



Executive Summary

GISC Virtual Work Survey 2016

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EXECUTIVE SUMMARY

GISC VIRTUAL WORK SURVEY

Why This Survey?

In 2015 a new course called “*Gestalt and Virtual Work: Creating Connection and Getting Results Working at a Distance*” was developed by Carol Brockmon, LCSW, and Ivan Jensen, MD. It failed to get sufficient enrollment to run. In conversations with Carol and Ivan we concluded that we were curious about why this course did not draw sufficient interest to be taught and wanted to learn more about what Gestalt practitioners might be interested in learning in terms of virtual work and learning. All of us have experienced success teaching virtually and felt that we were missing something. Ivan suggested using a Delphi Process to help us identify the questions we most wanted answered.

The **Delphi method** is a structured method, which relies on a panel of experts. The experts answer questions in two or more rounds. After each round, a facilitator provides a summary of the experts’ comments from the previous round as well as the reasons they provided for their judgments. Delphi is based on the principle that decisions from a structured group of individuals are more accurate than those from unstructured groups. Our panel consisted of Ivan Jensen, as facilitator, Donna Dennis, Carol Brockmon, Louise Holmes, Gwynne Guzzeau and Melanie Nevis. Once the Delphi process was complete we developed questions. The survey was distributed via Survey Monkey in June, 2016.

Survey Population

The survey was designed as descriptive/exploratory, and electronically distributed to some 4400 persons of which 258 returned the survey.

The responses originated from 33 different countries. Little over half (133) responses have come from the US; the remaining 116 thus have come from 32 different countries. To explore any potential effect of geographical location on the results, the data have been compared between two clusters: ‘US’ and ‘ROW’ (Rest of the World). The respondent countries are:

USA	Sweden	UK	Greece	South Africa	Canada	Germany	Denmark	Mexico	Australia	Hungary	Ireland	Italy	Netherlands	Norway	Turkey	Argentina	Austria	France	India	Slovenia	Switzerland	Chile	Cyprus	Finland	Georgia	Israel	Japan	Lithuania	Malta	New	Peru	Poland
134	15	14	11	9	7	6	6	6	4	4	3	3	3	3	3	2	2	2	2	2	1	1	1	1	1	1	1	1	1	1	1	

		Count	Percent
Respondents	ROW	116	46,6
	US	133	53,4
	Total	249	100,0

There appears to no significant difference between any of the responses in the US and ROW clusters.

The data have been compared between two clusters: 'Female' and 'Male'.

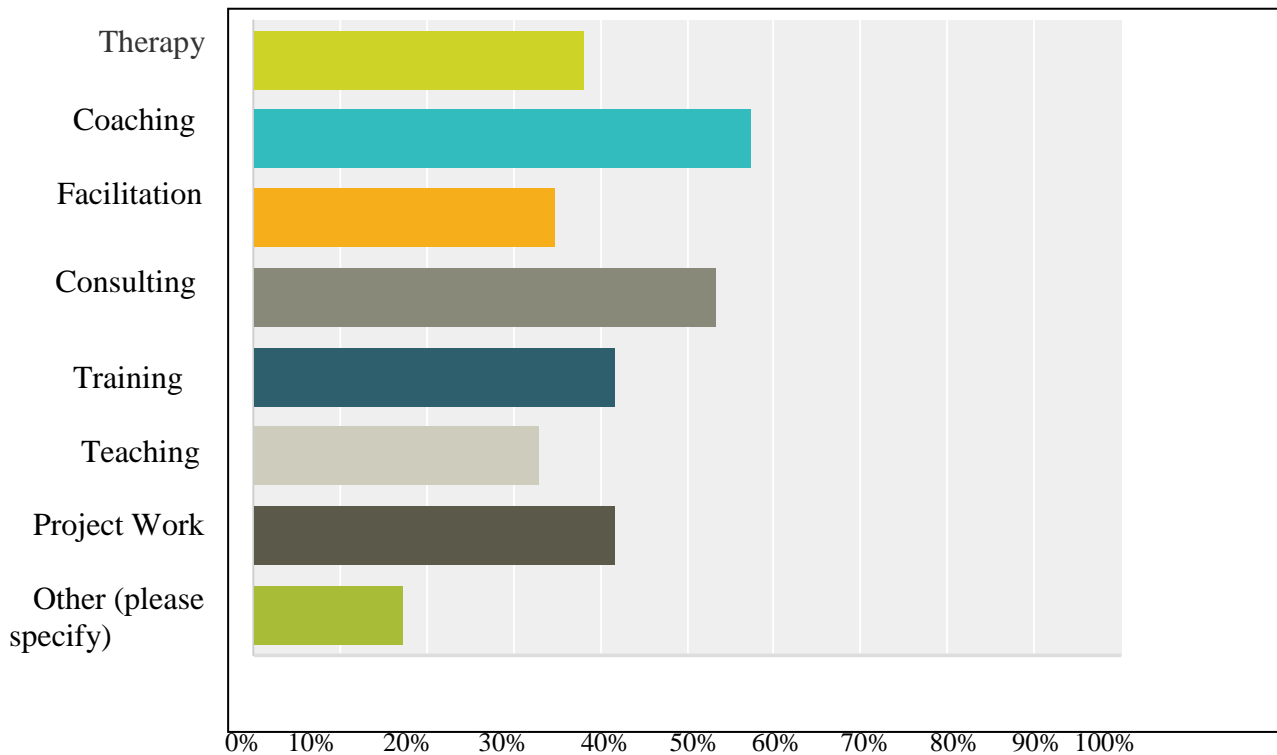
	Count	Percent
Female	150	60,2
Male	99	39,8
Total	249	100,0

Again, there appears to be no significant difference between any of the responses in the two gender clusters.

	Region	
	ROW Count	US Count
Female	70	80
Male	47	52

Respondents do their work (co-located or virtually) within these areas:

Some respondents score in all 7 predefined categories.



Overarching Conclusions

- Respondents are engaged in a broad range of work, face-to-face or virtually
- There are slightly more US responses
- There are slightly more female responses
- Three quarters of the respondents have not taken any formal training in Virtual Work
- The respondents who have engaged in Virtual Work appear to use it for whatever they do (therapy, consultation, coaching etc.)
- About half of the survey respondents think Virtual Work will be more frequent over the next two years.
- About half also indicate that virtual work will be more important to them over the next two years.
- Almost two thirds of the respondents see gestalt and Virtual Work as somewhat or completely compatible
- More than half the respondents believe that they can increase their effectiveness when working virtually, and are interested in learning more about how to incorporate gestalt principles in their virtual work

“More and more ... work is becoming something you do, not a place you go. Leaders worldwide agree that virtual collaboration is critical for success in today’s global business environment, and the likelihood that you will participate as part of a virtual team is almost certain. From 2005 to 2012, the incidence of telecommuting grew by nearly 80 percent, and nearly half of all U.S. companies currently use virtual teams.”

Managing Virtual Teams, Second Edition by Debbie DuFrene and Carol M. Lehman, 2016

REPRESENTATIVE COMMENTS

We received 40-70 responses to each of the 16 questions in the survey

Requests	General Comments
I would love to reach a wider audience with my work	Virtual work is the new reality; it opens up the world to benefit from Gestalt. Like all things, Gestalt therapy must evolve, gestalt therapy, itself, was an evolution of several therapies.
Can you give me some more information about learning and incorporating Gestalt into distance work?	The gestalt process seems to be a well kept secret, accessible only to those who are able to spend large amounts of money. The current programmes are expensive and inhibitive as they usually involve international travel and large chunks of time.
As an MCC coach I am required to upgrade my certification by the end of next year. In order to meet these requirements I need to earn additional CCEU credits. I would have liked to do further study in the gestalt methodology but the costs and distances have made it impossible	I do not believe that you or anyone else knows how to do this.
Great topic and project! I would love to hear more.	Already enrolled for program on tele-mental health certification
I would like to work with you based out of Europe-Norway).	More coaching virtually is part of my business plan
I am very curious as to what I could learn to be more effective in this space.	Already pushing 100% with executive coaching clients and in the process of shifting telephonic board meetings to video conferencing.
Yes, I am comfortable with my ability to manage the technology issues involved in virtual work, but I would like some hard-core gestalt practitioners to provide some best practice prompts.	Blended learning is our future.
I am more interested in simply learning how to manage the technology more effectively.	South Africa the biggest challenge is the poor internet connection-moving to Zoom (rather than Skype) has helped.
I need to get more up to speed with technology.	I participated in the Healing Chronic Stress and Pain class and I was amazed how easy it was to participate. Especially the coaching sessions, no issues at all and very gestalt.
Short training workshops may help.	I was a recipient of coaching from a Gestalt instructor and looked forward to it but I know there were non-verbal's that would have been helpful to the conversation. (Because the instructor was so tuned in, he could call me out on pauses to be curious about what they meant in the absence of the visual). So it IS doable!!
I would need more training on how to feel comfortable working virtually.	
I need to gain greater facility/ease with virtual work so that I can have a greater impact and more successfully get work done with others thru virtual work.	

For the full Survey Monkey Report (42 pages) please request the PDF report from donna@leadership-solutions.info.

