het 'n niggie by die huis wat verskriklik as hy iemand soek om vir hom 'n opinie te gee oor sy klere, oor sy persoonlikheid, of sy gedrag dan kom hy na my toe. Hy se almal ...hy waardeer dit dat ek vir hom in die gesig se as agter my rug. As ek nie mooi praat nie van whatever

AS JY NOU EEN EIENSKAP KAN UITLIG WAT JOU REGTIG SE VOEL IS JOU BESTE EIENSKAP WAAROOR JY REGTIG OOR TROTS IS?

Trots is ek het so 'n klomp vriende al maak ek hulle hoe kwaad of maak ek wat ek altyd 'n klompie vriende. Ek het altyd iemand wat my wil help.

EN IS DAAR IETS WAT JY GRAAG WIL VERANDER IN JOUSELF?

Ek wil leer om my mond oop te maak op die regte plek. Ek wil dit beheer my, ek wil ook nie my of altyd my gevoel agter uit sit nie. Ek kan nie my ma se wat ek wil se nie, want ek consider nou vir haar want sy is in 'n toestand, maar nou gaan ek ook agter uit want ek consider nou vir haar.

EK WIL WEET HOE GAAN DIT MET JOU VERHOUDINGS BY DIE HUIS OF DIE MENSE WAT NOU NABY AAN JOU IS, JOU BOYFRIEND OF JOU NABY VRIENDE, JOU FAMILIE EN JOU VRIENDE, HOE GAAN DIT MET DIE VERHOUDINGS EN HOE SAL JY DIT HANTEER AS DAAR PROBLEME IS, SOOS JOU MA JY SE JY HET 'N PROBLEEM EN HOE PRAAT JY DAAROOR.

By voorbeeld met my ma is, sy is soos 'n kind en met al die dinge met die sukkel van die rent behou en sy het nou werk verloor en toe verloor ons die huis en ons moet by my ma se suster gaan bly en het nie geld vir myself nie, ek het altyd gedink as ek my eerste pay tjek kry dan gaan ek op 'n shopping spree in die dorp in. Ek koop my alles wat ek wou gehad het. Ek het tot vandag dit nooit gedoen nie en ek werk al 'n jaar amper twee en 'n half jaar vir myself en ek kry my eie salaris en ek nog niks daarvan gesien nie. En waar my premiums is agter ...polis om nou persoonlik te raak – die situasie...my ma – so erg. Toe ek vir haar vertel en dat Mr C het vir my gebel en het gese dat ? is agter. Toe bel Mr C vir my en se ek skuld nog twee payments en ek se vir haar ek skuld nog twee payments en sy vlieg toe daar uit Hoe kan jy nog twee paaiemente skuld. Ek het die premium betaal en so aan. Hy het gese Desember maand het daar nie 'n premium af gegaan nie of is die laaste premium wat af gegaan het. Daar kom 'n brief, sy maak my brief oop in die eerste plek, waar staanop die voorkant, sy maak die oop. Sy se ek het laas maand gegaan om die goed reg te maak hoekom het ek, wat maak ek met die geld. In die brief staan laaste premium betaal 30 Desember 1998, R250,00 moet betaal word voor die 4 April 1999, wat se dit. Is vier paaiemente uit. Daai R250,00 wat voor 4 April moet betaal word is Januarie en Februarie maand s'n. Die oggend toe ons nou in die kamer staan toe skel sy nou hoekom het jy nie die goed reg gemaak nie en laas maand kon jy by...toe se ek Mammie hier is die brief, wat staan in die brief in. Sy het nou na geskelling gevra niks nie.

DIT MAAK JOU KWAAD

Dit maak my kwaad en wil nie opkrop en opkrof en se ek vir haar iets wat ek nie wou gese het nie. Dit lyk my vir my ma se suster en haar man ek moet my testament – weg. Wat my niggie Ilsa en my uncle wat nou ook al by die huis in is...Dis vir my net lekker daar want dit was al ..ek en my ma alleen. En die mense om jou te he is baie nice. My ma moan elke liewe dag dat sy iets..... Ek sal liewe geselskap ek gaan sit bel in die kamer, ek gesels heentoe en soentoe en net die slag eintlik en ek kan die....voel ek eintlik meer closer aan hulle nou moet he. Hulle se dis precious en bring die familie nader maar wat my ma betref sy wil net skel. My boyfriend, baie jaloers. Ja hy is baie jaloers. Hy dink ek wil niemand anders he nie. Maar ek sal ...vir hom vir drie jaar. Maar ek weet nie soos hy se vir my hy ken nie van – ek is een wat baie lief is vir hom en hy sal se kom gee my 'n drukkie. Ek is baie emotioneel, ek wil buis ek gee om en hy se vir my al die meisies ...hy ken nie dit nie. Hy het nog nooit iemand gehad wat vir hom so omgee nie. Nou raak hy miskien 'n bietjie kwaad dat ek te lank praat met iemand of iets is daai en skel ons. Ons kan 'n ding uitpraat en kan ons opmaak.

JY SAL NIE OPKORT MET HOM

Nee met hom praat ek nogal. Hy se vir my ek moet 'n slag my mond oop maak en ontslae raak daarvan.

IS HY GOED VIR JOU?

Hy is goed vir my. Hy is baie goed vir my seel.

DINK JY DIT GAAN LANK TERMYN WEES?

As ek dit so gekies ek – enigiets kan gebeur. Soos ek nou voel, voel dit vir my lang termyn.

EN SE VIR MY BY DIE WERK HOE GAAN DIT MET DIE VERHOUDINGS BY DIE WERK? IS DIT LEKKER OF HOE ERG HAAL JY DIT?

In die begin toe ek hier kom toe het ek gedink ooh ...die nywerheid is nou blankes om dit nou eerlik te wees. En ek hier aangekom en ek het gedink vir myself hier sal uit moet staak om enige rede want dit lyk nie asof die mense lief is vir Ek het daai gevoel gekry toe ek hier in kom. Maar my ma het my altyd geleer don't judge a book by its cover en ek het dit gedink toe ek instap en ek vandag spuit. Almal is nou so besig om hul eie dinge. Hulle vergeet partykeer om te groet soos ek het dit al oorgekom. Maar ek werk lekker hierso. Almal is nice en hulle kom praat met jou hulle vra hoe gaan dit. Dis nie asof dit net is van moet nou vra nie of – hulle is nice.

WAT IS DIT DAN IETS WAT BETER WAS IS WAT JYU VERWAG HET DAAR IN DIE BEGIN ...OF WAS DIT SOOS JY GEDINK HET?

Nee dit het heeltemaal verander.

DAAR IS TIEPE MENSE WAT

Ja daar is seker nou nog – party het ek nou verweinskap en daar voel dan dink ek nou hey hulle praat nie lekker met my of hulle wil my nie kyk nie of... Ek het dit Panarotti's – ek het klompie blanke vriende en ek het dit nie ...vat as hulle nie van my hou nie dan is dit hulle probleem. Vel kleur of nie vel kleur nie. Ek het geleer om dieper te kyk as dit jou velkleur vir my gaan se. Ek ken mense maar ek is baie versigtig vir jou wat ek se maar kyk hier praat ek goed ...Hier praat ek nou al weer goed met jou want jou hele gesig se vir my dit lyk vir my as of ek vir jou kan vertrou. En jy weet 'n mens praat mos nie sommer nie. So ek is baie versigtig om sommer te praat met enige iemand en jy kan my net iets vra dan pak ek sommer uit maar ek is nogal baie versigtig. Maar ek voel soos ek hier sit ek is op my gemak. Ek kan vir jou se ek voel ek kan nou nie huil nie want.....

AS DAAR 'N PROBLEEM IS KAN JY DIT MAKLIK UIT PRAAT?

Man ek het nog nie 'n probleem gehad wat ek nou nog nie kan oor praat nie maar as ek iets het wat my pla dan beginso aan en so aan – iets se of sy sal miskien ...maar ek het nog nooit regtig 'n probleem gehad wat ek nou deur die direkteure moes gaan of so 'n manier. Ek is quite happy here.

HOE LANK IS JY HIER?

'n Jaar en 'n maan.

IS JY BETROKKE IN ENIGIETS ANDERS IN JOU GEMEENSKAP SOOS SPORT OF KERK OF ORGANISASIES OF IS DIT NET BASIES WERK EN JOU BOYFRIEND EN JOU VRIENDEKRING?

Ja en dan werk ek nou nog naweke by die Jazz Klub. Dit is nou vir geld. Salaris, want ek het nie geld nie.

ALLES, GAAN DIT NA JOU MA.

Ja die kar - anderste die eiende van die jaar klaar en as ek nie klaar kom nie dan vat die bank die kar als is daar net 'n paar maande oor en ons wil nie dit he nie. Met die paaielemente nou nog af gaan nie sy wil ook nog geld he en ek wil ook graag spesiaal lyk as 'n sosiaal verkeer maar ek kan nie 'n sosiaal verkeer want ek moet gaan werk so dat daar geld in my sak is. Ek het nou die dag gese die kar is al wat ek betaal – die kar het terug vir die bank en

....AS JOU MA DIT SE

Dit het so seer gemaak in die standomdat ek huil nie....en ek vraduidelik nie.Nou kom ek liewerste met 'n smile hier in as iemand dit voel altyd vir my my probleme is nie worth it nie. Ek sal nie se worth it nie maar as iemand nou kom en die een se nou wel ek kom van die doktor...en ek dink en jy voel ek soos ek voel.

JY PERFORM SOORT VAN OM BY JOU ONDER TE HOU?

Ja. Ek doen dit die meeste van die tyd en ek doen dit vir Dan ook. Maar is frustrerend en maak vir my ietsie en die ander ding is dalk van die tyd haal ek dit op my albino uit enmoet se op enige manier jy moet ontlsa raak van emosies maar nie op my nie. En hy sal nou eers se selde praat met mypraat met my asseblief. Nou begin ek te praat en huil ek en huil ek so ek nie kan praat nie. Dan sal ek nou bietjie praat en dan...

DIS NOU EEN PLEK WAAR JY OPSTAAT KAN RAAK.

Ja, dit het ek nou weer min deesdae dan omdat daar is permanent mense in die huis in.

SO JY SIT MET FRUSTRASIES DAAR SO OPGEKROP.

Ja. As ek bittend.

DIT IS.

En almal verwag die... Ek maybe om dit te doen nie maar is amper soos die mense kan nie verstaan as ek nou se ek wil voel nou depressie. Dit kan Zelda wat so altyd smile en sparkle. Hoe kan sy depressed raak.

HOE GELUKKIG SAL JY SE IS JY OP DIE OOMBLIK?

Met myself, behalwe dat ek verwig verloor het is het baie gelukkig omdat ek verloor het maar gelukkig dat ek werk het. Ek het mense wat vir my omgee, so om 15%.

GELUKKIG?

Ja. Die helfde van die gelukkigheid is nie erg nie. Is hier binne in myself. En dan voel ek weer sleg omdat ek nou lelik was vir my ma of dat ek so kwaad is vir haar moet ek – omdat ek so met haat – toe voel ek seer behou. Dan more ek gee haar 'n groot soen en se Mammie kom net reg. Gaan le in jou kamer en bly dan daar. Vat jou kar en ry dan, moenie huistoe kom voordat jy reg gekom het nie.

JY SIEN DIT RAAK EN DIT MAAK JOU....

Jy gaan nie so wees...

VOEL JY SO..

My ma het ook baie depressies geval. Sy het bloeddruk kry en as ek nou ma sien in die kooi en sy is erg depressed en die doktors nou....Ek belowe myself elke keer ek gaan nie my ma se persoonlikheid aanneem nie, en ek gaan nie so siek word soos sy nou daar lyk nie. Ek is so lief vir haar. Sy is vir my baie belangrik. Dit voel vir my my ma is meer oor ander mense se gesond geweldsyn as oor myne. Ek is 22, jou eie werk is dood, boyfriend en gaan jou nie meer worry nie. Snaaks waar sy daar is, is sy gelukkig en ek sorg vir haar, het sy geld in haar sak, as sy besluit om te gaan iewers.

HOE VOEL JY OOR DIE TOEKOMS? EK PRAAT NOU VAN JOUSELF, JOU WERK EN OOK IN SUID AFRIKA, HOE VOEL JY OOR DIE TOEKOMS?

Oor die toekoms voel ek bietjie baie.....Dit lyk nie of my ma werk gaan kry nie. Dit gaan swaar, sy sukkel verskriklik. Dit lyk nie asof ons ooit op ons eie gaan nie sommer gou nie en as ek ek wil nou gaan lekker bly, ek wil nou die hele setup daar in 'n huis gewoon raak en as dit weer vir my 'n hele trauma om daar weg te gaan. Ek probeer maar om elke hoek en draai om alles wat ek doen daar is 'n lug aan die einde van die tunnel. Daar is rede gelig. Wat my werk betref ek hoop hier is hoop vir my 'n bietjie plek want ek het tee gemaaken ek is doodgelukkig en ek werk hard. Ek probeer myself te ... elke hoek en draai en hoop iemand sien dit raak.

BAIE DANKIE

COMPANY G
PRE TEST
SUBJECT G59

HOW WOULD YOU DESCRIBE YOURSELF? WHAT KIND OF A PERSON ARE YOU?

Very optimistic. I'm a very positive person. I try not to look at the bad side of things. I try not to let people down. I'm very hardworking but I don't just leave something half done. I try to complete things now.

DO YOU SET HIGH STANDARDS FOR YOURSELF?

I set high standards for myself, sometimes too high just to getwas too high. I do set high standards for myself to try to achieve something but I would just go with the flow and, I'm that kind of a person.

SO YOU WANT TO STAND OUT, YOU WANT TO ACHIEVE?

Yes definitely.

HAVE YOU GOT GOALS YOU SET FOR YOURSELF YOU ARE STRIVING FOR?

My main purpose this year would be to get through my CTA, my Honours, not to just get through with 50%, but to really get a very good mark.

HOW ARE YOU DOING THIS PART TIME?

I'm doing Honours through UNISA part time.

IT MUST BE QUITE TOUGH.

Ja, it is quite tough. Last year I worked for another firm which didn't have hard work as the work here and I also studied part time so it's the first time I did, so it was quite a good exercise for me. I did pass though and it was a good practice time for me to study in my two years – this time I just have to work harder because I'm in my final year now.

IN TERMS OF PEOPLE DO YOU LIKE BEING WITH PEOPLE OR DO YOU PREFER BEING BY YOURSELF OR ARE MORE OF AN INTROVERT OR EXTROVERT. HOW WOULD YOU DESCRIBE YOURSELF?

I love people, I love working with people.

DO YOU WORK BY YOURSELF?

I go out a lot. I love working in a team. I don't feel that I have to be around people all the time to survive. I can work on my own but I love being around people.

YOU TALK TO PEOPLE QUITE EASILY?

Ja.

AT A PARTY AND YOU DON'T KNOW ANYBODY WOULD YOU GO UP TO PEOPLE OR WOULD YOU WAIT FOR THEM TO COME TO YOU?

Well, I would check it out and see who I think I would be able to speak to. I won't sit in my corner.

SO YOU LIKE PEOPLE?

I love people.

IF THERE IS ONE THING THAT YOU CAN PICK OUT AS BEING YOUR BEST QUALITY, SOMETHING THAT YOU ARE REALLY PROUD OF IN YOURSELF SOMETHING THAT YOU WOULD SAY THIS IS MY STRENGTH WHAT WOULD THAT BE?

My friends, it would be my perseverance.

DO YOU GO FOR SOMETHING AND YOU CARRY ON.

Yes.

YOU WON'T GIVE UP EASILY?

Even if I for example when I did my undergrad studies in my second year I failed a few things and that caused many of my friends to drop out and I thought to myself no but I must do this and I did it over. If I make a mistake in the past I'd go back and do it over until I achieve what I want.

IS THERE ANYTHING THAT YOU WOULD LIKE TO CHANGE?

Probably many things.

TELL ME A LITTLE ABOUT YOUR BACKGROUND, YOUR HOME LIFE, WHERE YOU COME FROM WHERE DID YOU GROW UP.

I grew up in Cape Town. I grew up in the Southern Suburbs, I don't come from a poor family, my father is from Kimberley my mother was a Cape Townian but I grew up in a good home where morals were important. We would go to church and stuff like that and to live a good life and taught well and we were given the best I think my parents could give, like in education stuff like that. My father died about seven years ago and my mother had to take over and I'm the eldest son. I have an older sister though which means that also in a way I had to take certain responsibilities around the house. I had to be big, I had to be father either way, I had to try and discipline my little brother. I got through that. I think I've got a background to be proud of. Many times Coloured people.... But like I said I'm optimistic, I don't see life as being Coloured makes me disadvantaged, I must stand back. I try to go for whatever anyone else is going for and not putting myself into a clock.

YOU SAY YOU HAVE A WONDERFUL FOUNDATION THAT YOU ARE PROUD OF?

Yes.

DO YOU SEE YOUR FAMILY QUITE A LOT, ARE YOU QUITE A CLOSE FAMILY NOW?

Yes, we are quite close especially after my father died. We were quite close we help each other.

DO YOU STAY AT STELLENBOSCH NOW?

No, I stay with my mother still in Cape Town. I'm living in Kuils River at the moment, we moved there about 8 – 9 years ago.

DID YOUR FAMILY GET ON WELL, I MEAN THERE ARE NO PROBLEMS, YOU DON'T HAVE FIGHTS OR HOW DO YOU HANDLE IT IF THERE IS A CONFLICT, YOU SAY YOU ARE ALMOST A FATHER FIGURE, WOULD YOU BE THE PEACEMAKER WOULD YOU BOTTLE THINGS UP OR WOULD YOU HANDLE IT IF THERE IS CONFLICT?

My mother is the peace keeper where I try to nullify like say hey you don't speak to your mother like that and my mother would come in and say ag man he just wants to play. I play more the stronger role but where I can safely say that my mother with her - more at peace with her role. It's such a strength that even calms my mother down, it actually brings peace. Lately I've tried that with him – not jump at him but to actually go and speak to him and make him understand why he is wrong. So maybe I think my role is changing.

YOU SAY AT WORK YOU WORK IN TEAMS. WHAT HAPPENS IF THERE'S CONFLICT, HOW DO YOU HANDLE IT? DO YOU LIVE COMFORTABLY WITH CONFLICT AROUND YOU OR DO YOU WANT TO TRY AND SORT IT OUT AS QUICKLY AS POSSIBLE?

In the team when we have a work situation I'm not usually the one that goes and jumps in and says we have got to stop this. I'm the one that just goes on. I try not to butt in in the conflict. I try to stay out of conflict. I've never had conflict where I was involved in myself.

YOU HAVE YOUR WORK AND YOUR HOME WHAT OTHER ASPECTS OF THE COMMUNITY ARE YOU INVOLVED IN?

I'm very involved at church. I'm the church keyboardist – I'm in the Praise and Worship team, I'm also a Sunday School teacher. I'm involved mostly in church work.

WHEN YOU SAY SUNDAY SCHOOL TEACHER IT'S NOT JUST SUNDAY, DO YOU HAVE YOUTH ACTIVITY AS WELL OR IS IT JUST SUNDAY SCHOOL?

It's mostly Sunday things, but we have activities for kids on Saturdays sometimes. Otherwise in the community I'm starting later this year to reach out to my school in my community to market the theatre profession. It's not only going to be at my school probably it will be at some other school as well in the disadvantaged community. We just market the professions because kids always go for the negative idea of accountants being grey so that is one of my visions for this year to do that.

IS THE COMPANY LIKE PART OF YOUR JOB THERE OR IS IT EXTRA?

It's actually extra but it's being administered through the school.

DO YOU ENJOY KIDS?

I enjoy kids.

SMALL ONES OR TEENAGERS?

Well my Sunday School class is in fact now 11, 12 and 13 year olds and then also they send me the later teens.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU ARE, THAT YOU FEEL WITH YOURSELF AT THE MOMENT?

I really feel very happy with myself. As I said I'm not one that goes and looks at negative things. When I get to my car I think this was a nice day. I'm also the type of person if I had a bad day and I get into my car I think I had such a crap day today.

YOU DON'T VERBALISE HOW YOU FEEL. IS IT EASY FOR YOU TO SAY THAT I'VE HAD A BAD DAY IT'S BECAUSE OF THAT OR DO YOU JUST FIND THAT YOU FEEL UPSET AND YOU CAN'T REALLY WORK OUT WHAT IT IS?

No, not like that. I know why I feel bad and another thing is I try to stay contact with myself. I let myself know how I feel. I don't bottle up my captive feelings and come to work with it again tomorrow. I drive over it. Tomorrow is a new day and then I start out again by being just – forget about yesterday and go on. I'm generally a happy guy by choice.

SO YOU WOULD SAY THAT YOU ARE HAPPY WITH YOURSELF?

Yes.

IF YOU THINK ABOUT THE FUTURE HOW DO YOU SEE THE FUTURE FOR YOURSELF PERSONALLY FOR YOUR VISION FOR THE FUTURE IN YOUR JOB, FAMILY LIFE AND FUTURE OF SOUTH AFRICA. HOW DO YOU FEEL GENERALLY ABOUT THE FUTURE?

Generally I feel positive about the future. I see things happening around us. I strive for the best. I think I visualise the future. I visualise myself in five to ten years driving my type of car, living in a big house and having a family and looking after my mother if I have to. I visualise these things. I can't say they will happen like that but I try to, not plan, but to just have that idea what it's going to be like. I don't want to step into the future and think.....it's just like with every day, tomorrow I don't know what I'm going to do. I've got this problem today I don't want to solve it tomorrow. I think it's important for me to always visualise and keep in mind what's happening to my life so I'm prepared for it.

SO YOU HAVE A STRONG VISION FOR THE FUTURE?

Yes.

YOU KEEP IN CONTACT WITH IT AND YOU TAKE STEPS ACTIVELY TOWARDS THAT GOAL.

Yes.

SO YOU FEEL GENERALLY POSITIVE IF YOU THINK ABOUT THE FUTURE, YOU DON'T FEEL DEPRESSED AND BLEAK ABOUT THE FUTURE? IF YOU WANT THE FUTURE YOU FEEL IT'S A POSITIVE FEELING THAT YOU HAVE?

Yes. Maybe there are many things that a person can be depressed about the future. I don't even want to go there because by going there you're thinking oh this country's going down what am I doing here. Then I'm probably going to go down as well.

BETTER TO JUST KEEP FOCUSING ON THE POSITIVE.

Yes.

THANK YOU, IT'S BEEN INTERESTING TALKING TO YOU.

COMPANY G
PRE TEST
SUBJECT G58

HOW WOULD YOU DESCRIBE YOURSELF?

Ek is nie 'n akademiese persoon nie. Ek is prakties, baie stil, ook skam. Ek sal nie voorentoe gaan nie. Geduldig. Ek hou daarvan om op my eie te wees. Ek is perfekzionisties op my self en my werk – ie ander mense nie.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

Ek werk goed en sal sorg dat die goed gedoen is. Ek is verskriklik skaam en praat ie maklik nie.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

Aanvaar – my man is baie weg – het nie man so nodig – gaan nie tepletter as ny nie daar is nie. My dogters is tieners en hulle is moeilik – gesles – nie ontplof nie – aanvaar dinge soos hulle is – man doen niks – vour se werk aanvaar dit so.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

Alright – nie probleme nie – werk op haar eie.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

Nie betrokke nie.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF IRGHT NOW.

Alright. Het geleentheid gehad – 10 jaar by kinders – tyd reg vir werk nouw – kinders en huishouding en werk goed. Later weer tyd vir ander dinge – nie begeerte vir bevordering gelukkig.

HOW DO YOU FEEL ABOUT THE FUTURE?

Moet maar positief wees – bat nie om negatief te wees nie.

COMPANY G
POST TEST
SUBJECT G58

HOE WAS DIE KURSES VIR JOU GEWEES?

Baie interessant. Ek het dit baie geniet.

WAS DAAR IETS WAT JY SOOS 'N VERASSING GESIEN. WAS DIT ALLES WAT JY VERWAG HET?

Dit was nie wat ek verwag het nie maar niks van die inhoud sal jy se was nuut nie. Dis alles wat 'n mens weet maar dis iets wat jy net weer organiseer in jou lewe te hoor. Dis alle praktiese goed wat 'n mens kan doen om dit toe te pas. Almal se altyd nee so nee so maar

WAS HIERDIE KURSES...?

Ja. Ek dink dis spesifiek aan die assertiwiteit – jy moet se ek hou nie daarvan nie, hoekom hou nie daarvan nie, wat gaan ons daaraan doen, daardie vier stappe.

PRAKTIESE RAAD.

Ja.

DINK JY JY HET IETS VAN JOUSELF VAN LEER WAT JY NIE VAN TEVORE GEWEET DEUR DIE KURSES?

Ja. Daar waar so een of ander mense gaan vra .jou se. Daar het so 'n paar interessante goed uit gekom.

GOED WAT VIR JOU VERRAS HET PLEASANTLY SURPRISED OF WAS DIT GOED WAT JY GELEER HET?

Ja.

IETS WAT JY NIE VERWAG HET NIE?

Nee.

EN ENIGE NEGATIEWE GOED WAT JY AGTERGEKOM HET WAT JY NIE VOEL DAT JY MOET REGTIG MOET AAN WERK?

Nee nie rerig nie.

WAS DIT VAN GOED WAT JY GEWEET HET?

Ja.

EN DIE GOED WAT JY ONTDEK HET WAS POSITIEF – HOE VOEL JY DAAROR?

Dit was 'n goeie invloed. Dit bou 'n mens nogal. Ek het dit nie geweet nie.

EN ANDER MENSE SIEN DIT RAAK

Ja.

JY SE DIT WAS BAIE PRAKTIES. HET JY AL KLAAR TYD GEHAD OM DIT TOE TE PAS?

Nie toe gepas nie – ek het dit verkeerd gedoen – kompleks situasie. Ek is bewustig van..

SO BY DIE HUIS OF VERHOUDINGS WAT NABY AAN JOU IS HET JY ENIGE GELEENTHEID GEHAD AL OM ...

Nee.

EN BY DIE WERK?

Ook nog nie. Dit was net oor die naweek...

WAS DIE KURSES, WAS DAAR GENOEG TYD TUSSEN DIE KLASSE OM DIE GOED TOE TEPAS? OF WAS DIT TE GOU OP MEKAAR?

Ja. Dit was net daar.

DIT WAS NIE TE LANK EN GESPREEK NIE?

Nee.

AS JY NOU MOET BESKRYF HOE GELUKKIG JY IS MET JOUSELF – EK HET JOU VOOR DIE KURSES GEVRA HOE GELUKKIG ‘N MENS SAL JY SE DAT JY IS HOE SAL JY OP DIE OOMBLIK JOUSELF BESKRYF?

Ek is nie veel anders as snaaks nie. Ek het nou baie werk nou hier in die kantoor so dit hou mees mekaar net besig....redelik positief.

EN DIE KURSES HET DIT VIR JOU ENIGSENS JOU LEWENS UITKYK VIR ANDER OF HOE JY DIE TOEKOMS WAS DAAR ‘N PLEK WAAR JY JOU DOELWITTE WIL....

Ja, ek sal nie se my lewens uitkyk vir ander ..dit lyk miskien net meer fokus op jou doelwitte soos ek ...om alle soorte tippe maar nou weet ek ek moet hiernajy leer 'n bietjie meer oor jouself. Dit raak net 'n bietjie duidelike.

SO DIT IS ASOF VERNELE NET VIR JOU PERSPEKTIEF GEGEE?

Ja.

EN VOEL JY JY HET GENOEG UIT DIE KURSES GELEER HET DAT JY DIT SAL KAN TOEPAS OF VOEL JY DIT HANG SO VAN...

Ja. Nee, ek het gedink dit is so goed afgerond is. Nee die kurses was baie goed vir my.

EN DIE GROEP SAAM MET WIE JY DIT GEDOEN HET HET JULLE GOED MEKAAR GEKEN?

Ja. Ons het behalwe van een sien ons baie mekaar. Ons het mekaar redelik goed geken.

SO WAS DIE MENSE HIERSO VAN DIE PEREL EN...

En oke van Stellenbosch.

IS DIT AL NIEMAND VAN BELLVILLE NIE?

Die ouens van Bellville het te laat voor in en die ander ouens van Stellenbosch het – ek kan nie onthou hoekom hulle nie gekom het nie – daar was nog ouens wat deur gewerk het die eerste dag voor die kurses.

HET JY GEMAKLIK GEPRAAT WANT EK HOOR ANDER MENSE SE DAT JY MOET BAIE VAN JOUSELF DEEL. WAS DIT VIR JOU MAKLIK OM IN SO ‘N GROEP OOP TE MAAK OF WAS DIT ‘N BIETJIE DRUIFEND?

Ja. Dit is miskien party keer maar is nie so erg nie. Daar was een dame wat ouer was as ons almal. Dis interessant om te sien hoe haar lewe gefokus is op en wat vir haar belangrik is en daar was 'n meisiekind wat hoe kan ek se ...en ook hoe haar lewe ..ook interessant.

SO DIE DIWERSITEIT VAN DIE GROEP IS EINTLIK ‘N POSITIEWE DING. DIT WAS NIE IETS WAT JY SO GEVOEL HET. DIT WAS ALMAL DIESELFDE SOOS VAN GRAAD KWALIFIKASIE GEHAD DAT DIT BETER SOU GEWEES HET?

Nee. Ek dink ons is net 'n klomp klerke wat

DAAR WAS KOMPETISIE EN OMDAT DAAR SO ‘N VERSKEIDINGHEID...

En ook verskillende ouderdomme.

EN DIE MANIER WAT DIT AANGEBIED WAS? HOE WAS DIT VIR JOU?

Die discipline is vir my 'n goeie ding want ander kursies daar staan iemand daar voor en se so en so en so. Die was baie meer rustig en jy kan op jou eie spoed bepaal.....

HOE VOEL JY NOU OOR DIE TOEKOMS?

Ek weet nog nie. Politiek en so aan ek weet nie. Dis ook 'n bietjie so onseker maar van die toekoms....

JY SE DIT HET NET VIR JOU GEHELP OM SOORT VAN TE FOKUS OP DIE AREAS WAT JY WIL?

Ja.

VOEL JY DAT JY DIE PAAR GOED WAT JY GELOS HET OMDAT JY VOEL JY IS NIE SO 'N MENS NIE OF WAS DIT NIE EINTLIK SO RADIKAAL NIE?

Nee, daar is eerder goed wat ek besef wat ek altyd wou gedoen het maar dat ek nou eerder weet hoe om dit aan te pak en om dit te benader en dat ek my graad 'n kans moet gee.

IS JY SEKER JY GAAN DIT GEBRUIK?

Ja.

BAIE DANKIE.

COMPANY G
POST TEST
SUBJECT G60

WAS DIT LEKKER GEWEES?

Ja dit was baie onspannend.

NIE GEDRUK?

Nee.

DIE STYLE WAT DIT WAS, HET JY GEVOEL AS OF JY KON OOPMAAK EN ONTSPAN SAAM MET DIE MENSE?

Ek dink nogal die mense het so gevoel ja. Ons was maar 'n klein groepie op die einde van die dag. Ons was so omtrent sewe van ons. So dit kon dalk nog lekkerder gewees as daar meer was en meer verskillende temperamente en soorte mense gehad.

WAS JULLE ALMAL DIESELFDE SOORT VAN...

Meeste van ons wil ek eintlik se ja.

WAS DIT MAKLIK OM OOP TE MAAK TEENOR DIE ANDER MENSE OF HET JY 'N BIETJIE GEVOEL DIT WAS TE KLEIN OF TE INTIEM EN JY KAN JOUSELF NIE BLOOTSTEL NIE? OF WAS DIT DIE SOORT ATMOSFEER WAT JY...

Jy kon so maak as jy wil, almal is ook maar dieselfde. As jy die soort mens is dan was die geleentheid daar. Ek dink ek het geleer om 'n bietjie oor myself te dink ook. Jy kyk eintlik verby jouself, kyk eers na ander mense voor dat jy aan jouself dink. Eintlik besef 'n mens dat jy na jouself ook so bietjie so sit en in die spieël kyk en so bietjie soort van ondersoek en kyk wat kan jy doen ook daar omtrent.

EN HET JY DIE GELEENTHEID GEKRY OM DIT TOE TE PAS?

Ja maar dit is nou maar oor die toekoms wat ek dink.

DIS MOS NOU NIE ELKE DAG NIE MAAR DAAR.....

Soort van huiswerk en mens is maar geneig en jy moet jou rerig daarop toele om te probeer aan dink.

DIT WAS NIE ASOF JY ELKE KEER EXERCISE TOEPAS WAT JY SE. NIE DAT JY DIE KURSES GELEER HET NIE.

Dit werk nogal so. As ek by die huis is en met die kinders besig is kom dit ook op en was dit ook makliker gewees en agterna gedink het ek moes so optree. Dit kom tog so by 'n mens op miskien dalk te laat. Dit moet eintlik 'n lewenswyse word en moet jou gereeld daaraan herinner sodat jy dit kan probeer.

SO JY HET IN DIE LOOP VAN DIE DAG AS JY MET DIE KINDERS BESIG IS HET DIT JOU AAN IETS HERINNER WAT JY GELEER HET?

Ja.

HET ENIGIEMAND IETS AGTER GEKOM DAT JY ANDERS OPTREE OF NIE EINTLIK NIE?

Nee ek glo nie so nie.

MAAR KAN JY MISKIEN 'N VERSKIL EN 'N LIGTHEID IN JOUSELF VOEL?

In 'n mate, ja, so nou en dan. Ek sal nie se dat ek nou 'n obsessie het daaroor nie.

EN JY SE JY VOEL JY MOET JOUSELF MEER IN AG NEEM?

Ek dink so, ja.

HET JY TE VEEL VIR ANDER MENSE GEDOEN TE MIN?

Ek is persoonlik geneig om eers aan ander te dink en dan aan myself.

SO GAAN JY DIT DOEN?

Ek gaan probeer, maar dis moeilik.....dit harder is, ja. By die werk tree ek gewoonlik heeltemal anders op as wat ek by die huis optree.

HET JY AGTERKOM VAN DIE KURSUS OF HET JY DIT ALTYD GEWEET?

Nee ek het dit altyd geweet maar dit het vir my sterker na vore eintlik gekom. By die huis sal ek makliker my se se as wat ek byvoorbeeld by die werk dit sal doen.

WEET JY HOEKOM?

Ek het nie so diep daaraan gedink nie. Seker maar net veral die kinders is makliker....

MET HULLE TE SAG TE WEES NIE?

Ja.

EN BY DIE WERK HET JY ENIGE GOED GELEER WAT JY KAN TOEPAS HIER?

Definitief. Ek weet nie of ek so goed daarin is dat ek se nou maar besluit dat ek in hierdie rigting behoort ek liever so opgetree het nie.

HOE GELUKKIG SAL JY SE JY IS MET JOUSELF OP DIE OOMBLIK?

Dis moeilik om te antwoord. Ek is nie mens wat sommer gaan sit en tob oor 'n ding. Ek glo nie ek sal maklik aan stress lei nie. Alhoewel baie mense daar sal dink ek het 'n tipe temperament wat sal na.... Ek dink ek sal kan opstaan. Ek is nie 'n ou wat sommer gaan le nie maar daar is sekere goed wat 'n mens nie so gelukkig hou met jouself nie.

DINK JY DIE DING WAT JY GELEER HET IN DIE KURSUS ... AS JOU NOU EEN DING MOET UITLIG IS DIT DIE FEIT DAT JY JOUSELF MOET MEER IN AG NEEM. DINK JY DIT IS DIE BELANGRIKSTE DING?

Ja.

EN IS DAAR IETS ANDERS WAT NOGAL MINDBOGGLING OM DIT TE LEER – OF WAS DIT NIE SO ‘N SOORT VAN KURSUS VIR JOU NIE? HET JY JOUSELF SO GOED GEKEN VOOR JY OP DIE KURSUS GAAN – HET JY EINTLIK NIE KURSUS NODIG GEHAD HET OM ... OF HOE HET JY GEBAAAT BY DIE KURSUS?

Dit was baie gemakliker so – miskien ook my ouderdom sal ek maar se – ek nou die enigste een wat nou kinders he byvoorbeeld. Ons situasies het eintlik verskil. Ek dink nogal as daar miskien meer mense van my ouderdom ook was ek sal meer van daai aspek af sal sien hoe hulle dan sal optree in die tipe van ding. Ek meen so met die tyd saam as ek seker ook maar....daar is baie wat ‘n mens jouself mee kan assosieer en wat jy geleer het – soos konflik ‘n mens dink altyd konflik is die verkeerde ding dis ‘n slegte ding en tog het ons geleer dit is nie altyd nie. Dit kan goed ook wees.

HET JY ALTYD GEDINK DIS ‘N SLEGTE DING?

Ja ‘n mens dink altyd om soort van ‘n argument te he dat dit – ek het altyd probeer wegbly van ‘n argument omdat ek hou nie van dit nie. Maar ek het geleer ja eintlik kan dit goed ook wees. Jy kry nou so ‘n gevoel van wat die ander persoon dink.

JY WAS DIE OUDSTE IN DIE GROEP?

Ja.

EN DIE FEIT – KEN JULLE MEKAAR – JULLE WERK ALMAL SAAM.

Ons werk saam maar ook nie rereg nie. Jy sien die mense maar elkeen is mos soort van ons werk nie self in spanne. Ek was die enigste van ons span wat daar was – ons sekretaresse is maar taamlik op ons eie – hulle gaan gedurig uit na die oudits na klieente toe en so aan. So ons het self met ons span baie min te doen. So jy ken nie die mense rereg so goed nie.

JY HET DIT GENIET AS DIT MENSE WAT JY GLAD NIE GEKEN HET. DINK JY JY SO MEE GERIEFLIK OF MEER GEMAKLIK GEPRAAT?

Nee ek glo nie.

WAS DIT ALRIGHT. DIT WAS NIE DIE GROEP SAAM MET...

Nee dit was....

OOR DIE TOEKOMS, HOE VOEL JY?

Positief.

JY IS POSITIEF?

Ja.

DANKIE.

COMPANY G
POST TEST
SUBJECT G63

HOE WAS DIE KURSUS VIR JOU?

Man dit was eerdelik.

EK IS NOU NIE BETROKKE BY DIE MAATSKAPPY OF ENIGIETS SE VIR MY EERDELIK HOE JY DIT..

Dit was interessant. Ek het goedjies ontdek maar dit was eintlik goed wat ek geweet het. Dit was nou net meer vir my upfront gese en is goed vir my die kursus daar word net so gese ek nou die dag toe praat ek ook saam met iemand anders wat daar was toe se hy vir my ja maar hy het dit geniet. Toe se ek fine, ek het dit ook geniet maar die feit dat daar net een reg is se nou net ek het 'n probleem en ek se wat kan ek nou doen en ek se vir hulle maar ek wil nie rerig dit doen nie. Ek het byvoorbeeld, as ek en my ma strei en ek stap uit die huis uit en wil net stap uit die huis uit. Ek is frustreerd ek wil nie vir haar antwoord nie. Toe se almal my voorstel ek moet gaan stap. Ek moet gaan tot by my ma en ek moet se ek sal nooit weer gaan stap. Nou se meer as wat ek se ek wil nie eers dit se nie so meer maar ek moet se ek wil gaan stap en ek sal nou weer terug wees, ek is gefrustreerd. En so meer ek nou vir hulle wil laat verstaan daar is ek wil nie daai opsie vat nie toe se hulle vir my 'n ander opsie dan gee hulle nie vir my 'n ander opsie nie. Maar dit is baie goed wat ek gedoen het gese in die kursus is baie waar ook. Ek het baie geleer. Rerig het ek baie geleer.

HET JY NUWE GOED OOR JOUSELF ONTDEK? IETS WAT JY NIE GEWEET HET NIE. JY SE NOU VIR MY DAAR WAS NIE NUWE GOED NIE OF JY HET BAIE VAN DIE GOED GEWEET AL?

Ek beteken nuwe goed is nie. Ek het eintlik ek kan sarkasties wees. Hulle se want ek het agter gekom ek is verskriklik sarkasties. Ek is nie bang om my se te se nie. As daar probleme is dan sal ek die een aanspreker oor of dit ek sal wanneer die tyd reg is en soos in die kursus daar is mos die gaaping specimen. Ek het my vertroon hoe al praat oor Nadia toe vra sy vir my...toe se ek dit voel vir my ek moet my persoonlikheid verander. Dit was 'n aanpassing vir my om dinge te doen volgens die boek. Toe se ek vir haar ek gee nie om om die goed toe te pas nie maar daai speling tussen is so gou. En die Maandag dan leer ons nou iets dan as ek die Vrydag by haar weer kom dan moet ek nou haar vertel of daar iets in die situasie gebeur het. Miskien het 'n situasie verby my gegaan het – ek het skoon vergeet het van al my reëls en regulasies wat ek nou toepas en dan ek van niks se nie dan voel ek so stupid. Ek dink hulle moet verwag 'n mens moet sommer iets kon vertel nie of miskien wil dit nie vertel nie of so iets van daai ding.

HOEKOM WIL JY NIE VERTEL NIE – WAS DIE GROEP SOOS ...DAT JY VOEL 'N BIETJIE BEDRUIG GEVOEL DAT JY NIE DIE MENSE WAT – HET JY GEVOEL DAT JY NIE MAKLIK KON PRAAT NIE?

Ek voel net dat daar sekere dinge wat 'n mens sekere tye kan praat. Casual, klere of gemaklik wees of open wil wees met die groep. Dit wil nie se ek gaan sommer praat ook nie.

JY HET GEVORSEERING...JY IS NIE LUS NIE?

Ja. Daar was baie tye wat ek gese het hoe ek voel maar daar is sekere goed wat ek gevoel het wat baie enig staat goed was wat ek met hulle gepraat het en ek hulle so ver vertrou om ook te vertel van my ma wat werkloos is en dieselfde situasie en sulke goedjies, maar daar is partykeers wat ek voel wat my ma miskien vir my iets gese het en dan maak dit vir my seer en hulle is baie simpateties. Dit was 'n baie nice groep. Ek het vir hulle enjoy rerig maar jy weet partykeer dink ek ek is onnodig dwars maar my gevoelings is my gevoelings. Ek sal dit deel wanneer ek dit wil deel.

DIE TYD REG IS.

Ja. En ek wil he mense moet vir my aanvaar so. As ek wil redeneer dat wil ek redeneer of die law se dit of die – sy het 'n prentjie gehad waarhulle se, se jy wil jou gesin uitneem is daar vier motors, 'n cow, 'n bakkie, 'n trok en 'n trekker. Ek wil die bakkie gehad het verstaan toe kon ek nie die bakkie he nie. Jy het besef dis etiket dat jy gesin klim in die motor. Ek se maar dis 4x4 maar dit is net so die kar is vir die gesin. Is amper soos party mense gewoonlik party mense hulle is net so. Ander mense kyk 'n bietjie bree. Ek kan mos nou die lewe style verander as ek wil. Is nou ontvou dat onaanvaarbaar dat ek nou my gesin in 'n bakkie wil ry. Miskien het ek iets nuut geleer wat ek nie nou kan aan dink nie of nie nou gaan besef nie. Maar dit was vir my baie nice. Ek is meer verstaanbaar. Ek probeer meer verstaanbaar wees by die huis, by die werk.

HET JY IETS AGTER GEKOM DAT DAAR 'N VERSKIL IS IN JOU PERSOONLIKHEID BY DIE HUIS EN BY DIE WERK?

Ja daar is nogal. Nie so vreeslik baie nie. Ek se altyd ek wil probeer om elke dag dieselfde te wees by die huis by die werk maar ek wil nie he die mense moet vir my praat of vir my judge as ek nou miskien iets anders doen by die

werk of iets anders doen by die huis. Ek probeer altyd dieselfde te wees. Maar 'n mens kan nou nie altyd dieselfde wees nie. Ek is ook so deurmekaar en hulle se vir my ek moet met my ma praat. Ek wil nie 'n hoofstuk van konflik en hulle se konflik het 'n goeie uitwerking en hy het 'n nadeel. Voorheen as daar kan goed gese word en kan uitgeklaar word na die rus mense raak mos nou kwaad oor konflik. Ek wil nie konflik he nie. Ek het dit oor genoeg gehad, my ma en my pa het gestrei en baklei en tekere gegaan. As ek vir hulle se ek wil nie konflik he nie of ek sal dit vermyn ten alle koste oorkom. Ek probeer te verduidelik maar is amper hulle, hulle kan nie verstaan dat ek rerig nou my gevoelings al onder druk hoe ander mense gelukkig te sien nie is dit lyk my vir hulle het ook ... te wees. Hulle kry my jammer maar hulle wil he ek moet nou 'n slaggie opstaan. Hulle probeer goed doen maar ek wil dit doen op my eie tyd. My ma is te hypoactive wat skel en so betref en ek wil nie geskel wees nie.

SY IS JOU ROLMODEL EN DIENAAR TEEN ALLE KOSTE WAT JY WIL NIE WEES NIE. EK VERSTAAN DIT.

Maar sy maak my....

JY HET BAIE LIEF VIR HAAR MET 'N GROOT HEART.

Ek het vir haar party keer nag soos daar kom tye wat sy net so – toe se nou ek sal haar lag se so uit haar maag uit. Oh dan is ek so lief vir haar dan toe dink ek dis my ma wat ek ken. Dis die ma wat ek wil terug he en dan die volgende dag is so opgestress, en so vol dinge dan wil ek kan ek weer se ek kan dit nie die lewe uit nie. Ek wil dit nie he nie. Maar nou ja is mos seker maar dinge wat ek moet deur maak.

DINK JY DAT JY MISKIEN IETS GELEER DAT JY MISKIEN NIE NOU REG VOEL OM TE KAN TOEPAS NIE MAAR MISKIEN IN DIE TOEKOMS WIL KAN TOEPAS? IS DAAR GEEN BEHOEFTE OF BEGEERTE OM DIT TOE TE PAS NIE. VOEL DIT NIE VIR JOU SO WONDERLIK DAT JY VOEL JY DIT KAN TOE PAS NIE?

Ek sal wil toepas. Ek sal wil meer in die lyn van, ek sal wil so Nina, dis my senior, ek sal wil meer wil erken vir haar. Ek se vir haar dankie omdat sy so nice is vir my maar ek sal vir haar wil, ek voel asof ek vir haar 'n bos blomme koop soos hulle se in die kursus 'n mens moetop jou baas se koppe plak. En ek doen dit nogal baie min wat tref. En sy is baie patient met my en sy sal altyd vir my iets ook gee om te doen of sy sal se kom kyk hier. Al weet ek hier is wat aangaan verduidelik sy vir my so mooi of sy praat saam met my as of ek nou verstaan. Sy laat my nooit te na kom en my ma ek sal definitief met my ma moet praat maar nie nou nie. Ek sal nie se dis nie belangrik nie maar die tyd is nie reg nie. Ek sal moet wat kommunikasie betref is is ek quite happy I mean hier by die werk ook.

EN MET JOU BOYFRIEND? IS DAAR ENIGE VAN DIE GOED WAT JY GELEER HET WAT JY SOORT VAN.....VAN TOEPASSING OP EN KAN GEBRUIK MET JOU BOYFRIEND?

Ja definitely. Ek het last week het ek baie lekker conversations gehad waar ek vir hom gese het hoe ek voel en wat ek voel en ek het vir hom dankie gese dat hy so mooi by my gestaan het en dat hy altyd daar vir my is. Ek het mos altyd so histories geraak of kwaad geraak as hy met sy vrou na is en hy skiet vir my af of so iets in daai lyn. Maar nou beter as hy vir my iets se dan sit ek stil en ek luister. Ek raak nie sommer histories asof hy beskuldig omdat hy skiet my af of iets soos daai. Al doen hy dit nie ek sien nou net moody raak nie. Ek is so bang ek verloor hom ek bly keer hang. En dit is baie verkeerd vir my – ek kom dit agter. Ek het dit ook vir hom gese ek hom vir hom ook se hoe jammer is ek nou so makeer met hom is of is soos asof bad luck is as hy se. As ek hom weer sien is hy dis 'n atmosfeer van toe voel dit vir my ek is weer so verloof van voor en hy wil toe aangesien as ek so mooi met wil praat dat hy se die ander ding wat hy vir my gese het was hy hou van die idee dat ek met hom kan praat en vir hom nie skree nie. En toe ek dit hoor toe voel ek rerig baie lekker.

EN WAS DIT GOED WAT JY OP DIE KURSUS GELEER HET?

Ja eintlik. Dit kom dalk weer 'n mens moet nie sommer jump to conclusions. 'n Mens moet regverdig kan wees en ek word 'n andere persoonlikheid maar 'n veranderinge persoonlikheid omdat ek wil leer hoe dit te verander.

I APPRECIATE THAT. EK WEET WAT JY WIL DOEN. JY KIES OMDAT JY IN BEHEER VAN JOU AANVAAR. JY VAT WAT VAN WAAR DIT WAS EN DIE RES VAN DIE GOED.....

Ja.

DAAR IS VAN DIE GOED WAT JY GELEER HET WAT JY SE DIT WAS WAARDEVOEL WAT JY AL KLAAR PROBEER TOE PAS?

Ja.

EN HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Ek is gelukkig met myself met my voorkoms en alles wat my vriende en sosiale lewe betref maar ek is nog steeds wat my nou die meeste en die eerste pla is ek kan nie credit ek wil he nie. Ek wil my independence he en die sooner wat ek my op my eie kan gaan en ek wil ophou skuldig te voel wat my ma betref. As ek kyk na my vriende wat as ek vir hulle se ek gee my hele salaris aan my ma dan freek hulle uit. Hoe die hell kry jy dit reg? Ek is in beheer van my lewe maar ook nie. Ek is nou rerig in beheer wat self betref nie.

SO DAAI AREA KAN JY SE JY.....JY WIL INDEPENDENT OP JOU EIE GELD HE?

Ja en verantwoordelik wees op my eie. Nie dat en nie verantwoordelik is nie maar ek bedoel ek gaan mos my leer hoe om meer verantwoordelik te wees as ek miskien my eie salaris in my sak het. Ek is verantwoordelik wat gedrag betref en by die werk en disipline ens.

MAAR JY WIL GRAAG JOUSELF....

Ja.

EN WAS DAAR ENIGE PLEK OP DIE KURSUS WAAR JY KON SE WAT JOU DOELWITTE IS OF SO – JY HET OOR DIE TOEKOMS GEPRAAT?

OF IS DAAR IS IETS WAT JY SO VAN BEWUS GAAN GERAAK HET IN DIE KURSUS WAT JY OPGEWONDERD IS OOR IN DIE TOEKOMS OP TOE TE PAS OF HET JY MEER BEWUS GERAAK VAN 'N DOELWITTE WAT JY VIR JOUSELF WIL STEL OF NIE?

'n Doelwitte wat ek myself gestel het in die boek was – daar is iets wat ek daar in die boek geskrywe maar wat ek eintlik maar dit kom nie nou weer. Ek wil nie so kwaad wees vir my ma nie. Alles geweet daar van wanneer ek 'n meisiekind was hoe my ma want sy is eintlik die enigste probleem hoe om dit so te stel. Ek kan nie so kwaad wees vir my ma nie want sy is die een wat vir my so mooi gesorg het. Blykbaar was 'n growe man. Hy't gepraat en gemaak en gedoen net soos hy wil. My ma is die een wat so bly vandag hy'smet my maniere. Ek weet nie of dit 100% goed is nie maar met my maniere voorkoms paar gedrag wat iewers, sy is die een wat vir my hier gebring het en die ander ding is sy is die een wat vir my aangemoedig het om te gaan werk of om gaan swat of om dit te doen of daai. Sy sal nooit vir my se moenie dit doen nie of nie daai doen nie, sy sal of my armoeding of sy sal vir my se dit lyk nie reg nie, dit klink nie reg nie. Ek wil nie vir haar so kwaad wees nie, ek wil 'n beter verhouding met haar ophou. Ek wil 'n kry waar ons was maar ek gevoel het ek kan met my eie uit na haar toe gaan en se Mammie ek voel nou so, deesdae kan ek dit nie doen nie. Sy is so besig met my eie probleme in haar kop, dit voel vir my myne gaan nou nog 'n laksies. Hoekom kan sy nou nie se is my kind gelukkig. Ek kan nou self seker beyws deur om nou nie nog te worry oor haar of dan help dit dan kla nie, gaan miskien haar bewys ek is nou groot. Maar ek sal wil lyk ons moet weer of sy moet weer terug kom. Eknie onmiddelik oor haar nie meer nie. Ek probeer om my net onmiddelik te vererg nie en dan as sy vir my iets se en sy wil my beskuldig dan ek my mond oop op 'n ordentlike sagte manier, ek vra ...om histories soos sy nie. Dis asof sy my iets gese dan se ek Mammie Leno het net vir my geld gesien nie. Toe se sy hy's nietoe se ek maar hy het nie vir my geld gesien nie. Hy het eers nie so gepraat van geld nie en toe.

NOU DAAI REAKSIE WAT JY GEHAD HET WAT JY NOU RUSTIG GEPRAAT IS DIT 'N TAKTIEK WAT JY ALTYD OP GEREAGEER?

Wat daar betref was ek nie verskriklik opmet my ma maar ek was gewoond om gou hyperactive te raak. Ek is so bang die mense ...ek wil nie he die mense moet ek dink ek lieg of ek bedrieg of – ek kan dit nie vat nie en as ek vir jou se maar ek het dit nie gedoen nie dan het jy vir my omdat dit help nie – maar wie anders het dit dan gedoen. As hoe meer ek vir jou se jy het nie...dan begin ek histories raak. Maar ek se my kind, ek se dit een keer en as ek dit nog moet se dan se ek net vir 'n laaste keer. Ek sou dit dan twee keer waar ek het miskien tien keer gese dit en dan los ek dit net daar. Dis ook maar deel van die kursus. 'n Mens moenie oor haastig reageer nie.

JY KAN HOOR JY KRITIEK OOR DIE KURSUS WAT JY KAN SE JY- MAAR DAAR WAS GOED WAT GOEIE GOED WAT DAAR WAS. EN WAT AANGEBIED WAS DEELVERBEEL WAS DIT VIR JOU LEKKER GEWEES? WAS DIT 'N BIETJIE BEDRUIGEND?

Die deelname was ek is nooit ...deur sulke goed nie.

DIS OOK GENOEG?

Ja. Dit was baie nice maar dit was baie – ek weet nie waar miskien het dit 'n doel – wat 'n balloon stukkend druk, dis het nou van jou self te skerm of hoe nou. Ek bedoel die trappe van balloon stukkend punt dit glad nie vir jou vertel om my persoonlikheid nie. Ek weet nie miskien is dit so ek weet nie hoe dink julle. Ek meen as ek nou kyk na die mense dit sal jy se as ek nou my koppie langs my piering gaan sit daan gaan dit nou (clink) – dan gaan ek nou se ek is 'n oop mens hier. As my koppie nou permanent op die piering dan se ek is nou 'n toe mens. Ek kan nou hier sit en ons kan praat maar dit is ook nou nie – jy kan dink sy is miskien – sy praat baie en so, maar tog as ek miskien anders....Is discriminatory as 'n mens nou fisies doen. Party keer as 'n mens kan reageer soos jou persoonlikheid as jy 'n ding doen. Ek is 'n bietjie open as ek weer 'n bietjie toe....

SOOS JOU MOODS?

Ja, en dan wil ek weer skrikliks spontaan wees en hulle se skielik terug getrokke maar tog sal ek nou weer 'n bietjie praat of iets permanent soos wat iemand gewoon is hier.

BAIE DANKIE.

COMPANY G
POST TEST
SUBJECT G63

HOE WAS DIE KURSUS VIR JOU GEWEES?

Baie lekker. Ek het die baie geniet.

WATTER ASPEKTE WAS VIR JOU OF WAS DIT DIE MANIER WAAR DIT AANGEBIED WAS, DIE PROSES WAT GEBEUR HET MET DIE GROEP OF WAT JY GELEER HET?

Ja, ek dink wat ek self ook aan dit geleer het want baie keer goeders was vaag en as jy so 'n kursus doen dan word dit net in fakties geplaas en maak dit meer versin as jy sien dalk raak okay dit kan jou aanbou of so.

JY HET MY NOU LAAS VIR MY GESE JY HET HIERDIE GROOT BESLUIT GEMAAK IN JOU LEWE DAT JY NOU NIE VERDER GAAN, HET DIT VIR JOU, SOMTYDS IS JY SO GROOT 'N BESLUITING MAAK DAT DIT GOED OM TYD TE HE WAT JY KAN DINK DAAROO. HET DIE KURSUS DIT VIR JOU VERSKAAF OF HET JY GLAD NIT DAARAAN GEDINK NIE?

Ja, ag ek dink dit maar net meer befessig dat ek hierdie regte ding besluit geneem. Ook daai van vir al jou regte dat jy jou besluit kan verander of dat jy hierdie reg om van mening te verander en sulke goed, nee ek dink. Maar ek het nie so seker – dis nie so erg nie vir my 'n issue nie dat dink ek dit dalk nou nie heeltyd nie daaraan gedink as ...

HET JY IETS NUUTS OOR JOUSELF GELEER, IETS WAT JY NIE GLAD NIE VAN GEWEET HET, MISKIEN HOE ANDER MENSE JOU SIEN OF SO?

Dit spesifiseer maar nie iets wat ek nou dadelik aan kan dink nie, maar dit het al, nee ek dink nie regtig iets nuuts nie, maar net meer bevestiging iets wat jy

EN DIE GOED WAT MENSE VAN JOU GESE HET VAN EEN VAN DIE OEFENINGE HET IEMAND VIR MY GESE HET DAT 'N MENS MOET MOEILIK VIR JOU SIEN, NOU HET DIT VIR JOU, WAS DAAR VERASSINGS DAAR GEWEES HOE MENSE JOU SIEN OF WAS IETS, WAS DIT ALLES WAT JY AL GEWEET HET?

Ja, dit is min of meer dieselfde wat ek daai oefening geleer het was ook dat dit lyk of 'n mens om erkenning te kry vir iets dat dit goed is en vir ander mense ook te pruis dan as dit nodig is want dit doen jou so goed.

HET DIT VIR JOU GOED GEVOEL?

Ja. En en dink dis goed om vir ander mense ook jy kan maklik iemand net pruipe vir iets niets. Nou nie dit net as jy dit bedoel dat dit regtig vir daai persoon kan opbou dat dit vir hom kan beteken.

EN IETS WAT JY MISKIEN GELEER DAT JY GRAAG WIL AANWERK WAT JY BESEF IS 'N SWAKHEID IS WAT JY DIE KURSUS VIR JOU GEHELP OM RAAK TE SIEN EN MISKIEN VIR JOU TOOLS GEGEE OM TE KAN OPLOS. WAS DAAR IETS?

Daar assertiwiteit deel was nogal vir my interessant, dit het mos so 'n resep wat hulle se dat jy, om hoe jy jousef assertief kan uitdruk en hoe jy, of as jy iets vir iemand se dat jy eers moet se dat jy verstaan hoe die ander persoon voel en dan wat jy wil se. Dis net sulke stappies wat dit vir jou help om nou of meer dat ander mense jou dit wat jy se gaan positief ervaring en jy dink jy probeer hulle afkraak of so, dit was nogal vir my 'n oulike ding.

HET JY DIT AL GEBRUIK?

Ons het nou baie Vrydag geoefen maar ek het nog nie regtig vandag iets of die naweek iets daarmee gedoen nie.

EK WONDER OF SO 'N DING WAT JY HET SO 'N RESEP OF STUFF GEKRY OM DIT TE DOEN OF 'N MENS SAL ALTYD DIT HOU OF TOEPAS OF IS DIT IETS WAT JY DINK JY IS KOP TOE OF IETS WAT JY NIE KAN TOE PAS NIE.

Ek dink dit is nie kop kennis nie, ek dink 'n mens sal dit kan toepas. In die begin sal dit half nie so... so ek dink dit kan natuurlik raal... baie is maar moeilik en se nou maar is partykeer agresieflik hulle goed later so... as jou dan vir hulle so 'n sielkundige....ek dink dit kan nogal werk.

SO WAS DIT IETS WAT JY NOG NIE VAN TEVORE GEWEET HET NIE?

Nee.

SO DIS WAARDIGVOL VIR JOU IN DIE WERKS MET JOU KLIËENTE?

Ja.

WAS DAAR ANDER MENSE WAT SO GEVOEL HET?

Ja ek dink so.

EN JULLE KRY DIT NIE MET OPLEIDING NIE?

Nee.

SO DIT IS DIE VOORDEEL VAN SO IETS WAT HULLE SE ON THE JOB TRAINING – DIT IS WAT JY NOU GELEER DAT JY KAN TOE PAS.

Ja.

SO JY SE JY SAL DIT IN DIE WERK TOE PAS?

Ja.

VAT JY NOU IN JOU PERSOONLIKE LEWE OM MISKIEN VERHOUDINGS EN GOED SAL KAN TOE PAS OF KOMMUNIKASIE STYLE OF SO DINK JY DIT KAN HELP MET JOU VRIENDE?

Ja, ek dink dit was ook lekker om jou bewus te maak van watter tipe style daar is en dit help jou kom as jy aggressiewe optrede en dan dink jy niedalk ander mense dit kan hulle knou of wat ookal jy moet dit nie peter formuleerbeter gebruik

DAAR WAS TEGNIEKE GOED WAT JY....

Ja en ook die hele uiteensetting of dat jy moet drome he en dan moet jy planne he en jy dit moet implementeer en sulke tiepe goed.

WAS DAAR IETS WAT JY MOET NEERSKRYF OF SE WAT JOU DROME IS?

Ja.

EN WAS DIT OOK IETS WAT JY VAN TEVORE GEHAD HET OF WAS DIT IETS WAT NOU NUUT....

Nee ookal van tevore.

JY SE JY HET GEFOKUS OP EN HULLE NEER GESKRYF EN 'N PLAN UIT GEWERK, DINK JY JY SAL DIT MEER POSITIEF SAL KAN GEBRUIK?

Ja dat ek hof as deel nou ek al van plan is om formuleering neer doel rigting....

IS JY REDELIK CONFIDENT DAT JY DIT SAL BERUIK?

Ja.

EN HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Nee, okay ek sou nie se ek het 'n self self beeld nie. In daai afdeling ek dink dit nie....ek het geleer maar dit was nie asof ek sommer van die eek kant af tot by die ander kant.

AS JY NOU EEN DING MOET NOU UITLIG VAN DIE KURSUS WAT VIR JOU DIE MEESTE GETREF HET OF JY DIE MEESTE GEBAAAT HET WAT SAL DIT WEES?

Ek dink dit was die assertiwiteit deel want ek dink nie ek is al wat assertief nie in wat ek se en doen nie en ek dink ek het baie daar geleer.

EN IN DIE MANIER WAT DIT AANGEBIED WAS IN DIE GROEP EN ALLES, WAS DIT VIR JOU 'N MAKLIKE GEMAKLIKE GROEP EN HET JY MAKLIK GEPRAAT OF WAS DIT NOGAL BEDRUIGENDE OPSET DAT JULLE MEKAAR GEKEN HET EN KOM JY MAKLIK OOK AGTER MEKAAR OF WAS DIT MOEILIK?

Dit was, dit is mos maaar anders om dat dit 'n werk situasie is maar ek dink mense oor om vier dae mekaar beter leer ken wat dit makliker geword het.

EN DIE FEIT DAT DIT SO OOR SO TYDPERK WAS DIT VAN TOEPASSING DINK JY DIT WAS GOED OF WAS DIT GOU OP MEKAAR, WAS DIE MAANDAG EN VRYDAG TE GOU OP MEKAAR, HOE DIE LIEWESTE EEN KEER 'N WEEK WAT JY WOU GEHAD HET OF

Ja, miskien want daar is een wat die Vrydag en die Maandag ja dan is dit die naweek of so en dan het jy regtig miskien so gedink daaraan nie.

DANKIE.

COMPANY G
POST TEST
SUBJECT G59

HOW WAS THE COURSE FOR YOU?

It was very exciting.

WHAT WAS NICE ABOUT IT?

What was nice about it was firstly I could get to know myself and see how other people see me.

DON'T YOU THINK THAT YOU KNEW YOURSELF BEFORE?

We got this thing where we had to say how I think I was and then how they think I was and I thought I knew myself well and then after their evaluation of myself and I thought oh well... it's not things that gave me such a big surprise. What was surprising that people see me like that. I never think of it. I didn't think that I'm like that but when I sit down and think about it maybe I am a bit.... I never really think that I am like they explained I was and they said I was.

TO HEAR SOMEBODY ELSE TELLING YOU THAT YOU ARE LIKE THAT HOW DID IT MAKE YOU FEEL?

Very good.

SO IT WAS A POSITIVE FEELING?

Ja, it was very positively structured.

IT PROBABLY BUILDS YOUR SELFCONFIDENCE TO SEE THAT PEOPLE ACTUALLY SEE YOU IN A CERTAIN WAY?

Ja.

DID YOU LEARN SOMETHING THAT YOU DIDN'T KNOW ABOUT YOURSELF, SOMETHING LIKE A GOOD QUALITY THAT YOU'VE GOT. OKAY YOUR INDEPENDENCE IN WHAT YOU SAID WAS A SURPRISE WAS THERE ANYTHING ELSE THAT THEY....

No, like I said I just never think about those things. I looked at what they gave me and I thought about it and I said okay I do actually fit in there in a way.

DID IT ALL FIT IN?

Yes.

IS THERE ANYTHING THAT YOU THOUGHT WAS NEGATIVE ABOUT YOURSELF THAT CAME OUT AND YOU THOUGHT OKAY WELL THIS IS SOMETHING I NEED TO WORK AT? WAS THERE ANY AREA OF YOUR LIFE THAT YOU FELT OH I COULD WORK ON THIS?

Yes definitely. What came out was to be more on time, I'm always late. Even my girlfriend she always tells me this if I have to pick her up at 4.00 she says okay you can leave at 4.15 and that's one irritating thing. I'm never on time and I think also with my studies I can be a bit more disciplined.

IS THAT SOMETHING THAT CAME OUT IN THE COURSE OR WAS IT SOMETHING THAT YOU FORGOT TO TELL ME BEFORE THE TIME? IS THERE ANYTHING THAT CAME OUT IN THE COURSE THAT YOU WERE AWARE OF THAT IS SOMETHING THAT YOU CAN WORK ON?

I think in the course like this you have got to be more disciplined and I know before I've always had my dreams, I've always had in mind but this was just to again put it – laid on me a bit more to just go reach for your dreams.

WAS IN INSPIRING?

It was very much. It was like – many times you can have a dream but you don't go for it – you keep thinking oh oh but never go for it and this was to just encourage me in you must go for your dreams. If there is an obstacle and things in the way but don't let the obstacle keep you away from your dream. If the obstacle becomes too big to move then consider another dream that is something I didn't know, but that is something I really learned from this course.

DID YOU ACTUALLY WORK OUT AND WRITE DOWN THE STRATEGIES OF WHAT YOU ARE GOING TO DO BECAUSE YOU MIGHT HAVE DREAMS IN THE PAST BUT THERE IS SOMETHING THAT YOU COULD ACTUALLY FEEL THAT I'VE GOT THIS STEP BY STEP BY STEP....

Yes we had like concrete steps that we are going to do to reach our goals and one was to become a C.A.S.A. and it involved me being able to lay down my steps for whatever I'm going to do. How am I going to study now, how am I going to fit in my studies in the rest of my life and it was very good. I didn't have a whole bunch of dreams because when you have to think of your dream you just have to lay down the most important ones for yourself and the ones which are real.

HAVE THERE EVER BEEN ANY THAT YOU HAVE NOW PUT ASIDE BECAUSE YOU'VE REALISED THEY ARE TOO VAGUE AND BIG?

No, I didn't put aside but maybe I became aware of the more important ones in my life.

TELL ME, THE COURSE WAS NOT ALL AT ONE GO, YOU HAD BREAKS IN BETWEEN. WAS THAT GOOD, COULD YOU GO AND APPLY THEN WHAT YOU HAD LEARNED OR WAS THE FRIDAY AND MONDAY ONE TOO CLOSE OR DID YOU PREFER IT ONCE A WEEK?

I actually preferred them once a week because then you can go apply it and come back next week and then the lecturer asked us could you apply it, how were you assertive and something that was very nice is we were on the course Monday, last Monday and then we were on Friday. Monday we started with assertiveness and in that week I could apply what I learned on assertiveness and I could report back on that on Friday and we went on with assertiveness on Friday and we learned the steps to assertiveness and I thought I'm quite an assertive person because without me actually knowing I didn't go reading the book beforehand that I did apply some of the steps and the I also learned which of the steps I didn't apply so it was actually good to learn how to assert myself because that is something that I actually need to really brush up on because I am a very assertive person. I really need to work on that now.

DO YOU WANT TO, DO YOU FEEL THE NEED TO?

Yes. I'm usually the teddy bear type of person with the tortoise type of personality who usually lets other people get their way most of the time and just on the rare occasions I would assert myself. I like to play my own ground with myself and not to be a ... advantages walk over so I could apply it already on my clients and it did work.

IT'S IN YOUR WORK SITUATION YOU SAY THAT THAT ASSERTIVE TRAINING ...

Yes, that is it.

AND IN YOUR HOME SITUATION WITH YOUR GIRLFRIEND AND WITH YOUR FAMILY HAVE YOU HAD ANY CHANCE TO APPLY WHAT YOU HAVE LEARNED OR HAVE THEY NOTICED ANY DIFFERENCE OR SAID ANYTHING?

I don't know if they've noticed but especially with conflict in our house with my brother especially I could apply and try to listen and try to something very much that I very much applied in this last week or two was that try to put yourself in the other position. Why is my brother acting like this. Why is he like this because he's like that, how long is he's bored, he doesn't have a job. I've got a nice job and he's so big that's why he's always in conflict against me and I'm beginning to understand him a bit better now and I can see a scene of us getting along a bit better now because I'm beginning to understand him without beginning to acknowledge even small things – he's very good with his hands but he doesn't have a job now. I've done so many things – we were chatting about it because I also learned that don't go back to past mistakes. My brother didn't made many mistakes in the past. He stole my sister's car and made a big accident once and what I did in the past all those things and said no you smashed your sisters car and I read that forget about the past address the problem not the person. I saw something that I didn't know.

AND IN YOUR CHURCH SITUATION, I'M TALKING ABOUT THE BOARD, HAVE YOU APPLIED ANYTHING OR NOT REALLY YET, TOO SOON?

Not not much there because in that situation we also learned that in certain situations you will be more assertive othertimes more often you will be yourself, I'm not going to be assertive here or so, but I haven't applied much there in my church situation yet because I didn't really or maybe I didn't notice anything yet where I can apply much of this.

HOW HAPPY WOULD YOU SAY THAT YOU ARE WITH YOURSELF AT THE MOMENT?

More happy than I was in the beginning.

BECAUSE YOU'VE GOT MORE CLARITY ABOUT ...

Yes, I think I understand people a little bit more better without having to go on this course. I understand peoples actions a little bit more better. I can see, I think one of the most important things putting yourself in the other persons shoes. Just asking yourself once again why is that directing mytowards me, it is so important. Instead of making your own assumptions that is so important.

SO YOU ARE SAYING LIKE IN YOUR CLIENTS AN ASSERTIVENESS, YOU'VE NEVER HAD ANY TRAINING LIKE THIS BEFORE?

Well with our ...jobs they give us a certain...what is three hours and I don't think in three hours you could learn enough and we are only working there for two weeks maybe for one week doing holiday work and I never experienced this assertiveness planning like this before.

SO YOU ACTUALLY FELT THE WAY THIS ASSERTIVE TRAINING WAS PRESENTED WAS WORTH MORE WORKABLE IN THAT YOU COULD APPLY WHAT YOU LEARNED?

Yes.

THE WHOLE COURSE THE WAY IT WAS PRESENTED THE GROUP THAT YOU WERE IN WAS IT EASY FOR YOU TO OPEN UP OR WAS IT QUITE A THREATENING SITUATION?

In the beginning it was a bit awkward where I was the only male there and I was the only one from Stellenbosch. The one guy got sick the day, but he's definitely going on the next one in June. They made me feel very welcome and it was nice. It was so nice to work with them. It take a little bit of adjusting because I didn't know anybody.

AND HOW DO YOU FEEL ABOUT THE FUTURE?

I feel a little bit different. I'm a positive person but I think that especially my human relations and especially my assertiveness is going to be better in the future.

AND YOU FEEL AS IF YOU THE COURSE HAS GIVEN YOU ENOUGH TOOLS TO GO AND APPLY WHAT YOU HAVE LEARNED?

I would say so yes. I think in the long run I would know better but I think what is important on my side is also to be really apply not to just think this is another course that I've been on. We need to actually read through the book and look if we are doing it every day in the work situation. That's what I want to do. I'm really positive.

THANK YOU.

COMPANY G
POST POST TEST
SUBJECT G58

EK HET NIKS MET FREE TO GROW TE DOEN NIE,

Ek weet, maar ek kan nie vir jou veels se hoe voel ek eintlik nie op hierdie stadium. Gaan maar aan met die ander vrae. Ek het nou weer moed en so aan en so aan gese ja en ek weet nie niks. Hulle is ook half bang want ons het al bietjie almal dink ek vergeet amper wat ons gese of geleer het.

DIS WONDERLIK, DIS WAT EK WIL WEET.

'n Bietjie miskien in die agterkop is dit nog daar. Jy is nie meer so dalk ingesteld wat jy op daai tyd....

DIS HEELTEMAAL NORMAAL. DIT IS WAT DIE TEORIE SE ALTYD OOK EN EK KAN SIEN SULKE MENSE PRAAT NET NA DIE KURSUS. OBVIOUSLY IS JOU GELEER BAIE VARS...

Optimisties en listen maar later begin 'n mens al afstand doen meer daarvan. Ek dink seker agter in my kop is dit tot maar vas gegroei.

IS DIT MAAR SE JY NET SO OF IS DAAR GOED

Dis snaaks hier en daar en dan dink ek aan dinge en dink ek ja is nou omtrent so wat gese in die Free to Grow kursus.

WAS JY AL OP ANDER KURSUSE GEWEES?

Nee.

SO DIS DIE EERSTE KEER WAT JY SO IETS BELEEF?

Ja. Is daar enigsens?

'N MENS GAAN NA SULKE ... DAAR IS GOED WAT JY KAN OPGAAN NIE SPESIFIEK WERK MAAR MISKIEN BY 'N KERK OF SO WAAR JY VIND O DIT WAS WONDERLIK GEWEES EN JY GAAN DIE GOED TOE PAS EN JY GAAN VERANDER.

Ek was by een van hierdie Dr Neethling praatjies. Toe het ek ook so eintlik gevoel. Dit was ookal vyf jaar terug.

HOEVEEL DINK JY VERGEET JY DAARVAN? DIS WAT EK IN BELANGSTEL – WANT DIT IS WAT GEBEUR. MENSE GAAN OP 'N KURSUS ONMIDDELIK NA DIE KURSUS ALMAL IS OP 'N VERSKRIFLIK HIGH EN GAAN DIT TOEPAS EN NA DRIE MAANDE GEVAT HET, HET BAIE MENSE HULLE SE AG WEL.....

Ek meen as ek self daarvoor betaal het voel ek sou....Ek dink nie ek sal so veel betaal nie. Moontlik my tande ...aardeMaar ek tog seker iets geweet, so ja in die agterste kop steek daar tog iets vas.

AS JY NOU MOET DINK AAN EEN DING WAT MISKIEN WAT JY ONTHOU, OF DIE BELANGRIKSTE DING WAT JY KAN ONTHOU OF 'N BELANGRIKE BEGINSEL OF BEGRIP OF IETS WAT JY KAN ONTHOU WAT DAAR GEBEUR HET WAT NOGAL VIR JOU GETREF HET DAAI TYD?

Nee ek kan nie. Miskien maar net die feit dat net maar sy sak op sy skouers en van jokes so van afhang of jy dit van dit ontslae geraak het.

EN DINK JY JY HET 'N BIETJIESAK IS WAT JY....

Ja, ek dink 'n mens daar dink jy eers rerig daaraan wat jy so se die enigste een is nie en dan beseft jy jy kan eintlik daaraan dink. Jy hoef nie soort van weg te scrum daarvan. Dink jy jy's die enigste een en dan probeer jy dit – nie daaraan nie. Daar wil jy maar eintlik het maar een of ander iets wat hom....

MAAR DINK JY DAT JY DAAI GOED WEER NET GESQUASH HET SOORT VAN ONDERDRUK HET DIE GOED WAT JY NOU BEWUS GEWORD HET VAN DIE KURSUS EN ALMAL OOK DAAI GOED WAT HULLE DRA, DINK JY JY HET NOU SOORT VAN, JY'T AL DIE JARE HET JY DAAI GOED ONDERDRUK, HET JY DIT WEER SOMMER AAN GEGAAN EN DIE GOED AAN GEHOU OM DIT TE ONDERDRUK? IS DIT DIE MANIER WAT JY COPE IN DIE LEWE EN DIT WERK SO HOEKOM KRAP OP 'N KURSUS SOOS FREE TO GROW?

Ek kan nie meer eintlik daar help nie.

DIT IS NET BAIE INTERESSANT EN EK DINK DIT IS IETS WAT 'N MENS MOET AANSPREK IN SO 'N PROGRAM WANT NET SO OBVIOUSLY DIT IS WONDERLIK NA WAT IS DIE LANG TERMYN EFFEK.

Ek het gewonder hoe dit op die ander is as ek nou die enigste een wat soort van dit....

NEE DAAR IS, EK HET NOU BAIE MAATSKAPPYE WAT EK BESIG IS OM TE EWALUEER EN DAAR IS MENSE WAT SE WEL JA EK KAN IETS ONHOU. DAAR IS MENSE MAAR MISKIEN IS JY NIE 'N SOORT VAN PERSOON WAT BAIE GROOT PROBLEME GEHAD HET VOOR DIE TYD NIE. PARTY VAN DIE MENSE IS MISKIEN GROOT PROBLEME HET. DIT WAS SOORT VAN 'N EYE OPENER EN HULLE HET

GELEER OM DAAI TE HANTEER EN DAN VOORENTOE PAS TOE HULLE LEWENS VERANDER. MAAR MISKIEN WAS JY....

Ek kan nie se dat daar iets was in wat op my 'n obsesie waar So is miskien ...

DIT KLINK OOK VIR MY DAT JOU WERK EN JOU HUIS EN ALLES DIT WERK EN JY NIE 'N GROOT KRISIS OF PROBLEEM HET NIE EN EK DINK DIT IS WAT GEBEUR MET VOLWASSES OF WAT AS DAAR KRISIS IS DIT IS WANNEER HULLE WIL LEER. MAAR AS JY NIE 'N KRISIS HET NIE DAN JY WEEK EK DINK DIT IS MISKIEN 'N SLEUTEL DAT JY IS TEVREDE MET JOUSELF. HOE VOEL JY OOR JOUSELF OP DIE OOMBLIK?

Daar is niks wat ek sal se dat my 'n obsesie is want ek wil liewers so of liewers so....ek voel elkeen is – of daar is wat beter in die rigting is en anders as beter in daai rigting. Ek pas my maar aan in die rigting wat vir my goed is. En ek gaan nie vir my kwel oor oor daai een beter is en daai ding is wat ek is nie.

EN JY HET NIE 'N PROBLEEM GEHAD NIE IN DIE WERK SE OMSTANDIGHEDE NIE?

Nee.

DIT WAS NIE IETS WAT JY KONFLIK PROBLEME OF SO WAT JY GELEER HET IN DIE KURSUS HOE OM MET MENSE OP TE TREE IN KOMMUNIKASIE EN KONFLIK HANTEERING – HET JY DIT NIE DAAI INLIGTING HET JY DIT ENIGSENS TOE GEPAS BY DIE WERK?

Ek voel nie rereg nie. Soos ek se ek is nie 'n mens wat baklei met ander mense nie. Elkeen kry sy af dag en as ek nou sien so en so is vandag nou moedelik of onbeskof of wat ookal dan bly ek uit sy pad. Dit is so ek dit hanteer.

EN WAT VAN AS JOU BEHOEFTE NIE AANGESPREEK WORD IN DIE MAATSKAPPY NIE – JULLE HET NOU GELEER VIR ASSERTIWIETEIT OM TE SE DIT IS MY REGTHEID DAAROP AANSPRAAK MAAK HOE VOEL JY NOU DAAROOF OF IS JY NIE EINTLIK?

Nee dit is nie iets wat vir my pla nie. Ek sal vir my maklik aan by wat die omstandighede....Al is daar sekere tye dat 'n mens 'n bietjie opstandig neem se jou se en maar more voel jy al weer miskien het jy dalkmiskien is dit nie so ernstig nie. Mense kon maar party keer so amper onnodig opgewonder raak.

EN BY DIE HUIS WAT VAN MET JOU KINDERS, JY HET TWEE DOGTERS – KOMMUNIKASIE.

Eintlik baie goed soos ek se ek het nou 'n mens leer ook maar ek het nou met my kinders is nou kort op mekaar. Verlede jaar het ek en my oudste een kom glad nieen toe sy in Std.5 en hierdie jaar is die ander een in Std 5, nou sien ek sy is baie soos die ander een was op hierdie jaar. Nou het ek geleer die oudste een hoe om haar te hanteer. Want ek sien dit is nou maar 'n stadium wat hulle deur gaan en dit werk.

SOOS WAT JY IN FREE TO GROW – DIT WAS LEWENS OMSTANDIGHEDE WAT VIR JOU....

Ja dit was my eie gewete dit was nie nodig om 'n kursus te doen nie.

EN JOU MAN WERK BAIE WEG NE, NOU JY HANTEER DIT OOK GOED. JY IS GELUKKIG MET JOUSELF SONDER HOM.

Ja ek is nie so afhanklik van hom dat ek dink ek besluit om hom daar te he as 'n kriesis.

DAAR IS NIKS WAT JY BY DIE HUIS EINTLIK KON TOE PAS VAN DIE FREE TO GROW OOR KOMMUNIKASIE OF...

Daar is, waarskynlik is daar om te luister ook, ek was maar partykeer genuig om my se te wil se en hulle moet maak so wat ek se en nie altyd te luister wat hulle te se het nie.

KAN JY AS JY NOU DINK AAN DAAI KURSUS DAAR WAS ASPEKTE WAT JOU PERSOONLIKE JOUSELF VERTROU EN DAAI SOORT VAN GOED JOU PERSOONLIK WAT JY GELEER VAN JOUSELF EN OOK OM MET ANDER MENSE OOR DIE WEG TE KOM – WATTER VAN DAAI TWEE DINK JY HET DIE MEESTE IMPAK OP JOU GEHAD OF DIT NIE ENE GEHAD NIE?

Ek kan nou nie se nie.

SO DIS NIE ASOF JY WONDERLIKE NUWE DINGE OOR JOUSELF GELEER HET IN DIE KURSUS WAT JOU BAIE GOED LAAT VOEL HET OM JOUSELF VERTROUW GEGEE HET WAT JY SOORT VAN UITGESTAP HET GEDINK OKAY EK KAN DIT DOEN OF EK IS ALRIGHT OF EK IS 'N GOEIE MENS – DIT WAS NIE DIT NIE. SO DIT WAS MEER NET JOU VERHOUDINGS SOOS DIE PLEIT TOE NA JOU KINDERS IN MAAR OOK NIE JY HET OOR DIE MAANDAE OOR NIE OF DIT 'N VERSKIL GEMAAK HET NIE.

Ek kan nie se dit is nie dit nie maar dit kan amper vir jou se dis die kursus wat dit vir my geleer het of wat ek maar deur die ondervinding wat elk geval so leer.

SO IN DIE TOEKOMS JY IS TEVREDE HOE JOU LEWE VERLOOP EN JY IS GELUKKIG OM SO AAN TE GAAN. DIS NIE AS OF JY VOEL JY WIL ENIGIETS VERANDER NIE. JY IS TEVREDE MET JOUSELF.

Daar is niks wat vir my 'n issue is nie dat dit is vir my 'n belangrike

DANKIE DIT IS BAIE WAARDEVOL.

COMPANY G
POST POST TEST
SUBJECT G60

WAT HET JY ONTHOU, HET JY ENIGSENS IETS ONTHOU OF WAS DIT VIR JOU 'N MORS VAN TYD?

Nee, ek het nogal, dis wat ek die beste onthou iets wat ek nog so aan leer

WAS DIT IETS WAT JY VOORHEEN GEWEET HET JY HET 'N PROBLEEM? VOOR FREE TO GROW LANKAL TERUG?

Ja. Dit is seker die deel wat ek die beste onthou die enigste deel. En dan 'n paar van die interessante goeders wat daat gebeur.

GAAN JY TERUG NA JOU BOEK OM TE KYK NA DIE ASSERTIEWE GOED OF IS DIT IETS WAT JY ONTHOU VAN DAAI KURSUS JY HOEF DIT NOOIT WEER NA DIE BOEK TE GEKYK HET?

Ek kyk nie meer na die boek nie, maar ek onthou die begins wat daar agter is. Die ding van jy moet vir jouself self as ook jy is net so belangrik soos ander mense. Jy het 'n reg om dit af te doen maar jy moet jouself te laat ...

DINK JY DAT JY NIE VOORHEEN GEDINK HET DAT JY KAN JOUSELF DAAR GEHELP HET.

Nee, ek het nie, dit was nie vir my ag ek weet nie. Dit was vir my moeilik om dit te doen, maar dit het net vir my 'n bietjie meer duidelik uiteen gesit. Dit het vir my makliker gemaak.

DINK JY DAT JY JOU GELOOF IN JOUSELF HET GEGROEI DEUR DIE KURSUS - HET JY MEER VERTROUW GEKRY IN DIE FEIT DAT JY KAN SE DIT IS MY REG OM SO OP TE TREE?

Ek dink dit was die kursus. Ek dink dit was my budget Nie 'n vorderings kry maar ek is nou klaar met my articles en soos ek nou hier sit weet ek ek weet genoeg om vir Arno te se ek weet dit is die beter... kan ons nie iewers....

IS JOU WERKS OMSTANDIGHEDEN WAT VIR JOU MEER VERTROUW GEGEE HET EN NOU GLO JY WAT HULLE GESE HET IN FREE TO GROW, DAT JY HET 'N REG?

Ja.

SO DIE GOED WERK SAAM VIR JOU?

Ja.

SO DIE FEIT DAT JOU FREE TO GROW GEGAAN HET NIE EINTLIK – AS JY DIT NIE GEHAD HET NIE DINK JY JY SOU SO OPGETREF SOOS WAT JY NOU...

Ek so miskien so op getref maar dis nou vir my duideliker dat ek so optree. Ek kan sien hoekom.

EN NOU IS DIT IETS WAT JY SIEN IN JOU WERKS OMSTANDIGHEDE MEER AS WAT BY DIE HUIS OF AL TWEE?

Nee ek is nog altyd baie assertive by die huis.

SO JY HET ALTYD GOED GENOEG GEVOEL OOR JOUSELF BY DIE HUIS DAT JY DIT NIE GETWYFEL HET NIE?

Ja. Ek dink is veral die werks omstandighede, die mense is baie krities hier want dit is maar wat ons beroep is en as jy nie ondersoek dan kry jy net altyd die negatief van bo af maar as jy bo is dan dit even nog uit. Jy kan kry en jy kan gee so dit is baie waardevol.

EN DAN HET JY ANDER GOED SOOS KOMMUNIKASIE EN DIE ANDER GOED WAT JY GELEER HET PAS JY DIT OOIT TOE?

Ek kan nie onthou nie.

HET DIE GOED WAT JY GELEER HET OOR JOUSELF DINK JY DIT GEHELP OM VIR JOU MEER SELF VERTROUW TE GEE? DIE PERSOONLIKHEID EIENSKAPPE WAT JY MISKIEN ONTDEK HET IN DIE KURSUS OF WAS DIT NIE 'N GROOT DEEL VIR JOU NIE?

Dit was vir my interessant en as ek nou goed doen dan dink ek terug daarna en dink ek ja ek het gese ek was so en dit is waar ek treedings.....so dit het nie vir my verander nie, dit tree nie anders op nie, ek is net meer bewus daarvan.

SOORT VAN AFRIKAANS AFFIRMATION?

Ja.

DIT HEELTYD KAN JY SE OKAY DIT MOET SO WEES WANT DIT HET SO VIR MY GESE?

Ja.

EN HOE GELUKKIG SAL JY SE VOEL JY MET JOUSELF OP DIE OOMBLIK?

Ek is redelik tevrede met myself.

EN DIS OMDAT JOU WERKSOMSTANDIGHEDE EN DIT GAAN GOED BY DIE HUIS EN MET JOU VRIENDE EN GOED?

Ja. Wat vir my ook al interessant is is ons het nou deur 'n baie moeilike tyd gegaan – 'n werks ...te groot en ten spyte daarvan voel 'n mens nog steeds nie negatief raak nie...

HOEKOM DINK JY IS DIT SO?

Ek weet nie eintlik nie. Dit is vir my interessant.

SOU JY VOORHEEN MISKIEN 'N BIETJIE MEET KNAK....

Ja, fokus stress en jy raak ongelukkig en ontevrede moeilik en so aan en jy moet 'n bietjie uit...veel anders ek kon redelik konsentreer op wat ek doen en ek hoef nie ...konsentreer op wat ek doen en ek weet as dit nie reg is nie ek het'n mens is nooit tevrede, nie tevrede nie dit is nou net die wereld...

IS DIT OMDAT JY MEER SEKER VOEL VAN JOUSELF MISKIEN DAT JY KAN VAS DAAR OM AL WIE ALLES RONDOM JOU?

Ja.

DINK JY AS JY NIE OP DIE KURSUS GEGAAN HET NIE SOU JY DIT GEMIS HET DINK JY AS JY TERUG DINK OF DINK JY SOU DAAR SONDER KON GEGAAN HET OF JY HET DIT GEKOM OP 'N GOEIE STADIUM VAN JOU LOOPBAAN?

Ja, die kursus kon eintlik 'n bietjie vroeër al gewees het. Dis seker nie 'n groot deel nie maar dit het definitief my gehelp.

DINK JY DIT SAL VIR 'N JONGER PERSOON MEER BETEKEN AS 'N OUER PERSOON?

Dit hang af wat 'n temperament die ouer persoon is. Kyk dit gaan mos so aan soos self opbou....

SO JY SAL AAN DINK AS DIT VROEER IN JOU...

Definitief.

SO DIT HET VIR JOU GEHELP IN JOU CAREER IN JOU WERK?

Baie dankie.

COMPANY G
POST POST TEST
SUBJECT G63

GAAN DIT GOED MET JOU?

Ek het definitief beter dae gehad.

IS DIT? DIS 'N SLEGTE DAG VANDAG OF 'N SLEGTE WEEK OF 'N SLEGTE STADIUM?

Se maar net 'n slegte stadium.

JOU MA WEER OF WAT?

Ag ek en my kerel het opgebreek nie wat ek wou gehad het nie. En ek probeer om dit verwerp die beste wat ek kan. My ma is nog altyd 'n thing. Sy is partykeer 'n pyn. Sy het baie mooi bygestaan in die tyd wat ek nou so swak was.

SO DIT HET EINTLIK JOU VERHOUDING GEHELP?

Ja. Sy gaan nou toemaak vir 'n onderhoud. Toe het hulle gisteraan die plek gaan soek – dis in 'n industrial area. En toe hulle het gister aan die tjeks wat soek al vanoggend bel sy vir my ek moes haar petrol geld gee. Sy is kwaad vir my want ek is saam met my oom werk to gekom het want sy soek petrol geld. Hoekom het sy nie gister aand in die eerste plek gegaan het. Tog doen ek die beste wat ek kan ek het myerg.

SY JY IS BAIE HARTSEER OOR JOU KEREL. IS 'N LANG VERHOUDING NE.

Ja, drie jaar.

AI VOOITOG

So lank is ek alleen by die huis toe het ek ...kom by die huis vir my te staan van 26 van laas maand en daai tyd af het ek nog heeltyd mense om my gehad en ek is nou lenient so mense dinkeen of anders moet ek tog die gedagtes gewoon raak hy sal nie kom nie of ek is alleen of so – ag vooitog ek moes dit nie gedoen het nie. En toe huil ek. Sy't baie hartseer ook.

SHAME. WAAR IS HY TE WERK OF IS HY NOG HIERSO ROND, HET HY 'N ANDER MEISIE OF IETS?

Ja hy het al iemand anders, maar hy se hy's lief vir my maar die vader is nou alleen met hoe kan iemand lief wees vir een en by 'n ander een wees. Hy is in die Tulbagh in die week en naweke kom hy huistoe. Party dan in die week is hy kwaai vir haar en as ek hom sien dan is net – dit maak my vreeslik kwaad. Ek het hom al lankal vergewe en kan dit nie verstaan nie.

SO DIS EINTLIK 'N SLEGTE TYD OM MET JOU TE PRAAT OP DIE OOMBLIK NE WANT JY VOEL SEKER NEGATIEF OOR ALLES.

Nee ek sal nie so se nie. As dit miskien die week van die 26 Julie sal ek kan definitief baie baie negatief gewees het maar ek hetmense. Ek doen dinge wat ek nooit van tevore gedoen het nie. Daai van by die huis sit en omdat hy nie hier is nie en omdat hy nie uitgaan nie nou kan ek uitgaan. Ek gaan geniet vir my, ek waardeer my twee vriendinne wat my baie baie mooi bystaan. Ek geniet hulle geselskap – dis net die feit dat ek kan lag met wie ek wil wanneer ek wil en daar is mense wat vir my raak sien wat ek nooit raak gesien het nie.

DAAR IS POSITIEWE GOED.

Daar is positiewe goed. Maar dit is moeilik maar ek kon swak gewees het en by die huis gesaak het heel dag gelag of ek kon gemaak dit asof....staan niemand nie. Maar ek staan in die oggend op en as ek bad voel dan voel ek bad ek kan nie help daarvoor nie en as ek partykeer myself ... deur die dag dit doen ek dit. Ek lag want dit gaan nie help ek met 'n lang gesig in die ronde of ek is ... almal op. Ek se ek is okay. Ek wil nie meer so alles triple nie maar die ander ding is ek kan al huil nie maar ek kan nie huil nie en ek mos by die werk. Laas week het ek en 'n vriendin uit gegaan toe kom ons terug in die huis af toe huil my ma. Sy se sy't net healtyd vir my gewag en sy huil. En toe is ek gatvol, eksies, okay fine sy het nie 'n werk nie, sy kry alles wat sy wil he, daar is 'n vriendin wat vir koop en as sy nie het nie daar is altyd iemand wat R10,0 of R20,00 in haar hand in stoot, sy is nooit sonder geld nie. Sy het altyd petrol in haar kar. Jy weet ek het 'n salaris maar ek kan niks maak daarmee nie want ek is gelykskuldig. As ek wil gaan weggaan vir 'n naweek om te gaan kamp ek kan dit nie doen nie want ek kan dit nie bekostig nie. Ek kan nie vir my klere koop soos ek wil nie. Ek kan nie vir my kosmetiks koop soos ek wil nie. Ek kan eers nie 'n botteltjie pills koop nie. Ek kan nie op my eie gaan nie want ek kan niks doen nie want my geld is vas. En ek is 'n jong mens en ek doen so baie – sy se sy kan nie meer nie.

SO SY AFFEKTEER JOU BAIE NE.

Oh ja. Nou se sy vir my sy kan nie meer nie nou se ek Mammie ek het opgebreek met Riaan. As ek huil dan vra sy vir my hoekom huil ek. Wat ek nou vir jou spesifiek gedruif tot die huilery – my liewe... nou wonder het ek nou liewer ou tyd in drie jaar verloof nie. Hoe vra 'n mens so iemand so iets. En toe nou die dag toe se sy vir my as ek op my eie wil gaan dan moet ek maar gaan. Ek be.... dat sy vir my keer nie. Is nou seker nou net die kar wat nou vir my af val want ek kan nou rereg die maand inGoed asWallene nou terug kom van Holland af kan ek en Ernestine en Wallene wil nou 'n huis gaan koop of 'n woonstel. vir my hier in my huis te kom skoon maak.
—en

SE VIR MY EK WIL WEET HET ENIGSENS DIE GOED WAT JY GELEER HET BY DIE FREE TO GROW ENIGSENS VIR JOU GEHELP MET JOU PROBLEME?

Om eerlik te wees ek is nou nog altyd so.... Ek kan dit doen maar nadat ek twee keer daar probeer het om vir my ma dankie se ek wil liewer op my eie gaan en dit terug kom na my toe het ek gevoel dit gaan nie die woorde

SO WAT JY GELEER HET JY HET DIT TOE GEPAS EN DIT HET NIE GEWERK NIE SO JY HET MAAT OP GEHOU?

Ek het op gehou. Daar is sekere dinge wat ek miskien doen met sekere mense maar my grootste probleem was mos my ma. Ek sal verkies het dit om haar toe te pas om te se dit was suksesvol daar. Ons het nog nooit 'n probleem gehad om my vriendinne nie. As iets wat hulle 'n ding wil se dan se hy dit. As hulle vir my wil se dan se hulle dit so vir my. Ek voel ook sleg en ek voel ook seer maar ek aanvaar dit so. Maar wat my ma betref ek weet nie.

EN BY DIE WERK WAS DAAR – KON HY ENIGSENS TOEPAS BY DIE WERK?

Man by die werk is dit – ek het altyd goed weg gekom het.as ek nie wil lus ... so het hoe ookal nou net vir my iets gese hoevoorreg in toe voel ek baie sad want ek en met die hulp het so 'n indruk maak op haar en toe hier het ek nou 'n vout gemaak en nou is sy so disappointed in my en dit het vir my ook sleg voel en nog 'n ding ek nog nie vir haar gese dankie nie. Dis iets wat hulle gese het ek moet leer – 'n mens moet leer om dankbaar te wees. Jy hoef net dankie te se.

KON JY DIT NOG NET NIE SE WAT DAAR IN DIE GELEENTHEID NIE.

Ek kon dit nog net nie se nie. Ek weet nie hoekom nie. Maar ek praat baie lekker met haar en sy sal altyd weet as daar iets vouts is met my en kan vir haarek verstaan nie so mooi nie dan help sy vir my. Maar ek kon nog nooit vir haar se dankie nie.

MAAR JY WIL?

Ek wil ja. Ek het al mooi verklaar dit ...

SO ONTHOU JY ENIGIETS VAN FREE TO GROW OF WAS DIT 'N KURSUS WAT JY OP GEGAAN EN JY HET HEELTEMAAL VERGEET DAARVAN?

As 'n kursus – ek het baie dinge geleer van myself en hoe om 'n situasie moet hanteer. Eintlik nie oor myself.

DIS WAT EK WIL VRA – WAS DIE VOORDELE VIR JOU MEES PERSOONLIK EN NIE MET 'N VERHOUDING VIR ANDER MENSE - HET JY MEER GELEER OOR JOUSELF OF HET JOU SELF VERTROUE GEGROEI – HET JY NIE SO BAIE GESIEN IN DIE MENSE RONDOM JOU? WAAR HET JY DIE MEESTE GEGROEI, IN JOU VERHOUDINGS OF PERSOONLIK?

Persoonlik in myself nie, maar in baie dinge wat ek anders doen.

SOOS WAT?

Ek se soos byvoorbeeld ek is genuig om te praat. Maar meeste dink ek twee keer voor ek 'n ding se en met die se daar sal ek praat maar sal ek sommer se doen ek seker nie so nie maar ek voel beter as ek dit so doen. Moenie vir my kwaad wees nie as ek dit se nie maar so eerdelik soos ek met jou is wil ek he jy moet eerdelik wees met my al voel ek hoe sleg. Ek eerdelik wees ek kan om verskooning vra deesdae. Dit sal nie so om sleg te voel nie is makliker vir my om dit te doen wat ek het nou se vir mens kan nie meer heeltyd so draai om en om werk toe en ek het besef ek is eintlik 'n sterk mensie. Ek eintlik trots wees op myself.

NOU VOEL JY TROTS OP JOUSELF?

Ek voel trots op myself nou as ek sekere dinge ..verstaan nie. Wat ek nie nou verstaan nie.

MAAR DIS MEER GOED OM JOU BOYFRIEND?

Ja.

DIS HEELTEMAAL VERSTAANBAAR. MAAR SEKER WEER OM DAAI WEG TE VAT. HET JY BAAT GEVIND BY DIE FREE TO GROW OF IS DIT IETS WAT JY DINK NIE DIS DIE MOEITE WERD WANT JY VERGEET ALLES? EK IS NIE VAN FREE TO GROW NIE EK IS HEELTEMAAL ONAFHANKLIK.

Is 'n bepaal van daai moment ek is eager om enigiets te probeer om dinge reg te maak waar ek voel is secure en vir my in dieom wat hulle my ma betref het dit nie vir my eers gehelp nie dan ek het probeer so swak soos ek mag probeer dit of nou rerig 'n poging ek het probeer ...werk toe. Want ek sien altyd 'n ding van twee kante af. So of al twee gaan op die kursus of die een gaan en die ander een – dit gaan nie help ek gaan alleen op die kursus en pas die goed in die werk.

IN ANDER GEBIEDE?

Ek het geleer om vir my span by...as ek vir hulle iets wil se en dit is ontevrede daarvoor dan sal ek dit vir hulle se maarEn deesdae hulle se - ek is so bang om dit te se vir hulle en hulle is volgeluk perdjies – ek se almal is so optense - kyk oor hulle skouers en ek wil nie so wees nie. Ek wil gemaklik wees in my werk. Ek werk baie lekker ek het mos my ups and downs of voutjies wat ek nou maak en die een se dit of sy se daai maar dis goed wat ek – ek stap gelukkig hier uit op die einde van die dag en dis heel eerste wat vir my belangrik is. Die dag dat ek ongelukkig is in my werk

EN HOE VOEL JY OOR DIE TOEKOMS? SWAAR JA.

Nee ek sal nie dit se nie. Die toekoms is ...my ma dan pas ek daar. Die toekoms is ek wil myself opwerk. Ek kan uitwerk vir iets beter of 'n verandering sal ook goed wees as ek miskien na die kantoor kan gaan of so iets.sukses betref sosiaal betref almal en anders wat ek ookal uitgemis het haal ek nou uit wat baie nice is ontdek wat 'n mens gemis het.

MAAR JY IS NOG NIE REG OM TE SE JY HET DAAI OU AGTER JOU - YOU HAVEN'T PUT HIM BEHIND YOU - HY IS NOG STEEDS DAAR. AL GAAN JY VOORENTOE HET JY DALK GEHOOP DIT GAAN WEG?

Ek het gister so gevoel maar vandag voel ek anders. Ek weet nie - eendag voel ek so seker in myself - maar hy is die een wat gevoel het ons moet split - hy is die een wat 'n nuwe meisie het, so eintlik moet ek hom in sy hell instuur. Ek wil hom laat gaan en ek belowe vir jou vandag voel ek so more voel ek so en as Vrydag kom dan voel ek heel anders. So ek vat dit maar dag vir dag wat hom betref maar ek wil hom afskryf. Ek wil hom agterlos en voorentoe gaan. Hy moet aangaan met sy lewe en op die einde van die dag besef hy stukkie goud laat slip.

HOE GELUKKIG IS JY MET JOUSELF OP HIERDIE STADIUM?

Met myself is ek baie gelukkig. Ek in die sin van - om die een of ander rede loop ek met my kop so hoog in die lig in. Ek weet nie hoekom nie. Miskien omdat dit 'n verligting is dat hy nou uiteindelikwat ek wil doen. Dis vir my 'n verligting want dit was nie 'n maklike verhouding nie.

SO MISKIEN KRY JY NOU IEMAND WAT BETER MET JOU PAS.

Ja. Dit is vir my so...snaaks almal se ek lyk goed en elke dag sal ek 'n kompliment kry om die een of ander rede. Ek dink nou net aan myself en niemand anders nie.

IS JY BLY JY HET GEGAAN OP DIE FREE TO GROW KURSUS OF SOU JY SONDER KON GEGAAN HET?

Nee want daar is edelik waar daat is goedjies wat ek besef het wat vir my vandag baie teken dinge wat ek gehoor het en gelees het wat ek nooit - weet 'n mens soos my maniere so hulle gese het ek is sarkasties en ek se 'n ding en sulke goeters. Ek weet ek doen dit en ek weet ek is sarkasties maar hoe om dit te sien en te hoor is heel iets anders. Dit laat jou besef en dat laat jou stil sit en ek moet nou werk aan myself hier want as dan sekere mense swaar iriteer dan moet ek definitief iets daaraan doen.

SO DIT HET UIT GEKOM?

Ja dit het uit gekom.

IETS SOORT VAN IEMAND VAN BUITE AF?

Ja, en soos edere ek werk ook as hulle vir my se iets vra te gou of Jenni vra my miskien 'n vraag dan se ek vir Jenni ek is besig nou Jenni of ek gee haar net so kort kort 'n antwoord, toe se sy sy wil nie vir my pla nie en sy weet ons almal is besig en dis moeilik en sy sal dit waardeer as ek net vir haar 'n paar minute vir haar gee.

BAIE DANKIE.

COMPANY G
POST POST TEST
SUBJECT G59

I'VE GOT NOTHING TO DO WITH FREE TO GROW OR WITH YOUR COMPANY SO I WANT TO KNOW, IT'S THREE MONTHS SINCE THE COURSE HAS FINISHED, DO YOU REMEMBER ANYTHING OR DO YOU FEEL THAT IT WAS SOMETHING THAT WAS NICE WHILE YOU WENT ON IT BUT YOU CAN'T ACTUALLY FEEL ANY DIFFERENT?

I can tell you that certain parts of the course I have forgotten but there are certain things that just stayed with me and I think maybe those are the most important things that stayed with me.

CAN YOU GIVE ME AN EXAMPLE OF THE SORT OF THINGS THAT YOU REMEMBERED AND HOW IT AFFECTED YOU?

Most important things like I told you last time is assertiveness, I've learned to be more assertiveness and I've used it in the last few months. I got the impression people are beginning to dislike me but I think I don't know but what I discovered especially with our managers, one of my managers I've been assertive with him and one day it seemed like this guy hates me but then afterwards I discovered it's like he gained a great respect for me and when we are in groups then he always tells other people, you don't have a relationship with this guy like I have with him. It's because he knows I'm not afraid of him and I don't let him just walk over my head. I tell him what I feel and also another thing telling him there is sharing what I feel and what my opinion is. Those are the two most important things that stayed with me.

GIVING YOUR OPINION WAS THAT ALSO SOMETHING YOU HAD A PROBLEM WITH BEFORE?

Ja, I used to keep quiet about things. If someone said something that I disagreed with I used to just let it go. Or if people gave their opinions I used to just go along with them and not put in my input and the last time he asked me How would I start apply this at my church groups where I'm involved and there especially I actually started giving more opinion and giving more input in meetings and so on which I never used to do too much in the past.

PEOPLE ARE ACTUALLY NOTICING THE DIFFERENCE DO YOU THINK IN THE CHURCH?

Yes, actually now that you're asking me I remember in the Praise and Worship group I belong to I used to just be a normal member who played the keyboard and stuff and now on Saturday just past I gave my opinions and I shared and it seems like everytime I come there people are looking at me, what am I going to say now. When I'm quiet and it seems like they're expecting me to say something and in the same way I also respect what they want to say and many times I go with what they have decided but I'm so glad that I could give my opinion as well which is so good.

AND THAT IS SOMETHING COMPLETELY NEW. SO YOU CAN FEEL THERE IS A DIFFERENCE AND ARE YOU HAPPY WITH THAT – DO YOU FEEL GOOD?

Oh yes. I feel glad that even though I can't remember everything on the course there are these things that I can.

THOSE ARE THE TWO MAIN THINGS, ASSERTIVENESS AND RAISING YOUR OWN OPINION?

Yes.

AND AT HOME IT'S NOT REALLY THAT IT MATTERS IT'S MORE YOUR WORKPLACE AND AT THE CHURCH?

It's not as much at home now but...

YOU FEEL MORE RELAXED WHEN YOU GAVE YOUR OPINION OR WERE ASSERTIVE AT HOME?

Yes. As far as conflict and that is concerned I think I can see a better relationship in our home situation especially with my brother, where he's also beginning to respect me when I'm telling him now we can't do this and I give him reasons for why, another thing that I've learned is that you must address the problem not the person and something I've also taught my girlfriend in a way, because she when she disagrees with something she says I'm going to do this to that person and I taught her no you actually address the problem, that's what I've done in my own home with my brother especially. I tell him why I disagree with him and I tell him it's not him but it's what he does. I think we are beginning to get a better understanding to each other. So he'll think twice before he asks me something that's irrelevant that he knows that we would disagree on so that's how it works in the home situation which to an extent helps.

MORE IN THE WORKPLACE.

Yes.

I ALSO WANT TO KNOW THE DIFFERENCE THE COURSE ALSO HELPED YOU WITH YOURSELF – IF YOU THINK OF THE COURSE, YOURSELF AND YOUR SELF CONFIDENCE ALSO THE WAY THAT YOU INTERACT WITH PEOPLE NOW, THE THREE THINGS YOU'VE TOLD ME HAVE BEEN INTERACTION WITH OTHER PEOPLE, ASSERTING YOUR OPINION, AND ADDRESSING THE

PROBLEM, DO YOU THINK THAT IT MADE ANY DIFFERENCE TO HOW YOU FEEL ABOUT YOURSELF PERSONALLY?

Yes I think I was a very confident person in the beginning but it's just grown onto that, it's made me more confident and more positive and made me feel that in certain situations I do count. In the past I selected where I wanted to count but I think now it's more every where I come I can count and I feel more confident and I can be part of where I'm involved.

SO YOU WERE CONFIDENT BUT YOU ARE WERE CONFIDENT IN SPECIFIC SITUATIONS BUT NOW YOU ARE BEGINNING TO FEEL YOUR CONFIDENCE IS EXTENDED.

Yes.

AND HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

I feel very happy with myself and I feel very good and I feel confident especially now that the exams are coming up. I feel very positive even though I know it's a load of work, and I'm not through it all but I feel positive and I'm continuously telling myself that I'm going to pass and I continuously remind myself that I've got to study harder and harder and just do my best and I think what my boss told me once is you help me through the problem if you identified it. If you don't know what the problem is you are never going to get to the solution. So I think I am identifying what the problem is and I'm also half way through passing because I'm telling myself I'm going to pass which is also good. That's how I've also developed in sense.

YOU HAVE MORE CONFIDENCE IN YOUR OWN ABILITY?

Yes.

THAT'S WONDERFUL. HOW DO YOU FEEL ABOUT THE FUTURE?

Well the future, I still feel positive, I still feel I'm looking forward to it. Like I said in the beginning it's not something that I'm afraid of or so I'm really looking forward to it.

WOULD YOU RECOMMEND THAT OTHER PEOPLE GO ON THIS COURSE? DO YOU THINK IT'S REALLY WORTHWHILE?

Yes, definitely. It's something that I've also spoken to my boss and I told him I would recommend more people of our own firm to go on this course because it can change peoples lives. It's a lot of stuff, it's a load. There are things that applies to their own lives and I think that is what we need especially in the business set up.

SO YOU CAN'T REMEMBER EVERYTHING BUT YOU TOOK THE THINGS THAT WERE REALLY IMPORTANT TO YOU AND YOU'VE APPLIED THOSE THAT HAS MADE A DIFFERENCE IN YOUR LIFE.

Yes.

THAT'S WONDERFUL. DO YOU GO BACK TO YOUR BOOK EVER?

I went back to my book last month, but not too often. It was the first time after the course I looked up something.

THAT'S ALL I NEED TO ASK YOU.

COMPANY H
PRE TEST
SUBJECT H35

HOE SAL JY JOUSELF BESKRYF?

Dis 'n moeilike een.

DIT IS BAIE MOEILIK MAAR SE NOU JY KEN NOU GLAD NIE VIR MY NIE EN JY WIL NET VIR MY DIE ESSENSIE VAN JOU SOORT VAN PERSOONLIKHEID, WAT JOU STERK PUNTE IS EN WAT JOU SWAK PUNTE IS? AS 'N MENS NOU IEWERS SKIELIK GEDWING WORD EN SE DIT IS JOU SWAK PLEK OF JOU GOEI PLEK, IS JY 'N PERFEKSIONIS OF..?

Nee ek sal nie se ek is 'n perfeksionis nie maar kan frustreer maar as jy nou kyk soos ek hou van om my dinge reg te doen en as iemand nou kom pla en is so tragies en treurig en hy wil nie nou iets probeer doen nie dan dit voel altyd so doen dit nou maar en kry klaar. Ek sal liewers meer doen as wat van my nou verwag. As ek iemand kan help om reg te kry om gelukkig te kry maar ek hou nie daarvan want dit frustreer my oorweldig vir al hierdie munisipaliteit – want as jy nou kom en hierdie ouens raak so vas en jy weet dis net 'n klein dingetjie maar in die algemeen geduldig en ek wil gedra en gaan aan en ek sal nie my frustrasie regtig by ouens gaan uithaal. Dit pla vir my – nuwe opset – jy kry baie – elke ou is nie – hy wil net dit doen wat hy dink sy werk is niemand sal iets trades so doen

DIT FRUSTREER JOU?

Dit frustreer my.

BY DIE HUIS IS JY NIE SO NIE?

Nee, by die huis byvoorbeeld ons verstaan mekaar. Elkeen weet wat van hom verwag word by die huis. Ons het na 'n lang pad gekom. Ons is gemaklik met mekaar. Jy gaan nie sommer 'n ding skop – jy gaan dit in elk geval nie doen nie en as iets nou sou oorstel is beter om stil te bly. ...kom terug. Dink die ding voor dat jy iets se waaroor die ...verspuit gaan wees. Woorde kan baie seer maak as jy verkeerde tyd die verkeerde ding se.

SO IS JY VERSIGTIG?

Ek sal liewers versigtig wees voor ek iets se. Ek sal lieweste oor dink voor ek iets sal vir iemand gaan iets se vir my man of daar iets nie lekker. Ek maak eers seker nou dit wat jy oor iets wil gaan se dat te wel dit ...reguit toe jy voordat jy dink van aanpak.

IS JY SENSITIEF SAL JY SE TEENOR ANDER MENSE SE GEVOELINGS?

Ja ek voel altyd jy moenie dinge wat iemand andersens soos jy nie wil hanteer word nie, so ek wil nie 'n ou moet my in die tromp op loop en voor klomp mense se maar jy het nou hier is iets aangevang nie. Wat my iets verkeerd doen jy moet aangespreek word daarmee stem ek 100% saam maar daar is maniere om dit aan te pak en ek voel altyd soos ek wil gaan so wil ek met 'n ander oor. Ek sal nie hier so voor 'n ou as iemand hier sien is omgekrap of so iets. Probeer liewers uitvind probeer om gelukkig weer kry, nie sommer in iemand se karakter in klim nie. Dis nie iets waarvan ek van hou nie... sien en gebeur die rondom jou iemand is onsensitief teenoor iemand anders se gevoelens. Ons is verskillende mense. Elkeen ervaar iets anders. Almal gaan altyd dieselfde as jy dink of voel nie.

IS JY MEER VAN 'N INTROVERT OF EKSTROVERT – SAL JY LIEWERSTE EEN KANT STAAN OF SAL JY VOORENTOE GAAN VIR MENSE?

Ek dink in 'n groep sal ek eers die groep probeer kyk waar gaan ek inpas. Ek kan nie so voorentoe beweeg nie. In 'n groep y sien mos gou gou baie met wie sou jy afdaag dis altyd die ouens wat nou meer geselig as die anders. Ek sal liewerste ek sal definitief nie van die voorstes wees nie. Ek sal eers sien waar ek myself sal kan inpas of waar voel ek is veilig.

AS JY KAN BESKRYF WATTER EIENSKAP IN JOUSELF IS WAT JY BEHOORT REGTIG OOR TROTS VOEL, IETS WAT JY KAN SE DIT IS EEN VAN DIE GOED WAT EK IS BLY DAT EK SO IS?

Ek sal altyd probeer om 'n ander te help. Dis vir my 'n talle amper eers goed by die huis.... Want hy se ek wil te veel gee wat ek veel vir ander. Ek se nie maklik nee vir iemand. Ek sal altyd ekstra vir iemand probeer gee of selfs vir die kinders. Ek doen 'n meer vir hulle as ek moet jy bederf en veral by die bejaardes huis as ek daarkom... my ma en se ja die is vir die ou mense en ek voel later aan so betrokke by hulle want almal van hulle van hulle kry veel meer uit is wat jy eintlik gedink het jy sal kan doen. En dit is lekker om so iets. Is lekker om iemand anders te laat vermaak. Ek hou daarvan.

VOEL JY NOOIT MISBRUIK NIE? JY SE JY KAN NIE NEE SE NIE, VOEL JY NIE MISBRUIK SOMTYDS NIE AS MENSE....

Nee, soms in die werk sal ek se maar dan is dit nou net my eie skuld is want jy dink dis ook weer want jy probeer maar net om mense gelukkig te maak. Maar ek voel dan nie dat ek iemandek kan ook daar so se ek voel nou vir iemand wat tot taamluk misbruik van..onbeperk.

EN IETS WAT JY GRAAG SAL WIL VERANDER IN JOUSELF.

Wat ek tans wou verander is dat ek moes meer – die grootste ding in die lewe ek voel altyd omdat ek nooit verder as matriek gegaan het nie. Ek moes iets gedoen het daar omtrent en dit nadat so altyd half mindervaardig wat iemand anders ek wil beter 'n bietjie verder geleer het. Eintlik moes ek seker nie so voel nie want dit probeer dan nie jou binner jouself as eintlik is ek gelukkig maar soms vang ek myne op.

IN VERBAND MET JOU VERHOUDINGS BY DIE HUIS BY DIE WERK EN IN DIE GEMEENSKAP. EK HET NOU VAAG EN EK KAN NOU RAAK SIEN WAT JY GESE HET MAAR HOE VOEL JY OOR DIE ALGEMENE GEHEIM BY DIE HUIS MET JOU VERHOUDINGS. AS DAAR KONFLIK IS MET JOU KINDERS FRUSTREER JOU, JY RAAK HOE SAL JY DIT HANTEER? SAL JY DIT OPKROP EN DAN ONTPLOF OF SAL JY ELKE DAG UITKOM EN SE JOU SE? HOE HANTEER JY KONFLIK EN HOE GAAN DIT MET JOU VERHOUDINGS BY DIE HUIS?

Daar verstaan ons mekaar. Daar gaan nie tye kom dat ons gaan ontplof nie. Partykeer dryf hulle jou regtig te ver maar oor die algemeen sal ons rustig hou en gaan praat ons – ons preek die probleem aan en ons probeer die kinders aanval opmekaar aanval nie. Ons probeer altyd wat van die begin af is 'n reedelike oop verhouding met mekaar. Ons kan... oor sterkte oordadig almal moet praat. 'n Kind wat sy geleentheid kry hy se hoekom hy nie saamstem en ons moet met hom gesels, en gesels hy met my en my man oor sy failing kommunikeer met mekaar. Jy moet gesels en jy moet tot 'n vergelukkig kom en mekaar kan respekteer teenoor sy gevoel of hoe hy die saak in sien. Jy kan nie altyd reg wees nie. En die kind soek na help verkeerd nie en so moet jy tot 'n vergelukkig aankom en dit van by ons hanteer dit heel goed.

SY IS TEVREDE MET DIE MANIER WAT JY KONFLIK HANTEER?

Ja ek is definitief tevrede daarmee.

DIT KLINK VIR MY ASOF JY 'N VOLWASSE, MATURE SOORT VAN VERHOUDING HET EN DAT JULLE PRAAT DIE PROBLEEM EN NIE DIE PERSOON NIE. EN DIE VERHOUDINGS BINNE JOU FAMILIE DIT GAAN GOED?

Dit gaan goed definitief gaan dit goed.

DAAR IS NIE 'N PROBLEEM FRUSTRASIE WAT JY DAAR BY DIE HUIS HET NIE.

Nee, die enige frustrasie wat my man, nie baie nie maar op hierdie stadium ek dink hy het so verander het en hy het baie werk van die huis af en dit krap die gesins 'n bietjie op maar ons moet aanpassings maak.....

RAAK JY KWAAD OF HOE?

Nee – aanvaar al het eers ontstaan se kom ons het 'n sensitive buitewerk. Ek het 'n werk maar ons is gelukkig en ons met die beste daarvan maak en aanpassings maak. Toe ons aanpassings gemaak het en ons agterkom het dis eintlik – partykeer pret om so iets – soms gaan ons saam met hom werk en ander keer kom hy terug huis toe en kom weer met ons en ons gaan so. Jy moet van 'n situasie maak die beste van wat van daai oomblik anders gaan jy baie ongelukkig voel as jy heelyd daar veels gaan vars word. Dan raak die laaste raak frustreerd en is almal omgekrap. So om aan te pas wat die beste...

JY VOEL DIE SITUASIE WAT JY MET BEGINSELS DAT DIT NEGATIEF MOET VERANDER IN JOU GEDAGTES OM DIT POSITIEF DAARIN TE SIEN.

Ja dis definitief – anders raak dit baie ongelukkig in jouself dan raak ek –want dit werk dit vlooi tog deur na aan iemand. Ek kan nie dit doen nie dan kan jy later eers heelyd frustreer nie erg nie. Die hele negatiewe.

EN BY DIE WERK, HOE COPE JY EN GAAN DIT MET DIE VERHOUDINGS? WATTER AFDELING IS JY?

Ek is ... besprekings en toesighou in sekere vak oorvan die skoonmakers en so aan. Ek geniet dit. Is maar baie lekker.

EN AS DAAR KONFLIK KOM MET DIE MENSE MET WIE JY WERK IS DAAR IEMAND ANDERS WAT DIT SAL UITSORTEER OF SAL JY DIT UITSORTEER?

Van die kleinerige goeters kan ek uitsorteer as hulle groter is en ek kan nie sal ek dit teenwoordig rapporteer met al die gegewings wat ek tot my beskikking het. ... want is verskillende mense, verskillende gewones gebruik dat almal dink nie soos jy nie, want ons kom uit verskillende kulture uit wat vir my miskien verkeerd is is dat daai persoon nie verkeerd is nie. Jy moet altyd eers wat gebeur het probeer kyk hoe daai ding terwyl hy dit gedoen het of gese het en dan moet jy optree so aan. Met myself het ek eers partykeer as mense my aftrek??? In die begin het ek die houding van iewers stil staat gebly het maar later jy kan nie net altyd stil bly nie. Dan word jy oorgeloop, so jy moet ook maar op die regte manier gaan praat. Dit help nie om sommer net 'n ontploffing kwaad te raak en dinge te se nie jy moet ook gaan uitsorteer op 'n regte manier teenoor 'n rustige ... gesels die probleem uit en se tans vir die persoon maar kyk dit is die situasie dis hoekom jy so of so opgetree het en probeer van uitsig deur wat gebeur.

DINK JY DAAR IS PROBLEEM AL DIE VERSKILLENDE....

Ja definitief is daar maar.....

HOE LANK IS JY AL HIERSO?

In die Munisipaliteit is ek hier ses jaar maar in die heidige werk is 'n jaar. Dit is definitief dat die een groep is een. Hulle ding is gemaklik om so op te tree of later kom... en dit is nie... hulle moet maar aanpas by ons manier van dit en jy moet vergewings maak en die ander groep elkeen het maar sy manier van en om almal by mekaar almal gelukkig te kry krap dit uit. Ek dink dit gaan eintlik oor elk gaan dit heelwat heel goed tussen die klomp werkers.

IS JY BETROKKE IN DIE GEMEENSKAP BY ANDER GOED SOOS SKOOL OF DIE KERK?

By die kerk is ons baie betrokke. Op hierdie stadium is ons – kyk en en my man saam gaan aan die katogese die junior klompies en ons moet die uitstappies beplan en ons moet sorg dat hulle programme reg loop en dit ook klein en groot en verskillende kindertjies so aan. Dit is lekker.

SO JY IS DIE ORGANISASIE?

Ja.

HOU JY DAARVAN OM TE ORGANISEER?

Dis lekker ja.

...LEIDING TE NEEM OF SAL JY EEN WAT...

Ja, om dit te doen is dit baie maklik om die beplanning te doen en hanteer jou helpers te kry wat baie natuurlik so funksie afloop is wat so sukses..... 'n Groot piekniek om alles net by mekaar te kry in die agterste vat die baie van jou tyd.

JY IS GELUKKIG OM DIT TE DOEN.

Ja.

HOE GELUKKIG OF TEVREDE SAL JY SE IS JY MET JOUSELF OP HIERDIE STADIUM?

Ek dink ek is heel gelukkig. Ek voel mense sal altyd streef om beter te kom om beter te doen. Jy moenie net stuff neer in die lewe nie maar ek voel dat wat my keuse gewees om op my kinders klein was ophou werk. Ek het myself uit die mark ontrek het en nou eers ... toe moes ek natuurlik weer onder begin en weer probeer die sakevorderings en ek is gelukkig in die situasie wat ek nou is vir die heidige gelukkig in die gemeenskap. Ek voel dit was vir my regtig pla hoe ek se altyd vir my kinders daar is altyd mense wat baie meer as jou gaan he en daar is altyd wat minder as jou gaan he. Maar is jy vir jouself die oomblik tevrede kan stel jy geniet dit wat jy he dan kan jy gelukkig wees.

DIE KEUSE WAT JULLE GEMAAK HET IS JY NIE KWAAD OOR DIE FEIT DAN JY BY DIE HUIS GEBLY HET?

Nee. Ek is bly die tyd saam met my kinders van meer kon dit vir hulle gedoen het waar hulle nou meer op hulle eie kan wees ek jaag hulle en nasorg van goed kan sit toe ek weer begin werk en ons probeer vir hulle doen en jy gevoel so as ek doen wat jy op daai oomblik gevoel het die beste vir almal kan wees. En ek is heel gelukkig en ek sal hulle ook nie verwyd dat hulle vir my terug gehou het nie omdat dit is – ek het dit gekies en ek wil hulle...so ek het dit vir hulle gedoen en dit was vir my lekker maak ek is bly vir daai tydjie en dit is nou ook vir my lekker om te werk. Sal nie meer heel dag by die huis stil sit en net – hulle is nie meer daar om aandag so besig te hou en betrokke te wees by hulle so jy gaan net daar by die huis sit of jy moet aktief val en besig raak met iets anders maar soos naaldwerk of so iets, ek kan nie heeldag daar my besig hou nie. Jy moet tussen mense wees is maar lekker.

SO JULLE WERK SITUASIE IS EINTLIK VIR JOU BAIE LEKKER?

Ja vir al ek by mense heelyd is daar en daar is nie 'n gimmer routien daar in die werk wat ek nou doen. Elke dag is anders - jy kom werk toe en jy dink jy gaan almal vandag sien nou maar wat gaan dalk gebeur waar jy is of wie gaan hom bespreek of enigiets wat dit elke dag iets anders en dit is altyd wat iemand anders moet weer en gesels en jy kan met verskillende mense kan jy in verbinding kom en jy leer by elkeen iets.

SO DIT IS JOU HOUDING OM BY ANDER MENSE LEER EN JY GENIET DIE AFWISSELING.

Ja, ek hou nie van 'n adonis wat miskien wat elke dag weet wat van agt uur doen en nege uur dit is onnodig. Ek kan nie so iets doen nie.

HOE VOEL JY OOR DIE TOEKOMS, EK PRAAT NOU VAN JOUSELF PERSOONLIK EN JOU WERK EN JOU FAMILIE, EN HIER IN DIE WESKAAP EN SUID AFRIKA? AL DIE ASPEKTE VAN DIE LEWE, HOE VOEL JY OOR DIE TOEKOMS?

Ek dink nie mens moet galag daaroor. Hier is vir my as jy gaan sit en dink hoekom probeer ek nog of wat – maar ek dink dit is almal 'n ouder ding en een van die dag en alles oor ons spoel. Jy moet tog probeer positief te wees daar moet iets wees, jy moet geloof wees in iets en jy moet glo daarin en jy moet strewre daarna en jy moet probeer in die beste van die situasie ook maak. En as ons dit almal kan doen dan sal ons met 'n....jy moet regtig oor...jy kan nie net se okay nou dit gaan gebeur dit help nie as geen ..en om enigsens iets probeer van my kant af. Ek kan nie so 'n houding in deel nie.

EN VIR JOUSELF JOU DROME VIR DIE TOEKOMS VIR JOU KINDERS JOU WERK. DINK JY JY SAL HIERSO BLY – KAN JY BEVORDERING KRY?

Ek sal kan probeer om myself te bevorder en dit in die waar ek nou is dit voel gemaklik met die spanning op hierdie stadium voel dit nie vir my in die ronde gaan spring uit te gaan miskien vir jouself gaan probeer ... wat ek vandag want die kinders is nou elkeen kan ampers sy eie koers soek en ek dink daaraan om miskien 'n verrykende kursus te doen maar wat ek saam gestel het om iets aangesien ek nou tyd op my hande het en dan in die situasie waar ek nou is probeer om voortoe te gaan. Dit wil ek graag doen. My seun is reeds uit die huis uit en my dogter gaan nie meer lank wees nie en gaan elkeen sy rigting. Wie sal hulle help ondersteun... hulle kan gaan en daarna moet hulle ook worry....loop.

EN DIS NIE 'N KRIESIS DAT HULLE BEWEEG?

Nee dit is iets wat jy van kliens af moet weet. Jy kan nie jou kinders aan jou vas hou nie. Dis waarvoor jy terwyl jy geniet hulle probeer om hulle te balanseer as moontlik groot maak en as hulle die dag moet gaan moet hulle nie terug gaan nie. Want hulle moet ook hulle eie mense en identiteit ontwikkel.

HIERSO IN DIE MUNISIPALITEIT AS DAAR 'N TOEKOMS VIR JOU OM VIR VORDERING...

Ja, baie besluit.

SO DAAR IS TOEKOMS HIERSO VIR ...

Ja daar is natuurlik....'n Mens voel gemaatlik met jou omgewing daar. Om elke keer te spring dan skep ook ek dink ...indruk om vir iemand om elke koop of daai te verander. Dit lyk soos iemand wat nie jy moenie te vinnig

verander nie maar as jy verander dit wys ook die....bevording word maar jy moet net nie te vinnig op mekaar volg nie.

EN DAN IN DIE GEMEENSKAP SOOS IN DIE WESKAAP IS JY GELUKKIG WAAR JY BLY?

Ja, ek is baie gelukkig waar ek bly.

HOE LANK IS JY HIERSO?

Ons is nou tien jaar hierso. Ek het baie besluit en die Strand is gelukkig en mens sien dinge verander maar die aanvaaring dat sekere dinge kon nie gebly het soos hulle was nie dit moet verander en jy sal graag wil he dat daai ou platte...jy kan so goed word geneel maar die heen anders se opvoedings taak en jy glo dat daai taak as soos jy opvoeding reg van kleins oor af dan sal dit beter gaan.

JY IS DIE ALGEMEEN....JOU HOUDING IS EEN WAT MOET VERANDER DAN.

Ja, ons moet ons kon nie baie, jy kan nie net bly vas bly want ...jy moet voortoe beweeg en met dit gaan veranderinge plaas vind en ons moet probeer aanpas.

DANKIE.

COMPANY H
PRE TEST
SUBJECT H30

HOE SAL JY JOUSELF BESKRYF? AS JY NOU GLAD NIE VIR IEMAND KEN NIE EN JY WIL VIR HULLE LAAT WEET HOE SOORT MENS JY IS?

Ek is 'n baie positiewe mens. Ek kom goed klaar met ander mens.

IS JY LIEF VIR MENS?

Ek is lief vir mense ja.

HOU JY VAN OM BY MENSE TE WEES OF VERKIES JY OM MET JOU EIE TE WEES?

Ek kan al twee, ja. Sekere tye hou ek om op my eie te wees en dan hou ek om vriende om my te he.

IS DAAR IETS WAT JY KAN SE IS JOU – DIE STERKSTE IETS WAT JY REGTIG TROTS IS OOR JOUSELF? 'N EIENSKAP IN JOUSELF WAT JY REGTIG OOR TROTS IS WAT JY KAN SE IS IETS WAT JOU STERKSTE EIENSKAP IS?

Ek bly kalm in alle situasies is my sterk punt.

GLAD NIE. SO AS DAAR GROOT KRISIES ALMAL IS BESIG...

Ek bly kalm. Ek weet nie, dis net in my in.

FOKUS JY DAN NET OP JOUSELF EN IGNOREER WAT AANGAAN?

Nee. Al die jare is ek so, bly kalm terwyl almal flap rondom my. Is maar oor die jare wat ek vererf wat het deur gemaak het.....

JY SE JY IS 'N POSITIEWE MENS JY BLY KALM EN JY HOU VAN MENS.

Ek hou van lag. Ek hou nie van wat negatief is of te neer gedruk, ek kan dit nie hanteer nie. Ek moet kan lag elke dag. Dis my – dit help my baie. Dit verlig al die spanning en alle stress.

IS JY SNAAKS SELFS?

Ek probeer wees ja. Nie probeer maar ek meen hoe sal ek se.....

LAG MENSE VIR JOU MAKLIK? SAL HULLE JOU NOOI DAAR....OMDAT JY SOORT VAN....AAN DIE GANG?

Nee, ek is dalk so bietjie introvert. Ek som eers alles op voor ek kan kommunikeer. Ek som eers die mense op. Ek wil eers 'n rukkie en dan 'n nodigheid wees voor ek kan maar ek dink my ek kan vinnig iets snaaks se in 'n situasie. Ek sien altyd iets snaaks in wat ander mense miskien nie sien nie.

....LAG DAAROO?

Ja.

EN GRAPPE VERTEL..

Nee, ek kan nie grappe vertel nie.

SO JY SE JY IS SO BIETJIE VAN INTROVERT IN DIE BEGIN?

Ja, in die begin. Ek so vra om jou ekstrovert want.... ek dink 'n mens leer dit met tyd. As kind was ek baie snaaks. Hoe ouer jy word dan gee jy nie om eintlik nie. Ek kan nie self sien jy – jy vat dit makliker as jy jonger is dan gee jy om wat mense van jou dink. As jy ouer is soos ek nou, dan weet jy die mense moet jou aanvaar soos jy is. Jy wil nie verander soos mense wil he jy moet wees.

EN OPTREF VOOR MENSE?

Nee dit kan ek nie eintlik doen nie. Ek hou nie van die fokus moet op my wees nie. Maar as daar 'n klein bietjie mense....maar nie 'n gehoor of so iets.

JY HET OOK EEN? GENIET JY DIT?

Ja.

JY HOU NIE VAN MENSE WAT DEPRESSED OM JOU IS – JOU VRIENDE IS MEER MENSE WEES WAT MEER GELUKKIG IS. ...MENSE SE PROBLEME LAAT KOM SE NONSENS.

Ja ek sal nou probeer help maar ek meen as hulle..dra die vlak bly, ek kan dit nie hanteer nie. Elkeen het sy eie probleme wat hy moet deur werk. Ek kan nie negatiewe tyd kan ook he nie. Ek probeer om die beste in alles te sien. Ek meen as jy nou p....met mense wat jouself gaan help wat altyd depressed is of negatief is ek dink dit gaan nou ook af – dit gaan vir jou ook beïnvloed. Ek hou daarvan om met alles wat werk. Dis nie altyd so nie maar ek meen jy probeer maar om ...beste vir alles wat maak. Jy moet positief wees en glo ek ...positief alles.

WAT IS JOU HUIS OMSTANDIGHEDE, HET JY KINDERS,....

Ek kan nou nie eintlik praat oor.....

MOET EK LIEWERS BEGIN MET DIE WERK OF....?

Ja, ek het my oudste seun...

EK HET TWEE SEUNTJIES EN EK HET DIE ANDER DAG MET MY MAN GESE EK WEET WAT EK SAL DOEN AS EEN

Hy was 23... die ander seun is 20 hy is in London, hy werk daar en dan het ek nou 'n laatlammetjie sy is 12. Sy hou my absoluut....

IS DIT NET JOU DOGERTJIE EN JOU MAN WAT NOG IN DIE HUIS IS.

Ja.

EK WIL NET WEET MIN OF MEER KAN JY VIR MY VERDUIDELIK AS DAAR PROBLEME IS SE JOU DOGTERTJIE IRRITEER VIR JOU OF DAAR IS 'N KRISIES, SAL JY DIT OPKROP OF SAL JY DIT DAAROO PRAAT? HOE HANTEER JY AS DAAR KONFLIK IS BY DIE HUIS?

Nee, ek praat dadelik aan.

SO JY HET NIE 'N OPKROP WAT SAL.....?

Nee. Ek sal dadelik daar se. Ons kom baie goed.... Ek kon altyd vir al my kinders baie goed praat en kan goed met kinders praat eintlik.

SEKER IS OMDAT JY SO OPGEWEEK MET....

Ja, ek se as jy vir my buurvrou se seuntjie hy is nou pal?? in die huis en as ons Mall to gaan vir vliek is sy saam hy is so aktief....asof hy nou, die twee seuns moet nou skielik uit die huis uit, dit is vir my snaaks dat hy nou skielik pa daar is.

EN JY GENIET DIT?

Ek geniet dit baie vir al 'n seuntjie. Ek hou nou baie van seuntjies. En as hulle stout is is goed

EN BY DIE WERK HOE GAAN DIT HIERSO MET VERHOUDINGS BY DIE WERK? HOE HANTEER JY DIT AS DAAR KONFLIK IS HIER BY DIE WERK?

Baie goed want daar is nie agter afgepraatery of bakleiery onder ons nie. As daat is vout is dan se jy dit en dat dit oop is jy weet. Met ek gaan dit altyd baie lekker.

HOE LANK IS JY AL HIERSO?

Seker altesaam want ek was voorheen ook hier, so amper twalf jaar hier.

EN IN WATTER DEPARTEMENT OF AFDELING?

Ek is nou in administratief. Ek pas maklik daar in. Hulle is almal jonger as ek. Ek geniet my werk.

EN AS DAAR 'N PROBLEEM... WERKSOMSTANDIGHEDDE IS DAAR IEMAND WAT...OF SAL JULLE DIT MET MEKAAR UITSORTEER?

Ja ons het iemand na wie toe ons kan gaan as daar probleme is maar ek het nog nie eindelijk....Ek is baie gelukkig eintlik en in elk geval as jy op 'n sekere ouderdom gaan jy moeilik ander werk kry en nou met jy weer met daai omstandighede gaan.

IS JY BETROKKE BY ANDER ..GEMEENSKAP?

Nee nie eintlik nie. Is net by my meisiekind waar ek baie besig is met haar by die skool. Ek is 'n baie rustige mens. Ek is nie iemand wat baie uit gaan nie. Ek hou van om huistoe te gaan.

SO DIS JOU WERK EN JY DOEN DIT EN JY GENIET DIT EN JY GAAN HUIS TOE NA JOU FAMILIE EN JY GENIET DIT? DIS NIE ASOF JY BETROKKE IS BY DIE KERK OF SKOOL OF ORGANISASIE?

Nee. Ek is baie my broer familie vas. Hy is 7 jaar ouer as ek. My pa is dood, jy was meer pa vir my. Ons is vreeslik....hy en sy kinders en my kinders.

HOE GELUKKIG OF TEVREDE SAL JY SE IS JY MET JOUSELF OP HIERDIE OOMBLIK? EK KAN SIEN DAAR IS GROOT HARTSEER EN DIT OBVIOUSLY BEINVLOED JOUOOR DIE ALGEMEEN JY KAN SE JY IS GELUKKIG BY DIE WERK – HOE SAL JY BESKRYF HOE GELUKKIG OF TEVREDE IS JY OP DIE OOMBLIK?

Ek is rerig gelukkig in my lewe op die oomblik.

MAAR DAAR IS...JOU SEUN?

Ja dit is vreeslik. Dit is heeltyd seker daarso. Dit is nou dadelik eintlik besef is een ding wat ek...jy kan dit nie verander nie.

EN JY KAN DIT OOK NIE VERWERP NIE NE?

Dit nou al nege maande. Die eerste vyf maande is maar

EK KAN NIE DINK HOE DIT NIE AL DIE ANDER ASPEKTE.....WERK TOE KOM SEKER MET ANDER MENSE...

Ja dis altyd maar agter in jou kop. Eintlik as dit met jou gebeur sal jy met my eers afdink....kinders dood elke dag in die koerant. As jy die koerant oopslaan sien jy.....dit gebeur eintlik dis 'n alledag se ding.

GEREELD PYN.

Ja. Allerdag se ding. Jy dink nie altyd dit gaan jou treur nie.

HOE VOEL JY OOR DIE TOEKOMS? TOEKOMS VAN SUID AFRIKA, TOEKOMS VAN DIE WES KAAP, TOEKOMS VAN JOU AS JY WIL HIERSO AFTREE EN TOEKOMS OOR JOU KINDERS?

Baie moeilik. Ek sal nie weg gaan nie. Ek het hier groot geword in die Strand. Ek sal nie oorsee gaan nie maar eintlik veral my seun nou wat oorsee is – hy is sien die toekoms in die land nie maar dit is so ...hy was twee jaar in Matrik geskryf en daar is absoluutdaar is nie werk.

IS HY BAIE NEGATIEF, DEPRESSED OOR??

Hy is nie depressed nie hy het 'n vreeslike dinges gehad maar ek sal nie verbaas wees nie oor sy.....

EN WERK?

Vreeslik baie Suid Afrikaners – daar is vreeslik baie werk en hier is geen werk vir die kinders nie. Meisiekind, as jy werk kry dan is jy baie gelukkig dink ek. As ek moet bedank wees ek het nou werk kan ek....so 'n mens moet maar hou wat jy het. Ek weet nie van die werk situasie is baie moeilik. Daar is nie werk vir almal. Hy weet nie in watter rigting hy gaan nie as hy terug kom miskien verder studeer. Ek dink mense wat vir hulle self besigheid wil miskien begin daai tippe dan gaan dit goed en jy weet jy het selfs begin.

EN VERDER HOE VOEL JY OOR DIE TOEKOMS VAN SUID AFRIKA?

Ek is nie negatief daaroor nie. Jy sal maar net aanpas dink ek by seker omstandighede. Ek is gladly nie negatief oor die toekoms nie. Ons is nou daarin ons moet maar net aangaan. Ek is altyd positief daaroor.

SO JY IS GELUKKIG MET DIE KEUSE WAT JY GEMAAK HET MET DIE TOEKOMS EN JY IS GELUKKIG IN JOU WERK OOK.

Ja.

BAIE DANKIE.

**COMPANY H
POST TEST
SUBJECT H28**

HOE SAL JY JOUSELF BESKRYF? HOW WOULD YOU DESCRIBE YOUR PERSONALITY? HOE SOORT MENS IS JY?

Well, if I had to answer that question about fifteen sixteen years ago was as verskriklik terruggetrokke en baie, nie maklik gekommunikeer met mense maar ek glo dat my werk het my gehelp. I had to adjust to become more met mense oor die weg kom, lekker gesels, probeer uitsorteer en 'n standpuntso ek glo wat my persoonlik aantref dit my werk my gehelp om te oordra.

JY VOEL DIT VERANDER?

Oh ja.

JY KAN NIE SE DAT JY NOUTERRUGGETROKKE...

Nee noodwendige....

DAT VIR OMSTANDIGHEDE WEES WAT JY SO TERRUGGETROKKE....

Somtyds.

AS JY NOU NUWE GROEP MENSE INKOM SAL JY EERS TERRUGGETROKKE WEES EN DAN LATER UIT...

Ek dink ja, as ek moet eerlik wees ek sal eers my weg voel en maak seker met wie ek...en hoe is die mense, how can I relate to them en dan sal ek meer.....

OTHER THINGS THAT YOU CAN SAY ABOUT YOUR PERSONALITY, WHAT TYPE OF PERSON ARE YOU, WHAT ARE YOUR STRENGTHS, WHAT ARE YOUR WEAKNESSES, WAT KAN JY SE AS JY REGTIG EIENSKAP WAAROO JY TROTS IS OF IETS WAT JY GRAAG OOR JOUSELF WIL VERANDER?

Ek glo, I can't give up on a thing. I have to finish what I start en ekop 'n groot mate jou perfeksionisties, ek hou nie van dinge wat nie reg is nie . Dit moet reg wees, maar ek glo nie dat dit my so afekteer dat dit my onmoontlik maak nie. I try to be balanced en ek wil graag he dinge moet die beste wees.

IS DIT 'N EIS WAT JY AAN JOUSELF STAAN OF VIR ANDER MENSE WIE OM JOU WERK?

Ja selfs mense om my werk. As daar roetien in die kantoor is wil ek graag he dit moet so bly. Goeie reels moet baie gebly word en werk my standaard van wat ek verwag in die kantoor is ek stel 'n hoe eis aan myself en ek glo ek het 'n deel voor dat die weer werk.

IS DAAR PROBLEME DAARSO MET DIE WERK?

Wel, ons werk, Kristien is nou sewe jaar saam met my en Elise trek so vier of vyf, Sandra was ses jaar en ek dink ons is 'n baie span.

EN AS DAAR IETS IS WAT KRAP SAL JULLE DIT MAKLIK DAAROO PRAAT?

Ja. Ek sal altyd graag, wat ek graag doen het, ek gaan nie reguit na 'n persoon toe, is nie daai persoonlike vak maak nie, ek praat nou absoluut work related, nou 'n kantoor situasie, die kantoor better worse as daai en as daar gevouteer word is dit die kantoor wat die fout maak. Ek sal fout mercy??...sonder om te se jy het die fout gemaak. Wat het records nou verkeerd gedoen en almal van hom se, dis waar dit verkeerd gegaan het en ek glo die persoon wat dan besef oh ek het 'n fout gemaak. Volgende keer dan gebeur dit net nie weer nie.

SO JULLE HET GOEIE MANIERE OM KOMMUNIKEER?

Kommunikeer ja. En dit doen dalk ook 'n groot mark van respek vir mekaar. Want ek glo jy kan nie dit snyt dat dis iets wat iemand verdien. Jy kan dit nie eis nie, you can't tell a person you've got to respect me. You've got to earn respect and I think in our office here we do respect each other.

SO ONE OF YOUR GOOD QUALITIES IS YOUR PERSEVERANCE ...PROFESSIONAL?

Ja, nie....

JY DOEN A JOB GOED.

Yes I like to feel...

PROVE THAT YOU HAVE DONE...

Yes.

ANYTHING ELSE THAT YOU SAY IS YOUR GOOD QUALITY OR SOMETHING THAT YOU WOULD LIKE CHANGE ABOUT YOURSELF?

I know the things that really mean a lot to me in my life is my family en laas is my werk. Dis die twee premium in my lewe en ek probeer dit altyd te bou. Dis somtyds moeilik somtyds wens ek ek kan 'n bietjie afskakel van my werk.

WAT JY BES DOEN??

Ja. Ongelukkig, dit was nie altyd so nie, nou...saamgesmelt dit as jy ...is daar net genoeg monokraag om alles te doen en jy is die feit dat ek moet allen in my kantoor sit ...slip slide dan vat ek huistoe so dat ek weet ons by bly. Ons hou by dit wat ek sal glo dit moet wees.

SO YOU'RE VERY DILIGENT.

Yes. Think so.

HARD WORKING, YOU DESCRIBE YOURSELF AS VERY HARDWORKING. SO YOU SAY YOU WOULD LIKE TO SEPARATE THE TWO AND NOT CARRY YOUR WORK....

At times I do, yes. I hope if I have to analyse the whole situation I feel something and once if the H.M. I've never, I've been here now, going on for seventeen years, gone through this stage since amalgamation it's just happened so fast that so much volume of work that came in to all departments it was chaotic and the basis that we could do this control the Cape, just try and keep on top of everything so I think probably by the time that they appointed everybody and they've got the whole Municipality has settled down, records will be able to adjust again and get on top of everything and then hopefully not take home work because sometimes I want to, I just feel I have to at this point in time.

DOES IT FRUSTRATE YOU?

Not really because I can truly say I like my work. I like to do what I'm doing.

SO YOU'RE HAPPY IN YOUR WORK?

Yes for sure.

YOU WOULDN'T CHANGE?

No.

SATISFACTION BASED...

Yes. If I could say something I'd love to be younger again.

WHY?

something I'd love to be younger again.

WHY?

You get to a point in your life when you've accumulated so much knowledge that you feel you can do so much with it. Ek sal graag nou wil verder gaan studeer in argiewe. Maar my ouderdom steur my nou. Ek kan nie. Die Munisipaliteit was al by 'n plek waar jy nie kon you couldn't progress. You went into a certain department – I was told that too when I went for my interview that I will only be able to stay in that department because they didn't really give to change people from one department to another. Only later about after ten years we went and spoke to them they did make some exceptions to the rule. I started off as a clerk and then a filing clerk and then hoof van registrasie and nou volgende dis hoof van argiewe. So dit het my tyd gevat om te vind dat ek geniet dit and I could

slowly climb the ladder not because there wasn't really other opportunities. Probably if I wanted to go out of Somerset West I could've perhaps but because I try and balance my family life and my work I didn't want to go to Somerset West.

THE CHOICE THAT YOU MADE.....ANOTHER CHOICE?

No I don't think I would've changed.

MAYBE IF YOU WERE YOUNGER YOU WOULD'VE BEEN ABLE TO ...

I would have...

IS THERE A POSSIBILITY FOR YOU IN ... TO ACHIEVE YOUR GOALS?

Yes.

DO YOU THINK.....APART?

No I wouldn't say that. It all depends what happens to the whole, when looking at the mega city it's reality possibly and depending on what happens there there could possibly be a chance of becoming records manager. I would like to, I would like to face that challenge but it's not for me to decide, it depends on what happens in the whole

HOW MANY CHILDREN DO YOU HAVE?

Two daughters, they are both married.

IS HULLE NABY HIERSO?

I've got my one daughter here with her two little ones and the other one is in Johannesburg.

YOU MISS THEM?

Yes we do but we communicate a lot, telefoon rekening baie hoog, kuier by mekaar, she's just been here for six weeks so we get opportunities to see each other.

DO YOU GET ON WELL WITH YOUR FAMILY?

Very well. Geen probleem nie. Not big, look for any mother, we've got a very good relationship. Ek dink my kinders is vir my alles en ek glo, in hulle harte is ek ook vir hulle alles. Goed aanpassing het gekom met my skoon seuns want ek het nooit seuns in my lewe gehad nie and also to acknowledge that they are now they're in their family. Ek moet aanpas daar maar toe dit het gekom.

EN AS DAAR KONFLIK IS HOE HANTEER JY DIT?

There is only one way for me and that is communication. Praat, praat al is daar 'n storm dan kan ek praat word.

SO JY IS NIE BANG VIR

Nee You've got to settle the matter.

DO YOU TEND TO TAKE THINGS AND TAKE THINGS AND THEN EXPLODE OR DO YOU IMMEDIATELY REALISE THE PROBLEM AND TALK IT THROUGH?

Yes.

IS THAT YOUR WAY?

Ek glo dit ja.

EN EINTLIK JOU MAN OOK?

Absoluut ja. Ons is 31 jaar getroud and if I had to do it again yes I would definitely do it the same. Sal met hom trou.

EN BY DIE WERK JY HET GESE AS JULLE PROBLEME HET JULLE LE DIT OP DIE TAFEL. GAAN DIT GOED MET DIE VERHOUDING BY DIE WERK. JY IS GELUKKIG MET DIE STATE OF THE RELATIONSHIP.

Yes. I would like to think so. Wat my bietjie pla en ek het dit al vir my direkteur gese is hierdie hele onsekerheid wat gekom het saam met die....My twee, Christine en Louisa is also very dedicated people, they take their work very seriously because they also want to, I suppose because they get acknowledged. Ons is goed. Somerset Wes rekords is goed. Ek voel nie skaam om dit te erken nie want ons het hard gewerk daarin. Maar ek vind daar is 'n bok, hulle voel en dit gaan nerens heen nie. Either somebody has to see their position, has to either resign or die, there is nowhere for them to go so they both branched out. Christine is ...vir 'n lay preacher in her church en ek sien Louisa het begin studeer maar sy het dalk ook nou baie involved met Youth groups and things like that and I find that the high pitch concentration in the work is not there anymore. Ek kan dit sien. Ek voel jammer daaroor want ek voel dis ...verloor iets wat ek gehad het slipping through our fingers due to circumstances. I'm sorry about that now. I wish I could change that but there is nothing I can do.

YOU CAN SEE WHERE IT'S COMING FROM AND WHY IT'S LIKE THAT.

Yes. If they could see goals there. As hulle vir Christine kan se sy 'n liaseer klerk vir sewe jaar and even if she goes and she swots her argiewe miskien sal sy nou 'n kans kry. Daar behoort 'n volgende vlak waar dit vir haar...uitbereik 'n meer senior pos then I feel they will take a climb and it's there and I think they should look if they want the people to dedicated to their work.

WAT VAN DIE GEMEENSKAP - IS JY BETROKKE BY DIE GEMEENSKAP - WHEN YOU ARE NOT WORKING WHAT ELSE ARE YOU INVOLVED IN?

I see my life in stages. When my children were younger I was very involved, school functions and school photos and things that happened there, but now that they are out of the house that part of my life has slowed down. I've got my hobbies which is interior decorating and things like that, it's very much not to do the gemeenskap goeters. Ek het 'n paar ou mense wat ek besoek in oue te huise cheer them up take them something, special people, not that I do it in general, I don't walk in there and I look at the ouer patients. Ag you greet people that's there but it's special people that you give encouragement to because they are ours and they need love and attention. But other than that no.

SY IS GELUKKIG MET YOUR FAMILY AND THAT SATISFIES YOU AND YOUR INTERESTS AT HOME?

Yes.

HOW WOULD YOU SAY HOW HAPPY OR CONTENT ARE YOU WITH YOURSELF AND WITH YOUR LIFE AT THE MOMENT?

Maybe I could answer it that way. As jy vandag vir my moet se ek moet ophou werk it will be the end of the world for me. That and my grootste baat in my lewe is my kinders. Materiale dinge, it's wonderful to have it but it's not the end of everything, it's not everything for me in life. Ek sal se my...punte bly my familie as ek hulle het dan het ek alles. En my werk, at this point in my life I'm not ready to be a granny. I wouldn't want to go. I love them. I get everything I can. After hours I don't want to just do that, so I'm content.

ARE YOU HAPPY?

Yes I can that ja. Kyk 'n mens het jou frustrasies. Jy het jou bekommernes in my man in die privaat sektor en ons gaan deur moeilike tye, dis nie maklik nie, die ekonomie is baie moeilik. Dit is nie net maklik, daar is moeilike tye in my lewe maar ek hou vas en dit het vir my wat my alles is, dit is my familie. I feel whatever happens in these circumstances there is not much I can change.

YOU'VE GOT YOUR ANCHORS?

Yes.

HOE VOEL JY OOR DIE TOEKOMS? I'M SPEAKING ABOUT YOU, YOURSELF PERSONALLY IN YOUR WORK, IN YOUR FAMILY WITHIN SOUTH AFRICA, HOE VOEL JY OOR DIE TOEKOMS?

Very much mixed feelings. I would like to think that yes everything will work out. I am concerned about the fact that I understand that they will have to make adjustments, want daar is mense wat ... voorreg was. Kyk werk situasies aanbetref, wat huise aanbetref, wat ag, daar is baie dinge wat verkeerd is, I acknowledge that. I am concerned and I think of my grandchildren. I have a question, will there be a future for them, yes, I do worry about that, here, we're talking South Africa. I hope things can work out.

BUT YOU ARE SCEPTICAL?

I am.

AND FOR YOURSELF AND FOR YOUR FUTURE?

Once again I would think that because I am not a young person anymore, ek is nie oud nie, maar ek is nugter genoeg om te leer, I never stop. I probably would like to withdraw, they tell me I have to go which they have the right to do when I'm 60, so ek stap aan, ek het 'n sekere brokkie in my.... waar ek kan doen wat ek graag wil doen. After 60 they might just say to me thank you but you have to go. We've got to make space for somebody else that's younger that needs a future. I acknowledge that. Ek verstaan dit mag met my gebeur and I've come to terms with that. After that I'll have to see what then.

HOW DID YOU ADJUST THE CHILDREN LEAVING HOME, WAS IT DIFFICULT?

Ja, dit was makliker omdat ek gewerk het ja, definitief want my een beeld vir my lewe het dieselfde gebly maar die kinders is twee jaar uit mekaar uit dink ek amper uit die huis uit en die feit dat ek goed gekeur het met wie hulle trou was vir my maklik om dit te aanvaar. Die feit dat my jongste enekie wat ek dink enige ma is maar seker 'n bietjie ekstra liever.... en ek se dit met my tong in my keel, sal dit nie rereg se nie, maybe a little bit more attached to her en sy bly in Johannesburg. Dit was vir my in die begin moeilik maar ek het buite van....aanvaar. There is always a telephone that you can pick up and talk and you can always see each other if we have to. Na weke lang naweke hou. Ons het by mekaar gekom and that made a difference so I never went through a traumatic state in my life.

SO JY SE IN DIE ALGEMEEN, RESERVED IN YOUR ENTHUSIASM ABOUT THE FUTURE YOU'VE GOT YOUR RESERVATIONS BUT YOU.....YOUR LOT IN LIFE.

I accommodate, ek aanvaar dat my kant toe kom. Dis nie maklik nie. Die moeilike tye is daar maar dis nie 'n mens dit verwerk. Ek se altyd vir my kinders dit moeilike tye, the difficult times support the character and whatever gets put in front of you you've got to take that and make the best you can and I think that's how I view everything that goes wrong or that's difficult to adjust to sometimes maar ek moet dit verby kom, ek moet dit verwerp. I've got to make something positive.

WONDERFUL ATTITUDE.

I often think it must be terrible for a person that's depressie wat spesifiek vra but you can't take your problem and struggle with it and go past it, ek is nie daai soort nie. Dit spyt my ek raak vreeslik tensed up, I get all worried at times and then I can work out a way to go past it or oorbrug hierdie probleem and then go on. I think if I had to say that the worst has happened to me in my life was the fact that I lost both my parents. Dit staan uit in my lewe as die donker kol, die swaar. My pa het sy besigheid verloor op 'n tyd terwyl ek jonk was, it was bad, it was moeilik maar it didn't crush our family. We just had to carry on. Maybe it made us, we were young then, we had... ek het net besef kyk ek kan nie na die wereld se probleem my... ek moet net 'n manier...to deal with it and just gaan maar aan. Ek dink dit behoort aan my broer, hy is 'n jaar jonger as ek and he said to me four years ago, he had a heart transplant and he was the first in Millpark hospital and everybody said do you think you should do it. I mean they've never done it there before, you are going to be the first and se maar dinge gaan verkeerd and he just said no I'm willing to do it and he had his heart transplant and today at 62 he's back into the labour market, hy's 'n bank bestuurder en hy gaan aan met sy lewe. So ek dink miskien is dit die kwaliteit wat ons groot geword het en ek voel ek moet dit aangee vir my kinders.

BAIE DANKIE.

COMPANY H
PRE TEST
SUBJECT H24

HOW WOULD YOU DESCRIBE YOURSELF?

Difficult to say, people say I am friendly and helpful – doen meoite. I like people and being involved with them. I am an outgoing person, very adventurous having gone to Robben Island. I am game for anything. Love chatting to people.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

I am very happy in my work that I have a steady job. I feel good with the people I work with

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

I have learned to work things out for myself. I have a difficult son who is on drugs. We have had the welfare in. He is aggressive, has hit me on occasion but I can't fight back. I have tried to get him out of the house but not with any success. I have a daughter in Std 8 – rustig. My oldest daughter is married.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

I love working. I don't walk around with a cross face when there is conflict. I talk it out at work – have no problems.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

If I am asked I will help at the school. I'm not in the organisational side of the school – am too nervous and shy to talk. I love people. I am sorry I didn't go further than Std 8. I would have done better if tried today. In that case I would love my daughter to go further.

HOW HAPPY/CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

Not unhappy – must be happy with myself. Being a Moslem we don't believe we are unhappy. Do it out of yourself – responsible for self – can't blame others for problems. Faith is very important. Difficult because daughter became a Christian – no communication with her – she looks for her – not allowed to talk to her – makes her life hard. Husband died suddenly.

HOW DO YOU FEEL ABOUT THE FUTURE?

Live each day as it comes – pray – what else can you do – can't do anything. What happens must happen. Must just do what must be done.

COMPANY H
PRE TEST
SUBJECT H31

HOW WOULD YOU DESCRIBE YOURSELF?

Involved in activities – boys brigade – inspekteur – teken planne vir mense – Pniel – eet en teken tot laat – 4 uur teken – weekends, garden if necessary – not keen – forced – has a garden – rugby spectator, used to play – does a bit of athletics for fun – interests activities describes himself in terms of activities.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

Ondervinding in brigade, achievement – makes me feel good – used to be aggressive – just caused problems because people started not to like me – omgekrap because thought it was his right – wasn't wrong but realize that you need to protect your clients – public. If fight – doesn't work – just causes conflict – take it rustig and calm – sat things out – plays with child or goes to in-laaws and sit and relax. Likes people – was overseas – interesting to communicate – moeilik in beginning – attacked them for misrepresentation – defensive – gets on well with people –

not a problem – if give him moeilikheid will get it back. Sal seker sekere dinge wees. Dagboek te hou – talks in 3rd person - forgets appointments – years battled to be self-disciplined to keep time, time is very important.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

If problem talk about it sometiems – depends on what it is about – attack her if not does as he wants – very concerned – considerate – talke in restaurant – talk - loves kids 1½ - kid keeps them together – little conflict.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

Don't tak to head irectly – new head - there is conflict –difficult to talk because of history – talk to colleagues – sorts it out himself as much as possible – doesn't like to go and say his say in terms of rights.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS IN THE COMMUNITY?

In meetings sometimes conflict – didn't talk so much when in management – now not part of management – now will say his say – would pack bags and leave if doesn't agree – he thought he was right so didn't leave – will stand up for his rights.

HOW HAPPY/CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

99% happy. If have problem try and solve it – makes a plan – makes sure he's happy even if there is something negative - only way to cope.

HOW DO YOU FEEL ABOUT THE FUTURE?

Uncertain – 2nd coming close – must be positive and see what will happen – not negative – affects you – make a flop of self –believe in self – self assured. If not positive – then affected. Look at election – accept what happens – must live with it – adapt to circumstances – I can do it – I adapt. Move to Somerset West – organise – sort out work together – adapt.

COMPANY H
PRE TEST
SUBJECT H26

HOW WOULD YOU DESCRIBE YOURSELF?

Kom goed reg met alle soorte mense – kinders nie bang vir haar. Nie skaam nie – nie baie voor op die wa. Talk to people – won't stay quiet in the corner – difficult but not too bad to talk in front of others. Has butterflies but does it.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSS ARE?

Gets on well with people with all people. Too straightforward and regrets it later – should have said it another way. I am talker – I talk an feel better – gets things off her chest – sometimes talks too quickly.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

Sensitive to husband's feelings. Don't naag to find out – patient – problem will come out – can take a lot – won't scream – tolerant – if must 'raas' them will 'raas'. Get on easily with others.

HOW DO YOU COPE WITH YOUR LIFE AND RELATINSHIPS AT WORK?

Works for long – is always difficult to confront it. Don't l like to be 'baas'. It hasto be done so will do it. Don't want people to thing she's baas – likes to get people together and ask their opinion.

HOW DO YOU COPE WITH YOUR LIE AND RELATIONSHIPS IN THE COMMUNITY?

Kerk – Sunday school – vrouediens – was a leader – good organiser – list systematic – organise things on large scale – things run smoothly – not too much of a perfectionist – not a procrastinator – begins in advance, doesn't want to be caught.

HOW HAPPY/CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

Good – thankful – not sick – not want lots of money – wants to carry on as is - happy – happy in work – placed in post therefore permanent – secure. Likes Strand.

HOW DO YOU FEEL ABOUT THE FUTURE?

Not got any goals – happy till retirement – would like more time for needlework – South Africa, believes that God has brought us here and won't let us go bad – it will get better – lots of other people have it worse than her – get strength when need it.

COMPANY H
POST TEST
SUBJECT H24

HOE WAS DIT VIR JOU GEWEES?

Dit was interessant.

WAS JY OOIT OP SO 'N KURSUS?

Nog nie. Dis die eerste keer ja.

HET JY IETS VAN JOUSELF GELEER OF NIE EINTLIK NIE?

So...

OOR JOUSELF, HOE SOORT MENS JY IS? HET JY IETS MEER GELEER OOR JOUSELF?

Ja.

IS DIT? WAT?

Soos te kommunikeer met mense. Ek was altyd bang om vir mense te praat. Ek moet praat voor as daar mense sit en ek moet nou daar gaan staan. Wat die klas, hulle leer se om te kommunikeer moet jy ...sonder om senuweagtig te wees.

DINK JY SAL KAN PRAAT MET MENSE NOU OM SONDER SENUWEAGTIG TE WEES?

Ek kan probeer.

VOEL JY AS OF JY WIL?

Ja, ek probeer. Ek hou graag van mense ...aanstap.

HOEKOM IS JY ANGSTIG?

As ek nou voor 'n klomp mense moet staan vra....

IETS NUUTS WAT JY OOR JOUSELF GELEER HET? IETS ANDERS WAT JY GELEER HET VAN HOE JY OPTREE MISKIEN IN SEKERE OMSTANDIGHEDE?

Ja, ek kan dink ek leer om beter te kommunikeer met mense wat mense wil kan verstaan se maar as hulle 'n probleem het – iemand na jou toe kom as hulle geld wil leen en hulle gee dit nie terug nie en hulle soek iemand anders en hulle beskuld – as hulle vir my ook verstaan as ek – uitvra se ek vir iemand anders dan moet hulle dink hulle gaan dit terug gee dan. So ek ken maar alles van sulke dinge – as ek iemand my geld ...ek wil nie agter sy rug

praat nie – verkeer om agter iemand se rug te praat – Free to Grow praat so is lelik – nie agter iemand se rug – confront en hom se.

AS DIT GEBEUR DINK JY JY SAL MAKLIK GAAN?

Ek sal ja. Ek se nou my se. Eers is ek bang om te se maar nou jy moet vir my ook verstaan. As ek dit en daai doen dan sal ek mos nou nie van jou praat nie.

EK VERLEDE KEER VIR JOU GEVRA WAT IS JOU STERK PUNTE EN WAT IS JOU SWAK PUNTE. HET JY MEER GELEER OOR DIE GOED WAT BINNE IN JOU IS WAT JY OOR TROTS IS WAT JY MISKIEN NIE BEWUS WAS VAN VOOR DIE TYD NIE?

Soos byvoorbeeld?

JOU STERK PUNTE. HET JY IN DIE GROEP SITUASIE DEUR DIE KURSUS HET JY IETS NUUTS GELEER WAT JY BESEF HET DIT IS NOU 'N GOEIE PUNT WAT EK NIE GEWEET VOOR DIE TYD?

Ja, ander mense se vir my dat ek ander mense beter laat voel. Ek het dit ook geweet daarvan. Ek dink somtyd ek is boring ek vra te veel maar dis nie soos ander mense my sien nie. Hulle sien 'n heeltemaal anders.

HET JY DIT GLAD NIE GEWEET NIE?

Nee.

EN HOE VOEL JY DAT JY DIT NOU ERKEN?

Ek voel bly nou.

MOED DIT JOU AAN?

Ja.

OM WAT TE DOEN?

Om beter te kommunikeer met mense. Ek hou van mense, maar ek se vir my baas ek wil 'n komputer lesse vat toe se hy nee ek moet my....ek hou van mense - computer sit

EN JOU SWAK PUNTE?

Ek het nog swak punte.

MAAR IS DAAR IETS WAT JY ONTDEK HET DEUR DIE KURSUS WAT NIE GEWEET HET NIE WAT ANDER MENSE IN JOU....

Ja

AS JY SOORT VAN NIE DOEN WAT ANDER MENSE VIR JOU SE JY MOET DOEN – JY SAL JOU EIE DING DOEN? JY SAL NET AGTER ALMAL ANTWOORD EN SE NEE ALMAL STAP SOONTOE EN JY STAP DAARHEEN. VOEL JY SO?

Ek het nie geweet ek is so.

JOU HUIS EN JOU OMSTANDIGHEDE BY DIE HUIS?

Dit gaan bietjie swaar.

EK ONTHOU DAT JY VIR MY GESE HET....

...as jy nou probleme in die huis het... wat ek vir haar self gedoen...met my familie, dit help nie...groot..die seun is al 26 maar dit seker reg kom in tyd.

HET JY IETS GELEER OP DIE KURSUS WAT JY MISKIEN KAN GEBRUIK OM VEEL BY DIE HUIS?

Ja.

WAT?

Ek wil nie vir hom bederf nie...ek maak nie kos nie ...tevrede wees wat ek vir hom gee. Hy't daar niks teen. Ek kan nie vir hom bederf nie...ek sukkel om my meisiekind ...skool. Elke dag wonder of sy skool toe gaan.

PRAAT JY DAAROO?

Ja ek praat. Elke oggend wanner sy skool toe gaan. Ek gaan na die vergaderings toe by...hoerskool.

...NA DIE KURSUS...

Nee ek doen dit altyd, my man se tyd...

EN MET JOU ANDER DOGTER WAT NOU CHRISTIAN GEWORD HET?

Ons sien mekaar – sy is op haar eie – seun – die seun – groot maak.

SO DIE PROBLEME WAT JY EINTLIK HET IS BY DIE WERK....

...baie lekker...mense voel ek doen my bes.

EN DIE GOED WAT JY GELEER HET BY DIE KURSUS WAS JY TOE BY DIE WERK...

Ek het vir hulle gese ja... as ek volgende jaar ek se vir hulle as ek 'n vout maak dan moet hulle maar ...

SY JY HET VIR HULLE GESE....

Ja ek het vir hulle gese as ek voute maak danis baie interessant dit was lekker – die mense....

GOED DEELGENEEM EN SO AAN...

Ja lekker. Heel laaste geblyk toe. Ek was heel laas daar. Ek was ...plakkaart ...ons was almal ...voute en ek moet dit vir hom...kwaligheid.

HOE GELUKKIG VOEL JY MET JOUSELF OF HIERDIE STADIUM?

Ek voel ...ek waardeer dit elke dag as ek voel.

HOE VOEL JY OOR DIE TOEKOMS?

Ons sal maar sien wat gebeur – ons kan nie maar voor uitsien nie. Jy maak planne maar die man van bo het mos nie planne....maar 'n mens hoop.

SO JY HET HOOP?

Ja. Dit sal beter gaan...

EN JOUSELF?

Ja, ek wil ook hieraan werk.

EN SUID AFRIKA SE TOEKOMS HOE VOEL JY DAAROO?

Ons sal maar sien, maar bid ook.

DANKIE.

COMPANY H
POST TEST
SUBJECT H26

HOE WAS DIT VIR JOU GEWEES?

Dit was vir my baie lekker. Ek het ook soontoe gegaan sonder om te dink ag dis maar net nog 'n ding of so heeltemaal ook en dit was vir my baie lekker. Ek is baie bly dat ek gekies was om dit te convey.

WAS IS DIT WAT JY VERWAG OF ...

Miskien dit was mooi dit was so 'n tippe kursus nie maar mens het al oor die jare, jy weet ek lees baie oor dinge en ek luister radio programme en so min of meer het jy daarom gedink dit is wat dit was wees, ja.

SO DIT WAS JOU VERWAGTING WAT JY VERWAG HET?

Ja.

HET DIE KURSUS GEHELP OF HOE HET JY DIT UIT GEHAAL? WAT WAS VIR JOU LEKKER....

Dit was vir my baie goed aangesien ek was nooit vervelig of gedink het

DIT WAS 'N VOLLE DAG GEWEES?

'n Volle dag ja en ek sou dat dit aangebeddink ek dit is baie goed aangebed en dit was nie die hele tyd net luister. Daar was mos nou speletjies en goedjies en soort tussen in ook. So dit was niks vervelig nie en dit was ook nie so verskriklik lank aan een dat jy nou later moeg geword het daarvan. En kyk jy moet jouself ook deel. Jy sit nie net en luister nie. Jy praat baie as jy wil.

HET JY GEVOEL DAT JY MOET OF KON JY ...

Nee, ek het wanneer jy wou gepraat het kon ky gepraat het. Almal is mos nou nie dieselfde nie oor praat nie as anders so die wat nie gepraat het nie daar is nie druk op hulle toe gepas om te praat nie.

HET JY PAS GELEER OOR JOUSELF?

Weet jy wat was vir my die interessante is nou opdragte gekry by die huis met jou vriende en jou seniors en jou man en sien watmaar eers in die klas het jy jouself geevalueer op 'n sekere – en alles wat ek uitgedeel het daai mense het my presies almal dieselfde gese.

AS WAT JY SELF....

Dit was vir my ongelooflik.

SO JY HET JOUSELF KENNIS EN WAT ANDER MENSE VAN JOU DINK IS DIESELFDE?

Ja. Daar was twee sulke occasions, die een was jy moet jou met 'n diermet verskillende eienskappe nou soos ek vir my dieselfde geken het en al die ander vie het dit ook so gedoen. En dan is daar sekere woordevier luister woorde wat jy nou moet se happy, ag al sulke tippe woorde en wanneer vier mense wat ek gepraat was ek dink hulle moes agt woorde kies wat hulle jou mee as soos jy in vier van die agt was by almal dieselfde. Dit was vir my ongelooflik dat mense jou so sien.

SO WAS JY DAAI EN AL?

Ja want ek werklik is soos wat ek is dat ek so voel dit vir my soos wat ek voel binne so lyk dit vir my so lyk ek en so sien hulle vir my. Dis wonderlik vir my ek dink. Dis fantasies vir my gewees.

EN HET JY IETS NUUTS OOR JOUSELF GELEER? IETS WAT JY GLAD NIE VAN TEVORE GEWEET HET NIE VAN JOUSELF NIE?

Weet jy ek het baie daarvoor na gedink ek het nogal in die boek geskrywe en ek is 'n tippe van 'n gedisiplineerde persoon maar dit lyk my dit, straal uit oor wat nie maar dit, almal se dit voor. So dit moet nogal seker so wees ja.

SO DIT FEIT DAT DIT SO VAN DUIDELIK WAS MAKLIK VIR JOU MEER GELUKKIG OOR...

Ja.

IS DAAR IETS WAT JY NET GELEER HET WAT JOU GOEIE OF SLEGTE PUNTE WAS? WAS DAAR MISKIEN IETS WAT JY NIE GEWEET NIE WAT...

Wat ek op agter gekom het is dat ek nie as ek iemand miskien moet aanspreek oor iets dat ek dit nie vir die persoon self so somer sal se nie, ek sal liever in 'n groep dink doen en oor 'n algemene dit waar ek kyk of dit nie eers so werk om en dan miskien dink wat is volgende.

EN IS HULLE....OF WAT?

...seker daaraan dink maar net nou nie gese dit is absoluut verkleur nie maar jy kan voel jy ...ek sien miskien 'n mens moet miskien want ek is al partykeer in my werk in 'n posisie wat ek dink moet doen word. Dit is vir my nogal moeilik om weer...kyk dit is heeltemaal verkeerd. Dit moenie so wees nou sit liewers almal by mekaar, kyk dit het gebeur en dit is verkeerd ons moet dit miskien nou so doen. Jy moet seker die moed he weer om miskien dit te he om dit te doen.

SO DIT IS NIE..VERKEERD NIE WANT IETS WAT JY VIR HOM GESE....

So aan kan werk ja. Ek dink nie ek het ooit gese dit of dat is heeltemaal verkeerd nie maar dit of dat is miskien beter, 'n beter manier, kyk of dit nie beter werk nie. Ek het probeer, ek het my opdrag omdat dit is so en soort mense is watklere uit gegooi en dit nie gelos vir die laaste oggend voor as jy gaan..en ek dink ook nie dit is iets wat elke dag 'n kursus van vier dae elke dat na mekaar – ek dink dit is goed dat dit weer uitmekaar sodat jy soort van kan oordink want wat jy gedoen het in daai area.

EN VRA NOU IETS WAT VAN JOU ONMIDDELIKE OMGEWING JOU MAN EN JOU FAMILIE EN VRIENDE. KON JY IETS LEER WAT JY KON TOEPAS?

Wel definitief by my dinge, is daar definitief 'n dinge wat ek kan toepas maar ek het nie 'n eintlik, ek het mos nou nie kinders nie is net ek en my man en ons verstaan mekaar goed so daar het ek nou nie, ek meen ek kan nie se in die toekoms of so sal daar niks gebeur wat ek nie kan by nie maar definitief by die werk. Is daar heelwat goed wat 'n mens en wat jy miskien vir ander mense ook so in 'n gesprek kan se wat jy gelede ding wat eintlik vir almal – dis eintlik ek dink ek hierdie wat almal behoort te doen. 'n Kans te he om dit te kan doen.

HET JY AL 'N KANS GEHAD OM DIE GOED TE PROBEER TOEPAS?

Dit was nou nog nie so baie dae want ek is nou hier en daar en ooral en so aan maar wanneer ek nou weer my werk vir my kinder boekie dan sal ek definitief is ek meer met die personeel te done sal ek nou omdat ek in 'n kantoor want die biblioteekaresse is met vakansie want jy nie so baie met die binne biblioteek te doen nie, dan sal jy definitief van die goed kanwant jy moet ek meen ek voel ook so maar 'n mens doen dit nie altyd nie. As hulle vir jou byvoorbeeld se ek was eerste hier en jy help daardie persoon en so kwaad dit is jou reg om vir daai persoon te se maar dan moet jy ook by ons reels hou. Jy kan nie op 'n verkeerde plek staan en kom skree hierso nie dan moet jy ook doen soos wat dit gedoen moet word en dan sal jy op jou tyd gehelp word. So dan sal jy dit definitief kan met dit het ek ook gesien dat dit reg is om as iets reg is en jy voel dit is reg om dit te se op 'n oordentlike moei manier.

JULLE HET DIE TOOLS GEKRY OM HOE JY DIT.....

Ja.

HOE GELUKKIG

Baie, baie.

HET DIE KURSUS BYGEDRA DALK DAT JY VOEL MEER GELUKKIG?

Ek sal se ja. Ek was nie voorheen ontevrede nie maar ek is nou baie tevrede.

EN OOR DIE TOEKOMS, HOE VOEL JY NOU OOR DIE TOEKOMS?

Nee dit gaan goed.

JY SAL DIT KAN TOEPAS..

Ek sal kan ja, ek dink as jy, dit hang van jou af, jy kan mos nou alles vergeet of nooit weer daaraan dink nie. Maar ek sal nie dit so maklik vergeet nie.

EN HET JY DOELWITTE VIR JOUSELF OPGESTEL OF WAT....

Jy moes nou en dan dinge neer skrywe of persone wat jy in konflik is en se nou maar soos daar is twee en nou is die derde keer weer neerskrywe wat het jy, maar daai is definitief dan was ek hart aan wal.

SO JY HET JOU...AS GEVOLG VAN DIE KURSUS WAT VAN VERDER...

Ja. Wat mense wat ek nie lekker reg kom nie, ek dink aan die hard werk daaraan om beter met hulle reg te kom.

DANKIE.

COMPANY H
POST TEST
SUBJECT H35

HOE WAS DIE KURSUS GEWEES?

Baie lekker. Ek het dit baie geniet. Ek kon nieregtig geweet waarom dit gaan nie en ek het gedink kursus, wat kan aan my werkheid 'n kursus aanbied en toe ek agterkom maar hierdie kursus is niks met werk dit gaan oor om jouself te....uit te laat groei en jouself te kan beter handaaf en ag ek het dit baie geniet.

SE VIR MY HET JY SELF GEGROEI?

Vir al die kommunikasie het dit vir my baie deure oop gegaan soos wat ek nie so op aggegee het nie en dit is vir my onvergewend gewees want hoe jy dit kan verbeter jy kan beter – kyk as jy kommunikeer en 'n verhouding kan werk – dit was vir my lekker. En as jy nie sleg te voel as jy jouself handhaaf. Partykeer as jy nou jy dink ek sal nou taalpunt in geneem... kon jy so bietjie ek bedoel dit is heeltemaal reg jy hoef nie eers daar oor te voel nie.

DINK JY HET....GEGROEI HET JY IETS NUUTS OOR JOUSELF GELEER WAT JY NIE VAN TEVORE GEWEET HET NIE?

Dit was vir my interessant gewees. Ek het altyd gedink...skuld een kant dalk het ook goed uit gekom is almal het seker self handhaaf en kan myself handhaaf, en kan optree want ek moet en dit was vir my, ek het altyd gedink nee is laat myself....partykeer.

HOE HET JY GEVOEL AS GEVOLG DAAR?

Nee ek het goed gedoen. Dis nie iets om nou om te, ek sal nie se 'n groot kop kry nie. Jy moet net voort bou op op hier – jy kan net verbeterek het tevrede gekom wat se ek is op die regte pad werk daaraan jy kan nie beter as jy is. Jy kan nie beter toer, jy het 'n verhoudings bou soos belangrik op 'n dag voor jou verhoudings soos mense op te bou he. Jy kan hulle ook respekteer te beword moet jy andere respekteer en dit is die uitgang tot punt waarvan ek altyd....bou daarop.

HET JY IETS NUUTS GELEER OOR JOUSELF MISKIEN WAT JY SOORT VAN SWAK PUNTE...

Ja, terwyl....vreeslik aan maar...baie maklik trek iets vir my anders iemand iets se en ek sal baie maklik gese is ek, al het ek nou iets skuldig...dinge dalk probleem nie dalk by my nie of 'n kritiek het altyd nie gewerk nie... en

positiewe kritiek en meer as negatiewe kritiek jy moet dit net reg hanteer. Vat dit van waar – dit sluit die situasie belangrik voel as...spuite die goed wat ons gedoen het ook dit was baie lekker gewees.

WAT JY GENIET...

Ja. Ek het die kursus dit hang ook van jousef af. As jy nou...en jy gaan nie deelneem nie die...met die mense as hy vrae vra in die groep se strek deel te neem nie dan gaan jy niks daar uit leer nie want dit hang van jou af, dis regtig in jou hande. Soos ek nou altyd voel dit is wat jy daarvan maak. En die kursus is, as jy nie gaan saamwerk nie gaan jy niks daaruit kry nie. Jy moet aktief deelneem ook en probeer luister en probeer toepas wat hulle vir jou.

HET ALMAL DEELGENEEM IN DIE GROEP WAT...

Ja dit was 'n lekker groep gewees ja. Ons het dalk gesig loos gewees. Ons weet almal by mekaar en toe ons die eerste oggend ingekom en ons is almal half, jy is nie heeltemaal op jou gemak en was nie tyd gister daaruit stap is almal saam en opdrag gee al storms...probeer kyk hoe kan oplos en kan ek dit gedoen kry. Dit was vir my baie lekker om te sien dat mense want ons is van ander groepe gewees maar anderkant daar is almal het lekker saam gegaan. Ek het dit baie geniet.

HET JY IETS BY DIE HUIS KON TOEPAS?

Ja, luister na jou kinders en nog meer. Luister met meer aandag, trek goedjies en wat 'n mens partykeer ontgaan want hulle vir jou se om dat jy nie regtig vir hulle volle aandag gee nie kry jy nie julle boodskappe te veel oordra nie en as jy dit doen, ek se minder misverstanding...soort van ons probeer plan besluit net jy gaan vir jou een ding op toespit en bedoel ek dat ek net goed gevaar.

JY HET AL TOEGEPAS WAT JY GELEER HET EN JY HET DIE VERSKIL GESIEN?

Ja ek het die verskil gesien, ek glo as ek nog 'n keer...aan te gaan.

...DIE KURSUS NOU ELKE WEEK IS UIT MEKAAR NIE ELKE DAG NIE....

Ek dink anders is dit te veel vir wat gelyk op jousef as jy daai vier dae so agtermekaar. Soort van jy doen daai dag en dan het jy tyd om half te gaan kou oor dit en weer te gaan hoe meer dat dit in, maar as jy...vier dae op mekaar...so veel inpak nie as jy wat jy 'n bietjie kan gaan kyk om toe te pas en te kyk hoe kan jy dit gebruik en hoe kan jy dit hanteer.

EN BY DIE WERK IS DAAR GOED WAT JY KAN PAS IN MET DIE WERK?

Ja ek het nou net van die eers...verhoudings ook ek raak 'n bietjie betrokke met mense gesels met veral van 'n skoonmaak personeel. Net 'n bietjie meer met hulle te gesels met verby kom vir hulle iets gedoen het en regtig goed gedoen, net se baie dankie ek sien dit raak en ek waardeer dit...en net kom vra hulle vir jou is daar nie nog iets nie. Dit maak dit net meer en waar ons moet ander in die ander kantoor mense ook gesels as jy kom binne val die persone aan. Dan probeer jy vir hulle opkom wanneer...baie is nie bewus van wat hierdie mense agter die skerms doen nie en jy kan sien dat dit iets veel gedoen bedank hulle vir wat hulle gedoen het. Ek het nou net meer aandag daaraan begin iets vir die ander ook aanmoedig om dit weer iets gedoen dan sal ander werkers gevind dat die skoonmakers teenoor ander personeel in die kantoor personeel kan miskien meer waardeer kry vir die ander. En jy sien die gesigies so lag, erkenning as jy iets goed gedoen het. Jy sit nie heel dag erkenning nie maar wanneer jy weet jy het regtig iets goed gedoen dan voel jy daarem iemand...goed gedoen.

IS DAAR ANDER PLEKKE OF AREAS IN JOU LEWE WAT JY VOEL DIT VIR JOU GEAFFEKTEER?

By voorbeeld by hierdie afdeling oor konflik hanteer kan ook positief as dit gaan toepas en kan doen wat daar geneer is. Ek hoop ek glo dit beter toegerus in konflik situasies nou omdat jy meer soort van ek luister eers. Kyk hoe jy kan oplos moenie net...waar jy dit ook nie net stil bly ontrek nie dan bly jy ongelukkig. Doen dit maar doen dit op die regte manier.

MAAR JY HET NIE KANS GEKRY NIE OM DIT TOE TE PAS?

Nee.

HOE GELUKKIG VOEL JY DEESDAE OP HIERDIE OOMBLIK IS JY MET JOUSELF, WAT SAL JY SE?

Lekker gelukkig. As ek kan begin kla jy sal altyd 'n rede kan vind as jy wil wat iets wat jy kan kla maar ek is gelukkig. As 'n mens begin klaoor die werks situasie niks sal ooit perfek wees situasies wat jy gemaak het ...dan sal jy sleg voel.

EN DIE TOEKOMS, HOE VOEL JY OOR DIE TOEKOMS?

Ek voel...dit hang van jouself af. Jy kan omstandighede so onder krap, jy kan saam werk en jy kan uit voor. ...wat sal graag wil bereik. Dit is maar mee en deel van dinge my gesin wat ons wil dinge doen. Ek het nou nie eers myaltyd probeer om te groei. Ek gaan altyd probeer 'n hoe poste ek gaan my beste probeer, ek gaan nie net sy goed, okay hierdie pos en gaan na jou...ek voel my tyd...voorentoe te gaan.

HET JY ALTYD SO GEVOEL?

Ja. Ongelukkig het ek myself oorgestop toe ek nou by die huis was maar daarna het ek weereens....by die onderste.....begingaan werk. Ek is heel gelukkig oor waar ek nou is.

JY SIEN UIT NA DIE TOEKOMS.

Ja, daar is ruimte vir om te groei binne die munisipaliteit. Ek moet net insit.

DANKIE.

COMPANY H
POST TEST
SUBJECT H30

HOE WAS DIE KURSUS VIR JOU?

Nee, baie lekker. Baie geleer daaruit maar ek was 'n bietjie uitpit.

HOEKOM, WAS DIT TE LANK OF TE VEEL DINGE WAT JY MOET....?

Baie konsentreerd heel dag.

WAS DIT 'N VOLLE DAG GEWEES?

Volle dag ja. Dit was vir my.... jonger mense.....ek dink is die konsentrasie heel dag, en jy moes heelyd konsentreer. Ek is nie gewoond daaraan nie. Iets nuut.

IS DAAR IETS WAT JY DAARIN GELEER HET OOR JOUSELF?

Ja, die ding wat ek geweet, ja is hele paar goed.

SOOS WAT, WAT JY NIE VAN TEVORE GEWEET HET OF JY MISKIEN HERRINNER WAS OF SO?

Ja, waar so afgemerkt het het my senior nogal gemerk dat ek is 'n perfeksionis. Weet jy ek besef dit nou eers. Ek is rerig 'n perfeksionis. Ek het dit nooit besef nie. My broer is een, nou as ek so dink daaraan en by die huis alles kom ek agter. Is 'n bietjie erg. Ek meen ek het dit nooit besef rerig ek so is, alles wat ek doen.

EN HOE VOEL JY OOR DIE FEIT DAT JY 'N PERFEKSIONIS IS, TROTS OF

Ja ek is 'n bietjie trots daarop, maar ek besef ek kan, veral 'n kind het my dogter, ek moet 'n bietjie nie so hard ek moet so bietjie....Ek het dit nooit besef nie,...my broer. Al sy goed is 'n absoluut en perfek ek kan dit nooit besef dat ek so wees en vir mense wat nie so is nie is iemand wat perfeksionis is 'n bietjie erg. My man is beslis nie een nie en ek is 'n bietjie hard op hom maar ek het dit nooit besef nie.

IS DAAR GOED WAT JY NOU BY DIE HUIS TOEPAS WAT JY VAN TEVORE NIE GEDOEN HET NIE WAT JY NOU SO VAN GELEER WAT JY KAN TOEPAS BY DIE HUIS AF?

Ek dink ek moet nog werk. Ek het dit nou besef nou as ek iets se om dit en dat doen besef ek dit maar ek moenie so hard wees nie. Ek is nie hard nie maar ek meen ek verwag...en alles moet 100%.... En ek kan nie dit altyd verwag nie...self persoonlikheid....

IETS ANDERS IN ENIGE ANDER MANIER KOMMUNIKEER?

Dit was nie makliker, ek is so baie gemakliker en as jy al hierdie punte uitbring dink ek en jy besef dit, dan voel jy beter in jouself.

DINK JY DAT DIT MISKIEN VIR JOU GEHELP HET MET.....

Ja 'n mens voel beter ja. Ek dink nie aan....beter vir die lewe en dit dat jy meer oor jouself leer. Ek dink al vir jonger mense. As ek ouer ...gek....goed wat jy doen...ek kan nie maklik verander in my....mense van die begin in die werks rigting.

DINK JY JY IS TE OUD?

Nee ek dink nie ek is te oud nie maar...sulke kursus is jy begin met jou loopbaan.

IS DIT MOEILIKE GOED WAT JY GELEER HET DAT JY MISKIEN VIND SUKKEL OM DAAI PATROON SET IN YOUR WAYS ...DINK JY DIT GAAN MOEILIK TE WEES VIR JOU OM DIT TE VERANDER AS IEMAND WAT JONGER IS?

Ja ek dink so want jy is so...want jy is soos ander dame gese het jy is nou al settled daar in jou storie.

DINK JY DAT DAAR IS GENOEG TOOLS GEGEE OM DIT

Ja.

EN BY DIE WERK KON JY ENIGIETS TOEPAS BY DIE WERK AL?

Ja nogal. Ek raak meer bewus nie van die punt – raak bewus daarvan waar jy voorheen in so iets gedink het dan kan jy meer bewus so ek dink dit is baie, jy leer baie.

EN AS EK NOU VIR JOU SE HOE OM HIERDIE STADIUM HOE GELUKKIG OF TEVREDE IS JY MET JOUSELF IN DIE SITUASIE?

Ek voel gelukkig. Ek is 'n positiewe mens in elk geval. Ek help negatiewe mense maar as 'n mens....ek hou van gelukkige mense, dit beïnvloed mense.

OOR DIE TOEKOMS AS JY NOU MOET SE HOE VOEL JY OOR DIE TOEKOMS?

Nee, ek is baie positief.

BAIE DANKIE.

COMPANY H
POST TEST
SUBJECT H31

HOE WAS DIT GEWEES, DIE KURSUS?

Baie goed.

IS DIT WAT JY VERWAG HET OF WAS DIT ANDERS?

Nee, dit was ... van ook te se dat ek het nie geweet wat op te verwag op die einde van die dag nie – hoe jy gevoel het, jy gekom het en hoe jy nou voel en bevragteken...ek het nie geweet waaroor dit gaan al hoewel die Free to

Grow maar wat basically daar binne sou gebeur het en so aan op die einde van die dag sal gesien. Basically kan 'n mens se dit was 'n eye opener. Soos wat die ...Free to Grow. Ek het dit baie geniet. Dit was vir my baie leersaam.

JY SE DIT WAS 'N EYE OPENER IN WATTER KONTEK, WAT SE AREAS...

Net een voorbeeld van die window wat hy vir ons gewys het waarmee unknown en hidden en daai goed wat jy van weet en goed wat ander mense van jou sien maar jy nie sien nie en die tippe van ding en selfs maar daai ... wat 'n mens moes in gevel het en wat jou senior moes invul het en jou vriende invul en jou partner moes invul en daar is sekere gevoelens daar wat jou oumies van geweet het maar wat ander mense van jou weet nie en dit sekere ou beter idees van hoe mense jou aan sien en wat jy opwee en wat jy werklik waar is.

SO HET JY IETS NUUTS GELEER?

Definitief.

NOU WAT?

As ek nou se as 'n mens nou kyk na daai...tussen waar by die TWP en human relations en....'n mens se lewe by die huis is anders as by die werk so jy spoel heeltemaal ander gelde. Die een ou het ook daar gese, dat wat die huis ken julle mekaar en jou houding is heeltemaal anders as wat hier maar ek het maar net gewys jy moet maar deurgaans probeer in die selfde ...voldoende ek sal se 'n beter lewe nie maar beterte lewe en definitief dit het vir my baie gewys - 'n mens dink somtyds as jy konflik betrokke is veral handling konflik en dit wat as 'n mens in konflik in betrokke by die huis in normal maar dan maniere om dit ook te kan oorkom en omdat probleme nie agter op te los en ek leer nou perspektief is nou 'n bietjie nuut maar die ou vat die boek saam en soek daardeur en die ding altyd aan die lewe hou...

JY VAT DIE BOEK EN JYPAS JY DIT TOE WAT JY AL GELEER HET NOU IN JOU WEEK OOP GEHAD HET ...KLASSE. HET JY KANS GEKRY OM GOED TOE TE PAS?

Ja soos ek se is ek strike som tye en kry....dis nie wat jy gese het - ons het commitments gemaak en opsitte van die tippe van goed nou so die boek laat jou altyd daaraan dink dat jy 'n commitment gemaak het en nou moet jy try om daarby te bly. Ek glo daar met 'n bietjie oefening sal 'n ou slowly kan sien as ons daar uit iets kan uitleef.

HET JY PROBEER IN DIE SITUASIE BY DIE HUIS AL DIE GOED TOE TE PAS?

Nog nie almal nie maar ja van dit veral soos ek se met die konflik situasies wat al dinge anderste nader as wat ek die beste ding want ek sien op die man af.

HOE MOET JY DIT NOU DOEN? WAT MOET JY NOU DOEN IN PLAAS VERANDERING...

...gaan sit en dan nou moet eers die subject wat ookal jou bespreking ...en kyk daar nie sonder om nou een of die ander se hare uit die kop te trek. Dis nie so erg nie maar jy weet tog wat se nou iets doen wat ek nie wil gehad veral boodskap op myself. Ek het nou baie daarvoor ...en was nou op die telefoon besig gewees en toe ek se nou...ek moet optel nou as 'n mens nou mooi gee maak so en doen so en kry jy dit self en die boodskappe was wydoelig en dit was reg alhoewel sy weet ek gaan laat wees - terug stap -optel by die werk - laat van die werk kom.

EN BY DIE WERK HET JY GEWEET WAAR OM DIT TOE TE PAS?

Nog nie, want ek is huidig wat nou baie min op kantoor as gevolg van die ander aktiewieteite wat ek ook het vergarderings en die ...dit tyd wat ek daar is ja.... Ek kry, kyk daar is twee ouens aangestel, ek en die een ou is gelyk en hy het 'n ander pos in gehaal so ek wag nou vir die hoof van die stads klerk nou in kennis te stel en dan ek dit nou kry so. Dit sal maar seker dan op 'n punt hierdie week gebeur want die oukie het gister oggend hier by dieom onder sy hand so hy moet nou die proses maar die ander goed wat die interviews en die short listings en die tiepe van so ek nou 80% van die tyd is nie op kantoor nie en maar wel die tyd wat ek daar is gesels ek maar altyd met almal daarso rondom my deel bietjie inligting met hulle en so aan - meer spontaan - ek nou nog nie weer 'n situasie gehad waar ek die oukie wat saam met my werk aanval op wat ook al in die....dan sal ons maar sien wat sal gebeur en kyk of jy nou wel kan toepas wat jy geleer het.

....BOYS BRIGADE DAAR SO, KAN JY..

Ek was nou gister aand nie daar gewees nie want ek was 'n bietjie laat en ek het daar goedjies wat ek dringend moes afgehandel het... daar was 'n ander paar belangrike goed wat ek moes doen en die tyd wat ek by die huis gekom het en my kind gaan haal het toe was dit al 6.45 – ek was nie daar nie maar ons het more aand het ons 'n vergadering hier in Sir Lowry's Pas en so ek moet een vraag daarso ook...hoe vang hier sonder mense aan 'n ou jou aanvang en vergadering en

HOE GELUKKIG SAL JY SE VOEL JY OP HIERDIE STADIUM MET JOUSELF?

Na die kursus het ek nou baie meermaar baie dinge het nou duidelik gepas word en ek daar nou gese...ek is altyd 'n gelukkige mens glimlag met almal en die een en dit. Dit slaan my dit is my normaal so ek nou voel ek goed.

EN DIE GOED WAT JY GELEER HET IS JY TEVREDE MET WAT JY UITBEDOEL OOR JOUSELF?

Ja definitief, dit is so dit is min dat iemand vir mens so raak beskryf want 'n mens sal met respek altyd goeie goed voor en vergeet van die ander dingetjies en dit is nou joueven met die blaattjies wat ons so vir mekaar moes uitgedeel het, het daar ook nogal baie goed deur gekom wat onder gedenk het iemand gese maar ek is slim altyd vriendelik en gehelp vir ander mense – dit is so ja maar 'n mens se dit mos nie in daai lig maar daar kom dit nou sterk voorentoe en dan as 'n mens so se dan voel jy dit.

....SELF DOELWIS GESTEL AS VOLG VAN DIE KURSUS?

Ja ook weer daai boek toe is daar sekere goed wat 'n ou nou al jareek wil nog dit doen en dat doen en verstaan die obstacles hoekom nou nie en...selfs as 'n punt kan uitwerk en nou maar net 'n probleem is selfs oor jouself begin en dan soos die een ou wat moet teen 'n bult opklim en so is daar 'n klip in sy pad en wil hy wat maak hy nou, daai klip is te swaar jy kan nie weg stoot nie, so ander maniere en dan kan jy daarbo uitkom so ja die doelwitte wat ek gestel sien ek nou in 'n maand moet begin ek nou kan sien om aan te gaan.

SIEN JY 'N KANS DAARVOOR?

Definitief.

SO AS JY DINK OOR DIE TOEKOMS HOE VOEL JY OOR DIE TOEKOMS?

Ek voel dat ek my kan beter bekwaam en nie gaan bly waar ek, okay ek bly nie huidelik waar en ek is nie, ek moes so effens van 'n move gemaak maar ek dit gaan nie enigste move wees nie....

HET JY DIE TOOLS OM VERDER TE GAAN PERSOONLIK MET JOUSELF?

Kyk, okay, ek het nou hier begin en die goed geidentifiseer so ja ek moet nou werk maak daarvan dat dit wel geskiet en wat wel gekleur dit raak nie organiseer nie maar ek het nou hierdie voorneme en wat ookal en dit bly daar want ek meen dit is 'n paar jare aankom byvoorbeeld die een ding...laat hulle byvoorbeeld in '60 kom elk ...right nou gaan jy dit doen nou begin dit – alles neer maar dit was in '60 daai klip wat in die pad ek wil nie om die ding gaan nie jy wil nou liewer sukkel om hier nie bo te gaan nie kom jy half pad so ...weg en los al af so dis hoe ek se daai ander ways and means om 'n ding te kan doen en nou vir ou bietjie...'n mens moet basically lankal so 'n kursusdan kom jy jouself beter eers ken en ek meen jy kan nou jouself beter self die government al die titel van goeders en how to handle conflict daai conflict is nogal 'n goeie ding want in die interviews altyd as die een konstulant ons gevra altyd hoe hanteer jy konflik en jy kry 'n mens se skelm antwoorde en nouhoe om dit nou to handle – kyk na die ander ding verskil dit al so bietjie so ek sal nie se 'n mens moet nou voor staan en ...want daar is nie 'n beter antwoord as wat daar uit....okay baie van die goed het al gemis omdat ek vinig eers in 'n vegardering moes wees en dan kan kom maar ek het die hele kursus deur geloop sonder 'n uur....

SO DIT WAS VIR JOU DIE MOEITE WERD?

Definitief.

EN JY VOEL MENSE MOES EINTLIK VROEER IN HULLE LOOPBAAN OP SO IETS GEGAAN?

Ja, kyk 'n mens is nooit te oud om te leer nie. Jy hoor altyd iets nuuts by en ek was nou onlangs in Bellville waar 'n vrou ook daarso 'n demonstrasie geleer het of so products wat sy gehad het ook oor konflik hanteering en die tiepe van goed of kantoor en ek het dit ook interessant oefening in Maart 'n volle opsou goed genoem het en ek dink dit is die volle offer....die een aspek wat sy nou daar behartig die heel dag het ons hier so saam met ander wat nou net 'n trappie verderse die volgende ene moet nou weer jou bietjie verder vat of hoe ookal....hoeer vlak wat 'n mens gedurende die ...ek dink is nodig dat 'n mens so leer.

SOU JY...DINK JY???

Definitief, ek glo so.

DIS NIE DAT JY SO VAN GEDOEN HET NIE...

Nee daar is van die mense wat daar was wat ek nogal gesien baie negatief is....van die hele set up as from the beginning maar meer as vir my is dit ek pas maar dit aan by die omstandighede en die situasie waar ek belandgaan sit en tyd mors ek glo daaraan. Jy mors jou tyd mos ander mense en mors ander mense se geld te kom sit daar enwat jy gedoen het is soos jy gaan sit in a meeting en se vir die mense, nee daar het niks gebeur nie. Ek is nie daai tiepe mens – ek verkoop dit vir almal wat soek en as iemand anders iets vertel gaan staan ek daar en mens se jy is nuuskierig se ek nee is hoekom ek so slim is. Ek wil weet wat gebeur so dat ek kan vir die volgende ene se

BAIE DANKIE.

COMPANY H
POST TEST
SUBJECT H28

HOW WAS IT FOR YOU?

Loved it, very interesting. I think especially yesterday ..op agter gesit. When I think back of the fact that ek is nou oueras ek so mag stel, I grew up with a woman being this aggressive person en jy, dis nou meer.....programgewerk in my dae nie en in my se dae nie and it was interesting to see that in today's time the word submissive is viewed almost in a negative way and not a positive way. As it being aggressive ook meer negatief, you've got to be assertive. So al twee daai is meer negatief, assertive and positive and that is interesting for me to realise that in today's time that's what is actually, you are not supposed to be submissive.

DID YOU THINK THAT YOU SHOULD BE?

No. I can now view it in a positive way. When I think back how I used to be, how I used to think, before swaarwoord??? In time I've changed a lot and gister kon ek verstaan hoekom. Omstandighede het my gemaak dat ek nie meer oordanig, that was interesting for me to realise that I have changed a lot and ek kan nou 'n prentjie vorm van wat het met my gebeur. Listening to and how we discussed everything you find that women in general today possibly are more respond vir hulle regte as wanneer dit was in my tyd toe ek jonk was in my ma se tyd en my ouma se tyd.

IS DIT VIR JOU LEKKER OM DIT TE UIT VIND?

Ja.

VOEL JY GOED?

Good, ja.

YOU'VE KEPT WITH TIME?

Ja.

DID IT SUIT YOU MORE TO BE SUBMISSIVE OR TO BE ASSERTIVE?

Assertive, for sure.

ARE YOU SAYING THAT YOU ARE ACTUALLY MORE ASSERTIVE?

I can think, if I think, yes how I used to be and what I am now without going through a course time and that due to the fact that I went and circumstances in the work you grow, or that's what I could do. I could investigate understand and realise that's actually what happened to me and that's positive for me.

SO YOU'VE WORKED.....

Ja, seker.

BECAUSE THE FLYERS TOLD YOU TO BE OR COULD YOU HOPE THAT WE WANTED YOU TO BE?

I think society in general sort of expected, probably also maybe when you think of what in general men think of women and

AND DID YOUR HUSBAND'S ATTITUDE CHANGE?

My husband has never, vir hom was dit nog nooit 'n issue nie. The challenge came in me. The scope was there for me to grow.

SO THE ENVIRONMENT HE PROVIDED, INSTEAD OF TAKING THE ENVIRONMENT FOR YOU TO GROW IS MORE...

Yes it was good, but the fact that I was pushed into a working situation when I had to every day make decisions, every day I had to face challenges and for a woman to be a housewife and to just look after her children which I did for many years, I felt that they're big enough now, Std 4 and 5 was the age that I thought I can't just sit at home and do nothing and in that time compared the closed environment that I lived in. There wasn't a challenge there to really ... staan elke dag soos wat jy nou het in 'n werk situasie.

BUT YOU TOOK THE STEP?

Yes.

YOU WEREN'T FORCED TO?

No not at all.

BUT DOESN'T THAT MAYBE SHOW THAT YOU WERE ASSERTIVE WITHIN YOURSELF?

Probably, ja.

THAT YOU ACTUALLY HAD THE STRENGTH...

Because I remember I had to, it was an instant decision that day when I saw the advertisement in the district mail where they advertised they wanted a person to work in archives and I love everything that's old, old houses, old books, old, that interested me that word archives and that morning decided I wandered my way to town, I'm just going to find out about it and as I walked into the office the secretary of the town clerk said to me, fill in the form, sit here and fill it in which I did and then she said listen Mr Du Plessis is in, wouldn't you like to go for an interview now. And I thought shoo, after fifteen years, but okay I'll do it and I did he showed me the offices and I liked what I saw and that Monday he phoned me and said look you've got the job and then I had to first then go to my husband and I said, luister ek nou werk gekry. And I thought wat doen ek met my kinders and then all the planning had to start from there but that's how it happened because I wanted to work and to this day I can say I am so glad, I love my work and I love what I'm doing.

SO THE COURSE PROVIDED YOU WITH THAT KIND OF REASSURANCE THAT YOU ARE CAPABLE.....

What I've learned I've realised actually more than that yesterday. I tend to sometimes swing over to being more aggressive and yesterday I could actually understand that I must actually be careful. I can go that way. I must bring the scale back.

WHAT ELSE HAVE YOU LEARNED ABOUT YOURSELF, I MEAN THAT WAS ALL YESTERDAY, THE REST OF THE COURSE....?

Unfortunately I was ill the week before last week and I couldn't do it, I just couldn't come to the course so I unfortunately missed out all day and then prior to that I also only attended a half a day because I had a other course that I attended which I made arrangements long ago, I couldn't change it, paid for it and everything, I couldn't change that. I did miss out a little bit, the beginning start of it was of the whole course was interesting, interesting the sheets that he gave us which we had to tick off our personality and then compare the same form to your husband, a friend and a relative and it was interesting to see that what I had ticked off compared with in general with what they had also marked me for. Another aspect that I actually found very interesting was because we were a mixed crowd, I think Fatima, you could actually see her starting to blossom. The first day she was so tense and so nervous and so scared but she was with us and we treated her like our, ons kameraad, we are in this thing together and that is nice, I enjoyed that part as well. Even the men folk the fact that we could relate to each other in a relaxed manner, very interesting en baie lekker, ja ek het baie geniet.

DID YOU LEARN SOMETHING NEW ABOUT YOURSELF THAT YOU DIDN'T KNOW BEFORE?

I think if I have to, something that I want to work on, let's put it that way, is the fact that I want to, and it brings me back to the work being aggressive, and then I also have to think of my son-in-law, ek moet myself in check hou, and not be too, ek moet kalmer wees.

IS THAT THE GROWTH AREA THAT YOU IDENTIFIED WITH THAT YOU ARE WORTH?

Yes, I tend to live too intense, I must learn to let go.

IS THIS THE NEGATIVE

Yes.

AND POSTIVE THAT YOU WERE REAFFIRMED BY?

What I've learned I would like to extend it to my, especially to my family and positiefte dinge wat ek geleer het, and brings me back to the word being assertive. My children and possibly, because I said long term, simply I noticed one day that, and then during this course compared to people that sat next to us like Fatima who didn't have all the opportunities maybe like I had in life, incidents that happened at the Snake Park, I took my little grand daughter to slide and swing at the Mall, they have got this little play park and she's scared, so I coaxed her slowly climb over, I'll hold your hand, come up, up, I'll catch you, and she did. First of all she was scared that she, and in the end she enjoyed whatever she had to do swinging and going on and on the slide and all that although she was scared, but because she had reassurance she did it all and enjoyed it and in the end could do it on her own. But what struck me was a woman, maybe a Xhosa woman who came along with her little daughter and just said, gaan doen dit, klim op and the little girl just stood there and she didn't want to do it, she was so scared and then I said to her, kom, kyk Ashley doen dit, I'll help you and she didn't in the beginning want to do it and then in the end yes I coaxed her and Ashley also said, come, come. I realised then that maybe that mother doesn't understand the fact that she must talk with her little girl, teach her to do things in life and really take it as granted that that's how you raise your children. You tell them, this is black, you see, this is red, you are constantly teaching them things where there is people out there that don't do that. And I could actually see that in this course as well with some people that attended the course.

HAVE YOU HAD CHANCE TO APPLY ANYTHING THAT YOU LEARNED AT HOME?

Yes.

YOU HAVEN'T SEEN YOUR SON-IN-LAW?

No, I watch over ...just about every day of the week and...

HAVE YOU BEEN ABLE TO...?

Ja, I try.

YOU CAN'T SEE THE DIFFERENCE?

No, I think so, but it will take time. You see the thing is that as I also said to him, what makes it difficult I acknowledge, look they've been married seven years now, going on for eight, so it's not new for them but it doesn't alter the fact that because, okay we are a very close family, that's how we've been all along and to this day my two daughters are my best friends. We are very close. So if something makes them unhappy it triggers me and if I realise that what we are doing is, it upsets her then it's not so easy for me to stand back and just let go and that's what I said to Eric you must remember that she is your wife, I acknowledge that, I understand that, you're the head of your family, but what you can't forget ever is the fact that she is my flesh and blood and you will never be able to cut that tie but, now I'm speaking to myself, I must remind myself that I can't interfere and that's my biggest job and I'm not the interfering kind of person, I just mean it when I see something going wrong or something that's hurtful I've got to perhaps be wiser in approach when I want to give guidance, say pasop.

AT WORK, HAVE YOU

Look I have to use everything that I've really learned now again or sort of being highlighted for me. I've just changed offices from Somerset West where I was there for seventeen years, Christine has been with me for seven sometimes six, Beverley four, and we've been a very good team, we've had the opportunity to work together and work as a team and now I've just started Monday in this offices here and I'll have to work on that so maybe in

ARE YOU STILL WITH THE SAME PEOPLE?

No. Totally changed and the environment people set up, the whole issue. So ek gaan nou goed getoets word.

START ALWAYS WITH A CLEAN SLATE.

Ja. And there is a lot of odds against the whole situation. Ek sal moet baie versigtig wees, assertive, because there is a lot of negativity.

BIG CHALLENGE.

Ja.

ACTUALLY QUITE A GOOD TIME....

And also in my life because I've got to the stage in my office where everything was going very well. Now I've got, that S.W.M., now that we are H.M. I would like to eventually now in this period I've got left to finish off before they send me on pension, because they will have to tell me to go. I won't want to go on my own, but it's a big change now because that office in S.W. I still got to care for it, but ek het nou nog 'n kantoor by gekry. Ek sal graag wil sien. Op die einde van die dag wanneer ek op pension gestuur ek se....ek kan se ja ek het dit gedoen. Dis my groot.....

YOU'VE GOT TO LET YOUR ANGER GO.

For sure.

SO ARE YOU....THE MOMENT WOULD YOU SAY?

Ja, stressed en bekommered but a challenge.

HOW DO YOU SEE THE FUTURE THEN?

I see it in stages. For one I've got to sort out all the problems now in this office and then let the whole archives work together as a team en dit gaan goed.

STRESSED AND CHALLENGED?

Ja.

THANK YOU.

COMPANY H
POST POST TEST
SUBJECT H35

IS DAAR IETS WAT JY ONTHOU OF WAS DIT IETS WAT IN DIE GELEDE GEBEUR HET EN JY KAN NIE ONTHOU WAAROM DIT GEGAAN HET? EK STEL BELANG IN DIE LANG TERMYN EFFEK VAN SO 'N KURSUS DUS HOEKOM EK NOU VOORT NA DRIE MAANDE MET JOU GESELS. VERGEET JY ALLES OF IS DIT IETS WAAROP JY GEGAAN HET WAT JY NOU GLAD NIE MEER ONTHOU NIE OF HOE ERVAAR JY DIT?

Ek kan definitief kan jy nie se jy vergeet dit of sommer net want die heelyd gebeur daar situasies en dan kom daar flitse terug van soos konflik hanteer. So dit is iets wat ek glad nie wat ek nou baie slegweggeskrom daarvan nou ons het daar deelgeneem kan lievers probeer 'n situasie opsom, kalm bly, hanteer hom van daar. Elke keer as daar iets gebeur as iets snaaks is sulks by die huis want as my man spottery, dan sal hy vir my se onthou Free to Grow. As ek sien dat daar gebeur iets en ek se wat nou, dan se hy onthou Free to Grow en dan onmiddelik dan dink jy dadelik weer daaraan, wat het jy geleer, wat kan jy in hierdie situasie, probeer hom regtig opsom en dan selfs hy daar handleiding van my af deuren jy le daarkort kort as jy doenig dan soms is daar ding wat jy kom shoo dit vandag het ek totaal geflop met hierdie ding het ek verkeerd gehanteer of jy dit nie reg nie dan kan jy altyd terug gaan en tog – bereid wees jy moet dit nie meer daar neer gooi en se dit is iets nuut dit is regtig iets wat vir my..

JY GAAN TERUG NA DIE BOEK?

Ek gaan terug na daai boek definitief.

HULLE VOEL 'N VERSKIL?

Definitief...dit is nou meer selfstandig gemaak. Party hy moet in die aard van die saak wat hy is net naweke by die huis so jy moet eenvoudig – daar is baie dinge wat gebeur. Jy kan nie net treurig op jou steur nie agter jou nie jy moet kan aan gaan – jy moet die dinge alles so omgestoot moontlik probeer- eergans jy leer al hou meer om op jou eie voete te staan nog meer as wat ek se voorheen – heel afhanklik van hom nie maar tog dit as daar 'n krisies gebeur selfs met die motor of iets sal ek nou vir met meer van moedigheid gaan ek nou 'n plek toe en se dis my probleem ek wag nie vir hom nie ek het altyd gese nee – 'n mens loop oor 'n vrou dit help nie ek gaan nou waardeer die goed nie so... ek dink tog dit gaan beter.

HET DIE KURSUS VIR JOU MEER SELFVERTROUE GEGEE?

Definitief. Ek dink so.

DAAR IS 'N VERSKIL. JY SE DAAR IS 'N VERSKIL IN JOU PERSOONLIK HOE JY JOUSELF ERVAAR EN OOK HOE JY MET ANDER MENSE OORNIE NET DAT JY PERSOONLIK GEGROEI ...EFFEK HET SO OORGESPOEL NA ANDER.

Ja.

EN IN JOU WERK?

My werk definitief gaan dit – voel dit ook vir my heel – ek het nou die twee onderhoude gegaan. Hierdie twee was maar baie makliker gewees. Een pos wat ek aansoek gedoen nie regtig my hart daarop gehad nie maar die ander een het ek aangestel ook daaruit en die onderhoud het dit ook vir my baie – ek het meer gemaklik gevoel met die onderhoud as wat ek voorheen gevoel het want ek het gevoel ek is mos wat ek is. Ek hoef nie bang te wees nie. Ek hoef nie iemand te wees wat ek nie is nie. Ek weet dit myself – probeer moenie probeer wegtrap of iets nie probeer net dalk wat ek eerlik opwees.

DINK JY IS MEER GELUKKIG MET JOU PERSOONLIKHEID?

Ja ek dink so want dit voel vir my want dit voel vir my dat partykeer in die verlede het ek gedink ag bly lievers stil. Moenie vrede maar ek het tog 'n reg. 'n Mens moet maar net altyd ook konsekwent wees. Partykeer as dit iets in die

moeite werd is dit nie so ernstig wees dan kan jy maar dit – as dit iets is wat vir jou werklik van belang is moet jy jou werklik jou se en dit doen ek en ek bedoel ek probeer dit al hoe meer ook beoefen en dit voel vir my tog dat dit is die moeite werd.

SO JY KAN DIE POSITIEF SIEN IN JOU AKSIES EN DIT SPOOR JOU AAN OM....

Dit aan te gaan daarmee, definitief. Maar jy moet ook soos ek se nie die kursus aanvaar net as iets wat daar – jy moet ook terug gaan want jy het die goed daar en jy moet dit so van moet toepas wat jy geleer het. Jy kan dit almal daai kennis kry, maar as jy dit nie gebruik nie dan dit gaan van jouself afhang wil jy of wil jy dit nie.

SO JY WIL?

Ek wil. En ek voel goed.

HOE GELUKKIG VOEL JY MET JOUSELF OP DIE OOMBLIK?

Ek is heel gelukkig.

EN JOU TOEKOMS?

Nee wat ek sien dit ook. As ek aanhou probeer en jy is positief en gee jou beste dan dit nie sleg gaan nie.

IS DIT IETS WAT JY GRAAG VROEER SOU WIL GEDOEN HET?

Ek dink so. Dit sal vir my definitief as ek vroeer dit gedoen het – dit gee definitief vir jou daai selfvertroue ook en die vertroue in jouself, verder om 'n ding aan te pak en kennis van. Ons leer nou baie van ons is – dat ons kristelik op waar die vrede op doen - maar buiten dit jy het 'n reg ook en hoe om dit net ...situasie reg hanteer. As jy in 'n konflik in stap en jy begin dadelik op die agterpoot te staan dan werk dit nie so liewerste probeer om die regte resep toe te pas en dis wat hulle vir ons gegee het. Hulle gee vir jou die regte resepte vir jou hoe om te gebruik.

EN JY KAN VOEL DIT WERK?

Dit werk.

EN DIE MENSE OM JOU VOEL DIT OOK.

Ja daar kom baie goed agter oor die werk. Die pad uit soos nou op hierdie stadium is ek regtig direk betrokke heeltemaal met die skoonmakers en die goed en ons kom baie goed ons kan ons situasies oplos ons kan mekaar – as daar moet opgetree word reels opwas met mekaar moet almal ons kan mekaar more weer groet. Ons kan mekaar hier ook hy was nog nie hier rond en eers moeilik en se dinge wat mekaar seer maak jy strek die situasie aan en nie die persoon nie.

DIS WONDERLIK.

Dit gaan goed.

JY KAN REGTIG DIT SIEN. DIS INTERESANT OM DIT TE SIEN WANT BAIE KEER NA SO 'N KURSUS VERGEET MENSE DAARVAN EN SE DIT WAS IETS WAT HULLE OPGEGAAN HET MAAR DIS NIE IETS WAT JY ONTHOU OF SAAM MET JOU DRA NIE MAAR DIT LYK MY ASOF....

Nee, ek het van die begin af eintlik besluit meer as iets wat vir my kan help en ek wil dit gebruik en gaan dit gebruik.

WAS DIT VOOR DIE KURSUS WAT JY SO GEVOEL?

Na die kursus, daai was aan die gang ookal by – die heelyd gesien as jy jou insit en jy doen wat hulle vir jou gee dan kan jy niks verloor nie jy kan net wen. So dis maar daarem moet jy net jou moet van jou afkom, jy moet dit voltooi. Dis nie 'n situasie wat iemand anders vir jou kan doen nie, net jouself kan iets daaraan doen.

WONDERLIK, BAIE DANKIE.

COMPANY H
POST POST TEST
SUBJECT H24

ONTHOU EK IS DAN NIE DEEL VAN FREE TO GROW NIE SO EK WIL UITVIND OF SO 'N KURSUS AS JY ONTHOU JY DIE GOED, DIS NOU DRIE MAANDE LATER, IS NET 'N KURSUS WAT JY OPGEGAAN HET EN HEELTEMAAL VERGEET HET OF ONTHOU JY VAN DIE GOED WAT JY GELEER HET? WAT SPESIFIEK HET 'N INDRUK, AS EK NOU MOET VIR JOU VRA SE VIR MY EEN OF TWEE OF DRIE DINGE WAT JY GELEER HET WAT JY ONTHOU, WAT SAL DAAI WEES?

...weer te se ek onthou daarvan, 'n mens vergeet nou maar.

IS DIT DIE MOEITE WERD OM OP SO 'N KURSUS....

Ja, dit was interessant vir my.

HET DIT 'N VERSKIL GEMAAK IN

Maar, maar ek het nog altyd in konflik is altyd 'n probleem. Ek kan nog altyd dinge....

WAAR, BY DIE HUIS?

Ja by die huis en by die werk. Hier by die werk met my vriend en so.

JY SUKKEL NOG STEEDS NOU. JY SAL NIE DRUGTEND AAN WAT JY GELEER HET BY DIE KURSUS HET DIT TOEPAS OF HET JY DALK NIE OP EN DIT NIE GEWERK NIE?

Ja ek probeer maar

DIS MOEILIK?

Ja.

EN HOE JY OOR JOUSELF VOEL EK ONTHOU JY HET NOU NA DIE KURSUS WAS JY BAIE OPGEWONDERD OOR DIE NUWE DINGE WAT JY ONTDEK HET EN HOE JY OOR JOUSELF GEVOEL HET. NOU VOEL JY WEER TERUG NA....

Ek voel okay.

HET JY GEBAAAT ENIGSENS BY DIE KURSUS?

Ja, is wat ek se dit was interessant.

INTERESANT, MAAR EK WIL WEET OF DIT 'N VERSKIL GEMAAK HET EN HOE JY JOUSELF SIEN. HOE JY VOEL OOR JOUSELF, HET JY MEET SELF VERTROUW OF HET DIT NIE EINTLIK....

Nee, ek het self vertrou.

MEER AS WAT JY GEHAD HET?

Ja.

EN DIT GOED WAT JY GELEER HET OOR KOMMUNIKASIE EN OM ASSERTIEF TE WEES EN AL DAAI SOORT VAN GOED. ONTHOU JY VAN DAAI GOED OF NIE EINTLIK NIE?

Ek het nou vergeet daarvan.

EN DAAI BOEK WAT JY GEKRY HET, KYK JY OOIT DAARIN?

Inaudible.

SO DIE GOED WAT JY ONTHOU IS DIT GOED WAT JY KAN ONTHOU VAN DIE DAE WAT JY DAAR WAS, IS NIE DAT JY IN DIE BOEK GEKYK HET NIE? AS JY ONTHOU GOED WAT JY GELEER HET DAARSO IS DIT NET GOED WAT JY ONTHOU VAN DRIE MAANDE TERUG, IS NIE DAT JY MOES GAAN OPKYK IN JOU BOEK....

Ek kyk in die boek....

SO IS MEER DIE GOED WAT JY ONTHOU VAN DAAI DAG.

Ja.

SIEN JY ANDER MENSE WAT OP DIE KURSUS WAT OP FREE TO GROW WAS?

Ja, elke dag.

PRAAT JULLE OOR DIE DINGE OF NIE EINTLIK NIE?

Nie eintlik nie want hy is so besig. Ons mos sien mekaar as hy verby kom.

SO BY DIE HUIS DINGE HET NIE EINTLIK DAARSO VERANDER NIE IN DIE MANIER MET JOU SEUN OF JOU DOGTER?

Nee my seun is baie moeilik.

SO DIT HET NIE EINTLIK VIR JOU GEHELP NIE.

Nee. Is baie moeilik. Hy moes uit die huis uit. Hy is 'n moeilike mannetjie want hy wil nie werk nie, dan is hy baie moeilik. Is net ek wat werk.

DIT IS SWAAR VIR JOU. JY HET NIE BAIE GELUKKIG NIE.

Nee.

EN DIE TOEKOMS VOEL DIT NET SWAAR?

Nee nie eintlik nie. Ek meen 'n mens werk maar daaraan. Maar dit gaan nie elke dag dieselfde nie maar ek moet daar saam.....ek kan hom nie uitsmuit nie waar gaan hy heen.

IS JY GELUKKIG IN JOU WERK?

Ja baie.

EN VAN DIE GOED WAT JY DAAR GELEER HET BY DIE KURSUS KON JY DIT TOEPAS IN DIE WERKS OMSTANDIGHEDE? NIE EINTLIK NIE? SO DINK JY IS DIE MOEITE WERD OM OP SO 'N KURSUS TE GAAN?

Is interessant – ek moet nou met ander mense – dit was alright.

MAAR DINK JY DIT IS IETS WAT JY MOES OPGEGAAN HET TOE JY JONGER WAS?

Ja, dit sou beter gewees het.

SO DIT WAS IETS WAT JY GENIET HET?

Ja. My vriende se hulle het ook op Free to Grow in die MediCity.

SO DIT IS IETS WAT JY GENIET HET OMDAT JY IETS GELEER HET MAAR DAAR IS ANDER AREAS VAN JOU LEWE WAT NIE EINTLIK VIR JOU HELP NIE?

Ja – met die kinders – pa – hulle praat nooit – my dogter is getroud. Een leer swaar, sy't afgedop en sy is weer agter en sy is nou 17, maar kan nou nie so spoil nie – wat kan jy doen, sy kan kry nie werk nie.

IS DIT MOEILIK VIR JOU OOK OM TE PRAAT OOR JOU PROBLEME?

Nee, ek praat maklik.

IS NET JOU KINDERS WAT MOEILIK IS?

Ja. Die kinders, hulle praat nie.

MET JOU NIE?

Nee.

EN HOE VOEL JY NOU OOR DIE TOEKOMS?

Alright, vat dit soos dit kom.

DANKIE.

COMPANY H
POST POST TEST
SUBJECT H26

HAVE YOU REMEMBERED ANYTHING?

Baie onthou, dit bly by my, verwys baie nou dit Free to Grow. In my optrede teenoor mense meeste by die werk. Definitief – ek pas dit toe by die werk veral in moeilike situasies. Ek kyk na twee kante van 'n saak.

CAN YOU TELL ME WHAT YOUR STRENGTHS AND WEAKNESSES ARE?

As jy eerlik met jousef is of wil wees kan die kursus baie help.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

Dit was rustig by die huis – so baie toegepas.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

Definitief – in moeilike situasies – kyk na twee kante – groot ding gereel – goe gegaan.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

Definitief die moeite werd. Voel goed oor myself. Ek kyk wer in die boek.

HOW DO YOU FEEL ABOUT THE FUTURE?

As eerlik wil wes sal jy groei – nie almal nie – sommige mense wil nie negatiewe eienskappe erken nie.

COMPANY H
POST POST TEST
SUBJECT H31

HAVE YOU REMEMBERED ANYTHING?

Nearly every day I read the book. The thing about the Juhai window has stayed with me. I remember in Free to Grow they said that I was like a lion – I know I react aggressively and I am trying to rectify that. There are a few things I have managed to get rid of.

DID YOU LEARN ABOUT YOURSELF?

Yes, I learnt a lot of things about myself.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT HOME?

When my two-year-old child is naughty then I see the lion in myself come out – I am trying. I have a better relationship with my wife. I react completely differently. I can definitely feel a difference with my wife.

HOW DO YOU COPE WITH YOUR LIFE AND RELATIONSHIPS AT WORK?

At work people have noticed a difference and have asked about it.

HOW HAPPY OR CONTENT WOULD YOU SAY THAT YOU FEEL WITH YOURSELF RIGHT NOW?

100%. I have no pains at the moment. I work on problems and take one day at a time.

HOW DO YOU FEEL ABOUT THE FUTURE?

If people go on a course like Free to Grow then they will gain knowledge and not worry. People would then take things as they are. More people should go on the course. More people should know about Free to Grow.

**COMPANY H
POST POST TEST
SUBJECT H28**

HOW ARE YOU DOING? HOW'S IT GOING?

I started here in May, took some time to adapt to the environment and to the people, different setup altogether, the office now. Different to the old offices, we were less personnel and we were all women and I walked in here and it was just mansense and they have a different way of thinking and doing things which I had to get used to and they had to get used to me and it's going very well.

MOEILIK?

Nee.

MOEILIKE WERK?

Nee. Same work just more senior position, more people under me and as I said I think for me it's quite a thing to understand that when you have women in the office and you have men in an office doing the same work the way of doing things for the person that is overseeing it all is different. Men think differently than women. It's an observation I made.

AND YOU HAVE TO MANAGE MEN AS WELL?

Yes.

IS THAT DIFFICULT FOR YOU?

No. I get on very well.

SO YOU JUST OBSERVE THE DIFFERENCE?

Yes, it was quite interesting for me to see the difference in attitude, yes to some extent the different way they, hoe hulle 'n ding benader, hoe hulle 'n ding redeneer oor 'n ding, and their work procedure is very different than women. And it often makes me think of that advert of Cremore, It's not inside it's on top. That's how I find it with them.

I'M NOT INVOLVED IN FREE TO GROW SO I WANT TO FIND OUT, IT'S THREE MONTHS SINCE FREE TO GROW ENDED IS IT SOMETHING THAT YOU REMEMBER AT ALL OR IS IT JUST A COURSE THAT YOU WENT ON THAT YOU HAVE FORGOTTEN ABOUT. WHAT IS THE LONG TERM EFFECT, WHAT HAVE YOU CARRIED WITH YOU AND DO YOU FEEL ANY BENEFIT IN YOUR LIFE PERSONALLY AND?

What I did find is I got two daughters, both married and I often find myself measuring that what I learned there that I feel they fall short in some ways. For instance, now I'm talking as a mother and a mother-in-law, not out of the job context but as a person, there's certain things that I feel a woman in my day has more right to be more assertive. We are sort of Afrikaans speaking but my children both got married to English, but the don't speak English in their home, but Afrikaans speaking people, I'm not so sure about English speaking in general, Afrikaanse mense in die algemeen is die man die hoof van die huis en wat hy se is baas. That's that the gedagte wat ek dink in meeste mens is van mense se kop hartlik. It has changed in homes as well and I can feel it has changed for them to some extent but I often think of my Free to Grow when I look at situations that they land themselves in and I think, had they been on that course they would have without hesitation, because I can feel without hesitation that I would answer that that way or I would react that way because I've been through that course and yes in that context I would think I would like my children to go on a thing like that for them to understand that women have choices, they can say no, I don't want to, it's not always that I have to. In my work maybe it's because I've been in my situation for seventeen years I've learned there's a good way of doing a thing, a positive way of doing a thing. To some extent, yes you apply without really thinking about Free to Grow, but when I say I think of Free to Grow that particular course is when I sort of observe situations in the home environment of my two daughters.

PERSONALLY ARE YOU BEING MORE ASSERTIVE AND SAYING NO I DON'T WANT TO IN YOUR HOME SITUATION WITH YOUR HUSBAND?

For sure. Tomorrow we will be married 32 years and I can say happily I think I've just been very lucky that I've had a husband like him because he gives me the room, the space to do my thing my way and that context it's not a problem for me or hasn't been a problem for me at all. But when I say being more assertive then I think specifically of my work situation.

SO IT'S MORE THAT YOU FEEL YOU FEEL THE DIFFERENCE PERSONALLY THAT YOU ARE BEING MORE ASSERTIVE IN YOUR WORK SITUATION, BUT IN YOUR OBSERVATIONS YOU CAN TELL YOUR DAUGHTERS WHAT THEY SHOULD BE DOING?

Yes.

SO YOU CAN FEEL YOU THAT YOU'VE GOT THE LADY THE HEAD ??WITH YOUR DAUGHTERS BUT YOU ARE APPLYING IT MORE IN THE WORK SITUATION.

Yes.

PERSONALLY THE WAY THAT YOU FEEL ABOUT YOURSELF, HAS THAT CHANGED AT ALL? DID IT CHANGE THROUGH THE COURSE AND HAVE YOU BUILT ON THAT SINCE THE COURSE OR NOT REALLY?

I suppose I'm a kind of person that will always normally evaluate what is negative what is positive and I go for positive things. I'm the kind of person that can never, look we all get down, or maybe a little bit depressed or I don't even think I really get to the point where I can say I feel depressed. You get low – I can't stay there for long, it's just not my nature, I've got to get myself out of it and go. When I think of things that I could apply when I think of that particular course, maybe because I've been in my work for so long I have to repeat that again and also because I'm not so young anymore. I've established a lot of things in my life so there's not so much drudge maybe for myself, I can only once again think of my two children, Zelda is now 29 and Theresa is 27 and I really think that that could be a good course for them to go on because there's a lot there they could learn from.

SO YOU FEEL THAT THIS COURSE WOULD BE MORE BENEFICIAL FOR A YOUNGER PERSON.

Yes, because an older person is very set in his ways. There's one or two things that I can say be more assertive. I got the okay, when I went through that course I could see, why not, you've got the right to say yes or no or what you feel can count. It's stuff that you would have to first think may I say it or may I not, will I be lying. Obviously you know there is certain guide, jy kan nie mal raak en vir iemand se maar jy's boss, I totally disagree with you and I refuse to do it. Obviously you won't be doing that, but if you don't agree you can say you don't agree and why

you don't agree. And then if you've got it better or she's got a better solution or answer then you can think about it and say ja okay I can see now then I agree with you or you can still say no I still feel I don't agree with you.

EN KONFLIK HANTEERING, JY'S GEREELD VAN DIE MANIER DIE PERSOON EN NIE DIE PROBLEEM OR HAVE YOU ALWAYS BEEN QUITE GOOD AT CONFLICT RELATIONS?

Yes, I believe in trying always to turn a thing a positive way. If there is conflict, why and how can I address it so it bears a good outcome. Ja, that, I've always had that.

AND DO YOU GO BACK TO YOUR BOOK AT ALL AND LOOK AT IT OR IS IT SOMETHING THAT YOU...?

Ja, I went back particular to the list that they had where you, long list a page full of good and bad qualities and you had to ask your husband, your children and colleagues to mark how they view you. Positive and negative force. I've used that to analyse my sons-in-law and my daughters and dit interessant gevind. We did a sort of in a ligte lyn how we each felt about each other and it was quite nice. Ek het dit interessant gevind wat my skoon seun dink van my, eintlik al twee van hulle. You see we have a very, ek het my kinders so groot gemaak en is vandag nog so, hulle's my beste vriende, very open relationship and a very close relationship and even with my sons-in-law I don't always agree with them but I let them know and sometimes the sparks fly, dan kan jy sien hy's nou opgewerk en ek's opgewerk but we usually sort the matter out. Ek is baie lief vir hulle al twee en ek glo dit unless they lie but I don't think they will. But we have a very good relationship, kontak met mekaar.

THE LAST TIME YOU WERE FEELING QUITE NERVOUS ABOUT THE NEW JOB ALL THE NEW POSITIONS IS THAT HOW YOU MANAGED TO COPE?

It went well.

YOU'RE FEELING GOOD ABOUT THAT?

Ja it went well. A couple of months down the line a lot of challenges still, there's a lot of work, there's a lot of too much work with too little time and to cope with it all and always have a positive outcome, a positive handling the problem and then I'm behind my schedule and I can't let it get me down. I've got to stay on top of that and everything that's added on I must handle and I do. Ek van werk huis toe, that's my problem, I don't make it somebody else's problem and I'm in a fortunate situation that I've got no more children in my house, my husband has got his things that he does so we carry on. As I say I take my work home, so that I can cope, so I can come back the next day and feel good. So I handle it in my way so that I can have a positive outcome. But I'm fortunate I know because I've got the time on my side. Somebody else with the same situation in that job, same work load and still running a family at home probably wouldn't be able to do it. So die vout le by die werk and I think there's a lot of us around here that's got too much work to do and not enough people helping us.

BUT YOU ARE CONSCIENTIOUS AND YOUR CIRCUMSTANCES....

Ja, ja and I don't mind. Vir my is dit nie 'n groot issue nie. I can really say I enjoy my work.

AND HOW HAPPY WOULD YOU SAY YOU FEEL WITH YOURSELF AT THE MOMENT?

Personally, if I think of our situation as a family ek en my man, he's a businessman, the economic climate is difficult and it's not easy. If I think of ten years ago you also had your financial stress and worry and concerns but it's more, it's times ten maybe now more than what it was then. But what I do find ten spuite van die feit dat dit meer stress is in 'n mens se lewe is dit vir my nog steeds elke 'n grote challenge, for me ultimately the only thing that can really really be really bad is loss of life. I made that the pivoting point in my life, loss of life of my husband and those that are close to me, but any other burden that has to come my way I have to carry on and I feel I'll do it. So ek glo ek bly positief.

YOU'VE GOT THE CONFIDENCE, YOU FEEL YOU HAVE IT WITHIN YOURSELF TO COPE.

Ja ek moet, ek kan. It's a privilege I think when I look at people and I know that tends to have the problem of depression and I think how sad because there is nothing apparently that they can do about it. I don't know I don't understand because it's not part of my life. I'm just fortunate that I don't get to a situation where a person can feel so depressed. Dis vir my vreeslik and I believe that it's something, it's like a headache, it's a thing that you haven't got control over so I'm very fortunate I know that. I acknowledge that I've got a lot of positive things going for me

en ek is baie dankbaar daaroor. You can either sit down and gaan dood oor 'n ding of jy kan se well this is a problem it won't go away. How can I deal with it. I think you live and learn and you know what is really hard for me, and I haven't got an empty nest syndrome, because we were a close family, we still are very close. The fact that when our first child came to me and that my husband said that they are getting engaged, that was one of the biggest challenges in my life to accept that here is another person walking right into my life, into my heart into what's mine and going to take it away and there as I said it was one of the biggest challenges of my life to really understand that I've got no say anymore and what is left I've got to treasure it and that's what I've done and it's now what she's married now for ten years en ek dink my skoon seun sal se nee 'n maklike skoonma nie maar ek is lief vir haar. He actually said that not so long ago and it's true, I believe in love, lots of love but ek kan seker maar 'n moeilike mens wees, but being there it's not whose right it's what is right in life for me and for myself I've got to abide by that and also people around me, so ja as ek moeilik is dan is dit maar as gevolg van wat is reg nie wie is reg nie.

SO YOU WOULD SAY THIS COURSE HAS MEANT SOMETHING TO YOU? YOU ARE GLAD YOU WENT ON IT EVEN THOUGH YOU FEEL...?

I really feel if I have to give an honest opinion, I really feel it's for younger people. If I really have to say something.

BUT STILL THERE WAS SOMETHING THAT YOU TOOK WITH YOU AND YOU WOULDN'T HAVE MISSED IT?

No, if I had the opportunity again to do it yes I would've still said yes please I would like to, but I would, that and then another thing that I've observed was quite interesting was the fact that look we are a New South Africa and not everybody has had the same opportunities and it's like this lady Fatima she was closed, you couldn't reach her and in that course she just sort of opened up and you could really see this person getting to believe in herself and getting to express herself and getting to not be afraid to be part of, dis nie Mev. Gous en ek is maar Fatima nie. Ons was tjomies, ons het saam geworry en gestress en gelag. The barrier that was there between the difference in stand of wat whatever you want to name it that fell away and that was wonderful. For me the best part that I liked the best was he had a demonstration about communication but lack of communication, there were three in a group and we had to, one was the statue and the other two had to build a picture with this statue and it was, I was the statue and the two men, they were horrified looking at me and wondering can they patch me what are they going to do with me and it was great fun.

THE TRUST THAT BROKE DOWN BARRIERS....

Absoluut. Nou daai kursus het dit gedoen. Dis nou positiewe van daai.

IT WAS A PERSONAL GROWTH THROUGH THE ACTUAL PROGRAMME THAT YOU....

Ja, for all of us. And to this day I often saw those two particular people in the corridor, hullo hoe gaan dit, but it was nothing more than that, now it's a question jy's vriende although you don't socialise or have much to do with each other but there is not that barrier dat hierdie een is die kant en daai is daai kant like in hullo hoe gaan dit, that's not there any more. It's like, I suppose that's what life is all about when you go through a certain crisis together it brings you closer. Now the course did that. It definitely does but that's how it felt for me. I don't know if everybody agrees with that but definitely.

THANK YOU.