



Evaluation of

Designing Creative Futures

An Arts focused internship program for formerly incarcerated individuals

May 21, 2025

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May 12, 2025

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Background

In response to Governor Gavin Newsom's call for releasing 8,000 prisoners during the height of COVID-19 in 2020, California Lawyers for the Arts (CLA) created and implemented Designing Creative Futures as a workforce development program for formerly incarcerated persons. CLA staff reached out to 21 arts organizations that provide arts programs in California state prisons, asking who they would recommend for release based on their skills, work ethic, and other characteristics. The names and relevant information of the 525 persons who were recommended for early release by our arts in corrections community were sent to the Governor's office via spreadsheets. In response, his commutations staff said they did not want to release people into poverty and homelessness. We agreed and set about creating a program that places formerly incarcerated people who are interested in the arts in paid internships with nonprofit arts organizations. Designing Creative Futures demonstrates that the arts are a successful engine for workforce development.

The plan for Designing Creative Futures was adapted from CLA's previous experience running internship programs in San Francisco: Spotlight on the Arts, which has been placing

disadvantaged high school students in paid internships and apprenticeships since 1993, and the Arts Industry Employment Initiative, a highly successful program that placed people receiving public assistance in arts internships from 1999 to 2001 in response to the federal welfare to work mandate. CLA received funds from a variety of sources to launch Designing Creative Futures, including local art agencies in San Diego and San Francisco, the Conrad Prebys Foundation and the Art for Justice Fund, the National Endowment for the Arts, the state of California through our three-year contract with CDCR and our grant for arts services from the California Arts Council. In 2024, CLA received a third grant from the National Endowment for the Arts to produce and disseminate a set of best practices documenting the program and this third-party evaluation. The decision was made to place the interns on CLA's payroll, to lift that burden off the shoulders of the participating nonprofit arts organizations. In addition to \$20/hour for 20/hours/week for four months, the interns receive monthly transportation stipends and personal technology reimbursements, up to three consultations with our career and college counselors, monthly professional development workshops, and support with mental health and other issues as needed. The worksites receive a \$1,000 administrative fee for each intern that is placed with them, and additional support if they continue employing the intern at the conclusion of the internship.

In addition to being formerly incarcerated with an interest in the arts, eligible participants must reside in California. As with all CLA employees, COVID-19 vaccination is required, along with the completion of a sexual harassment training program. The program is offered and managed in three major regions: San Diego, Los Angeles, and the San Francisco/Bay Area. The

interns reside in eight counties: San Diego, Los Angeles, Orange, Riverside, Alameda, San Francisco, Santa Clara, and Colusa.

The program managers make every effort to place the interns in positions that build their skills in their areas of interest. Designing Creative Futures worksites have included museums, artist residency programs, theatres and community arts and social justice organizations. The range of work includes marketing, social media, podcasting, building sets and stage management, audio production, writing grants and curricula, and exhibit design and visitor services, as well as, of course, the nuts and bolts of administrative work.

Since the program was launched in the spring of 2022 in San Diego, CLA has received 568 applications. Through the spring of 2025, CLA program managers placed 224 individuals at 58 arts organizations. CLA has already exceeded the state contract goal of placing at least 50 people per year for three years by a wide margin. The completion rate through the fall of 2024 was 82 percent.

Methodology

This evaluation measures attitudinal and behavioral changes in individuals who participated in Designing Creative Futures using pre-and post-survey instruments that measure five domains of life effectiveness; participant's feelings and thoughts based on The Warwick-Edinburgh Mental Well-being Scale (WEMWBS); as well as their expectations (pre-survey) and experience (post-survey) with the program. (The survey instruments are attached in Appendix B.)

Data was collected at each of the three program locations: Bay Area, Los Angeles, and San Diego. This report is based on the cohorts that completed the program in fall 2022 through the fall of 2024. The data is reported and analyzed in the aggregate, with a total of 130 participants completing the pre-survey, and 96 completing the post-survey.

Nearly all N=116 (89%) of the 130 participants who completed the pre-survey had studied and/or practiced art before entering the program. Of those who studied and/or practiced art, 74 were in music, while 69 were visual artists, 56 had experience in theater, and 84 wrote either prose or poetry. Clearly, many of the participants had varied experiences in more than one art practice. Eighty-five (N=124; 69%) participated in AIC while incarcerated.

The surveys gathered data adapted from the statistically validated Life Effectiveness Questionnaire (LEQ) that measures: Time Management, Social Competence, Intellectual Flexibility, Emotional Control, and Self-Confidence (Neill, et al., 2003). Life effectiveness is essentially “a person’s capacity to adapt, survive, and thrive; that is, it refers to how well one is equipped to handle the demands of life” (Neill, 2008, p. 47). The assumption is that the higher a person scores on each of the LEQ scales, the greater their personal effectiveness will be, and consequently, they are more likely to be successful in life and work. For further clarity, we have chosen to modify the label for each of the five measures as follows: Personal Productivity and Time Management (Time Management); Interpersonal Relationships and Collaboration (Social Competence); Openness to Change and Adaptability (Intellectual Flexibility); Emotional Well-

being and Self-Awareness (Emotional Control); and, Self-Perception and Confidence (Self-Confidence).

Interest in the concept of mental well-being and its impact on human life is on the rise. The Warwick-Edinburgh Mental Well-being Scale is one of the better, more reliable instruments for monitoring mental well-being and evaluating mental health promotion initiatives. Specifically, WEMWBS has been validated for the measurement of mental wellbeing among people aged 13 to 74. The period of assessment participants are asked to think about when they are answering the statements is the previous two weeks, up to the completion of the questionnaire. The WEMWBS is designed to be filled in by participants themselves. It is important to distinguish mental wellbeing from mental health. Mental wellbeing describes positive states of being, thinking, behaving and feeling, while mental health is a term often used to incorporate a range of states from excellent mental health to severe mental health disorders. There is evidence that mental wellbeing is a good indicator of how people and populations can function and thrive.

Findings

Most of the 130 respondents to the pre-survey think being an artist requires determination (N=87), hard work (N=88), self-discipline (N=91), and persistence (N=89). A significant number (N=81) also believe that self-confidence is a necessary character trait.

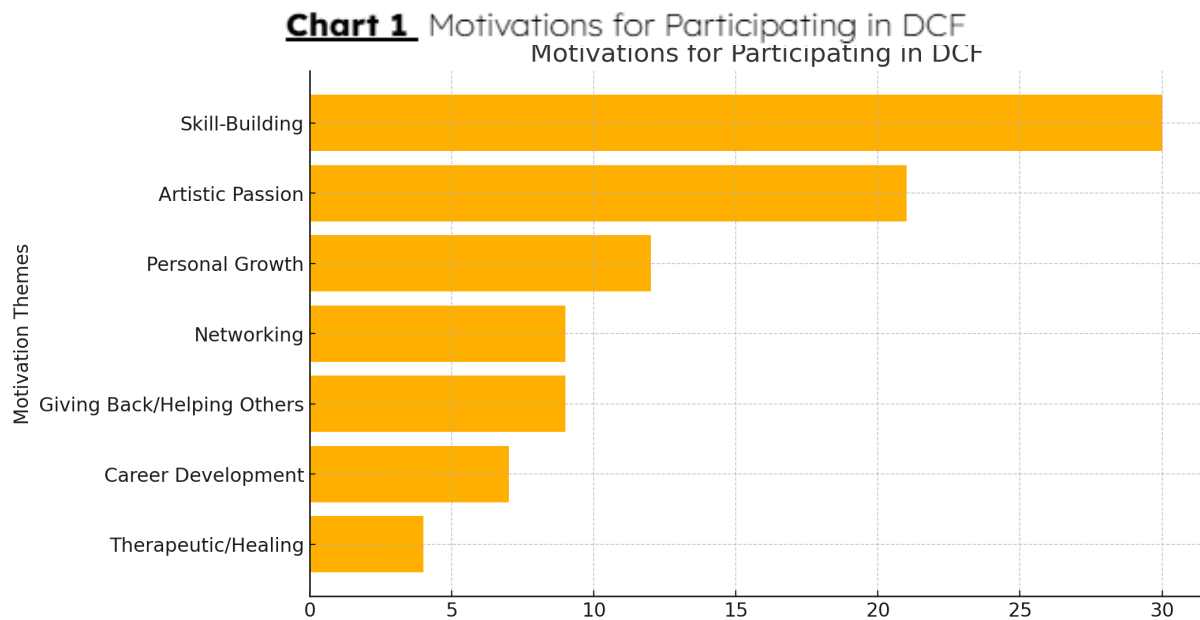
When respondents to the post survey were asked if their experience in the program matched their initial expectations, 78 people (81%) answered yes, and 17 (18%) responded no. Sixty-eight percent (N=53) reported that their previous experience in Arts in Corrections (AIC) while

incarcerated was either very helpful, or somewhat helpful to them during their internship.

Twenty-nine percent (N=24) had no previous AIC experience.

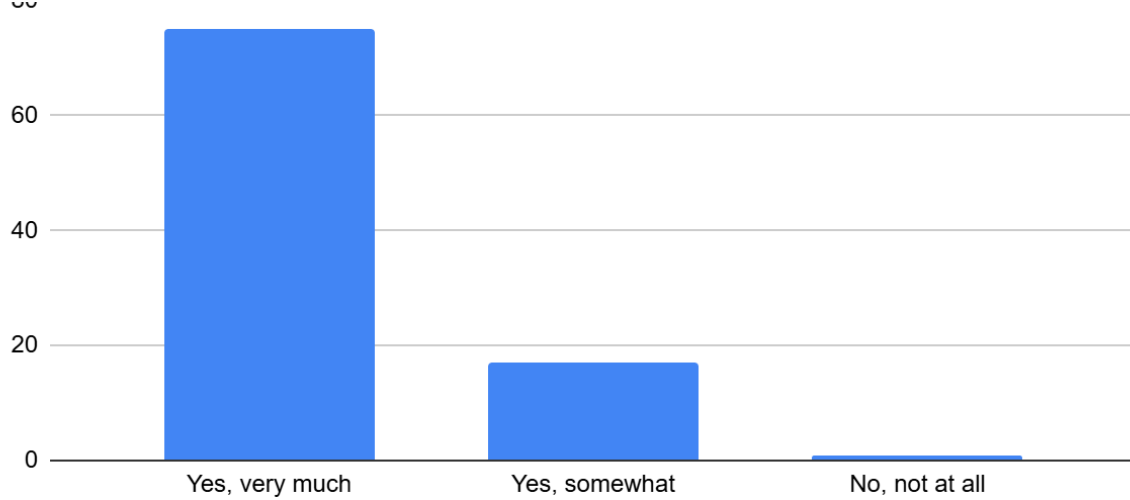
It is worth noting that Chart 1 represents the results of the open-ended questions that included:

What did you like the most about your experience? What do you hope will result from your experience in the program? What were the important things you learned from participating in this program? When asked why they were interested in the program, the top three reasons were: skill building (N=30), artistic passion (N=21), and personal growth (N=12) (Chart 1).



Most (N=91/95%) found the program orientation helpful in preparing for their internship (Chart 2). Most (N=88/87%) think the number of workshops were adequate and informative. Most importantly, nearly everyone (N=96/90%) believes the DCF workshops better prepare them for future work. Eighty (91%) of the participants felt very supported by the CLA staff. Seventy-six

Chart 2. Was the program Orientation helpful in preparing you for your internship?



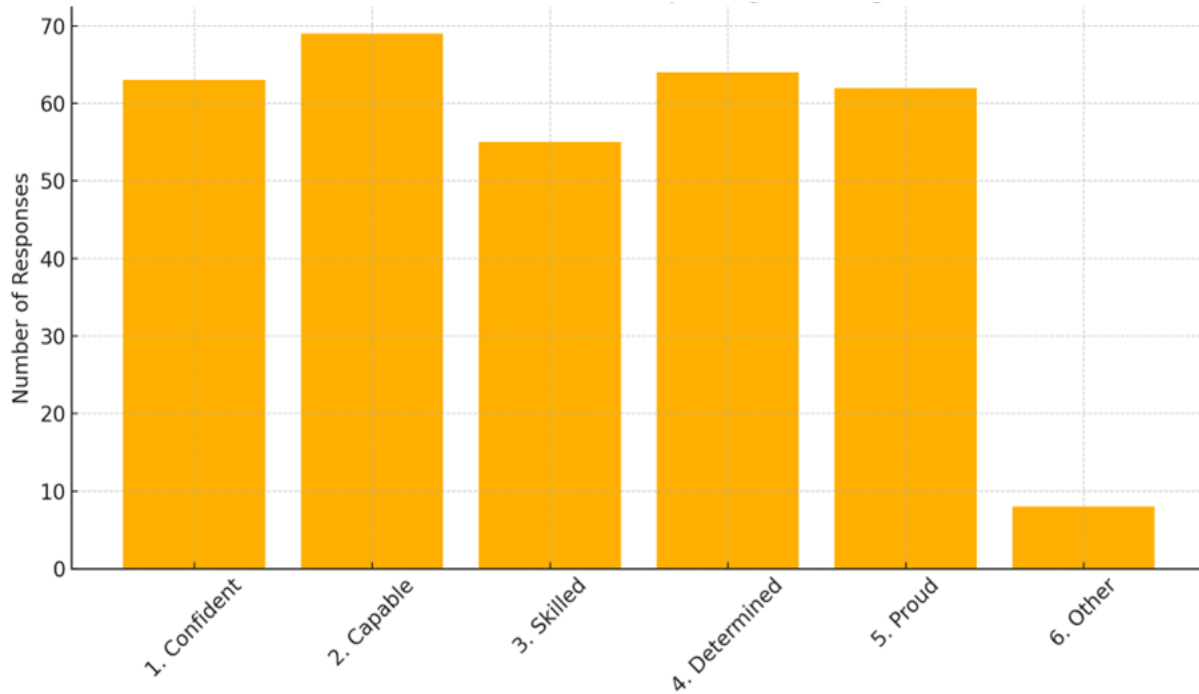
Count of 7. Looking back, was the program orientation helpful in preparing you for your internship?

(86%) felt very supported by their Site Supervisor, and 10 (11%) felt at least somewhat supported. Nearly the same was true when asked about their DCF Intern Cohort. Seventy-two (82%) felt very supported, and 14 (16%) felt somewhat supported in their group.

Table 1 in Appendix A shows the topics that were most helpful and interesting to the participants. Communication Style (68%), Goal setting exercise (72%), Workplace Etiquette (70%) were ranked highest. It is important to note that some topics were available at one site only, e.g., songwriting (Los Angeles). The vast majority felt more confident, capable, skilled, determined, and proud upon completion of the program (Appendix A, Table 2).

Seventy-one of those who completed the post-survey found the DCF workshops either very helpful (N=65/77%) or somewhat helpful (N=19/23%), providing them with new information. Eighty – seven (84%) found the number of workshops adequate for the information provided;

Chart 3 Emotions felt after completing the program

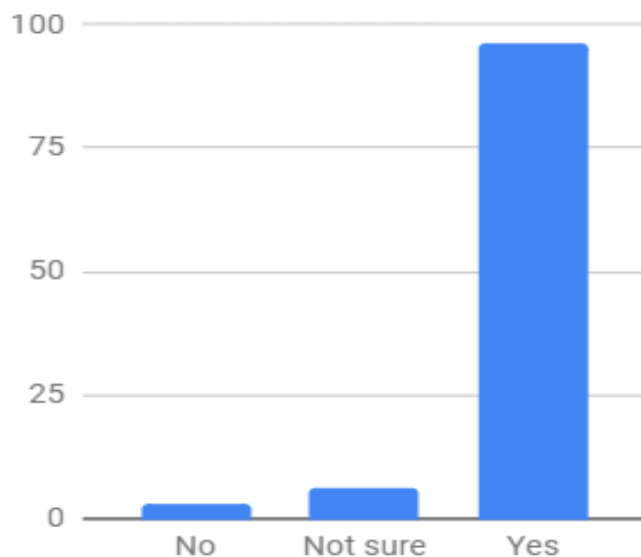


whereas, fourteen (13%) would like more workshops, and only three people thought there were too many.

Those who completed the program feel themselves to be more confident (N=65/78%), capable (N=69/83%), skilled (N=56/68%), determined (N=64/79%), and proud (N=62/7%) (Chart 3).

Most (N=98/90%) thought the DCF workshops were helpful in preparing them for future employment. Six participants weren't sure. When asked if their internship helped to better prepare them for future employment, the vast majority (100/92%) answered in the affirmative; whereas, only 6 (5%) weren't sure

Chart 4 Did the DCF workshops better prepare you for future employment?



(Chart 4). Fifty-eight percent (N=35) said they wouldn't change anything about the program. In response to an open-ended question, 34 participants would extend the length of the program, whereas only two would change the program's content or structure.

Participant Attitudes and Mental Well-being

Most of the 96 persons who responded to the post-survey strongly agreed with the attitudinal statements reflecting their positive self-perception (Appendix A, Table 3). It is worth noting that not all the respondents answered each question. Likewise, a significant majority disagreed or strongly disagreed when the statement was framed negatively. For example, nearly everyone, or 78 people believe that they manage their time efficiently (N=84/93%), while only twelve (N=87/14%) agreed with the statement that they "tend to waste time", and only eleven (N=87/13%) agreed with the statement "I don't manage my time well." On the other hand, fifty-four (N=87/62%), disagreed with this negatively worded statement about their use of time.

Nearly everyone agreed with the statements "When working on a project I do my best to get the details right" (N=86/96%); "I try to get the best results when I do things" (N=86/86%); "When I apply myself to something I am confident I will succeed" (N=86/86%); and "I communicate well with people" (N=86/81%). Most enjoy staying busy and being actively involved (N=85/79%); and they learn best by being actively involved (81/92%). Seventy-three (N=85) like working with others, and sixty-eight percent (N= 84) feel comfortable around other people. All but four believe they are capable of being a good leader, while 79 (N=86/92%) think themselves competent, and 76 (N=85/89%) feel creative.

When asked about their thinking process, 65 (N=87/74%) “change their thinking or opinions easily if there is a better idea,” and fifty-eight (N=86/69%) say they are flexible in their thinking. However, it is worth noting that fourteen (N=87/16%) are not open to new ideas. Sixty percent (N=87) remain “calm in stressful situations”, and sixty-nine percent (N=87) “stay calm and overcome anxiety in new or changing situations.”

So many of us face life with multiple crises and uncertainties. In the past few years, we can add to the usual list of challenges: the great recession, the pandemic, rising inflation, presidential elections, and climate change. It would not be surprising if a growing number of people scored lower on the Warwick-Edinburgh Mental Well-being Scale. This would be especially true if we add returned citizen status to the list of challenges. And, yet a majority (N=46/52%) of the participants who completed the Designing Creative Futures program feel optimistic about the future often or all the time. Whereas, only about one-third of those who completed the survey (N=88) rarely or never feel optimistic (Appendix A, Table 3).

Fifty-two percent (N=89) feel that they deal with problems well most of the time, and seventy-three percent (N=89) feel close to people, feel loved (N=89/66%), and are interested in new things (N=89/71%). However, it isn't surprising to find that approximately one-fifth of the participants consistently register their feelings on the low-end (none of the time or rarely) of the scale considering all the challenges they face. Even so, it is encouraging to find that a significant majority score high on the scale with a few exceptions (Appendix A, Table 3). The exceptions are: “I've been feeling relaxed;” “I've been feeling interested in other people;” and “I've had

energy to spare.” The fact that the participants are in a life/work transition may help to explain why they have difficulty relaxing or finding the spare energy and time to meet other people.

A Final Word

A significant majority believe that being an artist requires hard work, self-discipline, determination, and persistence. Equally important, most who completed the program demonstrated these character traits. Personal growth and learning were primary reasons for applying to the program, whereas networking was important to a relatively few participants.

Four-Fifths (80%) of those who completed the program found that it satisfied their initial expectations. When asked what they liked the most in the program, career development and professional development, and community and personal growth were top of their lists. Nearly half of the participants would not change anything about the program; whereas ten would alter the length, and two would change the content structure.

Sixty percent felt that the program orientation was very helpful, and another 32% found it somewhat helpful. The vast majority (N=95/93%) met with their career and educational counselor and found the meetings helpful. Only two people felt unsupported by their counselor.

Nearly everyone (86%) felt very supported by their Site Supervisor; and 91% felt very supported by the CLA staff. Nearly the same was true when asked about their DCF Intern Group. Likewise, the DCF workshops were either very helpful (73%) or somewhat helpful (23%) in providing new

information. Most encouraging, a significant majority of those who completed the program, feel themselves more confident, capable, skilled, determined, and proud. (Appendix A: Table 2)

Considering their positive experience in the program, it may not be surprising to learn that all but two of the participants would like to remain connected to DCF through an alumni network. Most (81%) are very likely to participate in alumni meetings if held virtually, and two-thirds (77%) are very likely to participate if the meeting were held in-person; and another 15% are somewhat likely. All are either likely (98%) or somewhat likely (1%) to recommend the program to other qualifying individuals.

Overall, most of the participants who completed the program expressed positive attitudes and registered high on the Warwick-Edinburgh Mental Well-being Scale. For example, a vast majority feel they make good use of their time; do their best to get the details right when working on a project; are confident they will succeed when doing something; like working with others; and all but four feel they can be a good leader.

It was encouraging to find that most of the participants are optimistic about the future and can deal with problems most of the time as measured by the Well-being Scale. Likewise, many feel close to people, loved, and are interested in new things. However, not surprising and worth noting, about a third of the participants consistently register on the low end of the Well-being Scale. This may be expected considering the life-challenges most of the participants have faced in their lives. It is encouraging that these individuals successfully completed the program and are pursuing their dreams no matter their past experience.

Appendix A

Table 1: Which workshop topics were most helpful and interesting?

Workshop Topic	Yes, Very Much (Count)	Yes, Very Much (%)	Yes, Somewhat (Count)	Yes, Somewhat (%)	No, Not at All (Count)	No, Not at All (%)	Total Responses
Songwriting (Los Angeles)	35	58	20	33	5	8	60
Dream Job Exercise	40	59	25	37	3	4	68
Goal Setting Exercise	45	57	30	38	4	5	79
Communication Styles	50	63	25	31	5	6	80
Workplace Etiquette	43	54	29	36	8	10	80
Scholarship/Job Search	38	48	30	38	10	13	78
Resume & Cover Letter Writing	42	48	34	39	12	14	88
Wellness & Self-Care	39	51	31	41	6	8	76
Financial Literacy	47	57	28	34	7	9	82
Mediation & Conflict Resolution	44	56	27	34	8	10	79
Worksite Presentation	41	53	33	42	4	5	78
The Business of	35	51	28	41	6	9	69

Table 2: Having completed the program, do you feel more...?

Feeling	Count
Confident	80
Capable	78
Skilled	73
Determined	74
Proud	73
Other	23

Table 3: The Warwick-Edinburgh Mental Well-being Scale

Questions 1-19

1= Strongly agree 2= agree 3= No Opinion 4= Disagree 5 = Strongly disagree

	<u>Average Rating</u>
1. I plan and use my time efficiently	2.78
2. When working on a project, I do my best to get the details right	2.83
3. I change my thinking or opinions easily if there is a better idea	2.91
4. I'm not very calm in stressful situations	2.73
5. I like to be busy and actively involved in things	3
6. I tend to waste time	2.99
7. I try to get the best results when I do things	3.31
8. I am not very open to new ideas	2.98
10. I stay calm and overcome anxiety in new or changing situations	2.97
11. When I apply myself to something I am confident I will succeed	2.74
12. I don't manage my time very well	3.37

13. I communicate well with people	2.98
14. I'm not very flexible in my thinking	3.02
15. I don't feel very competent	3.11
16. I don't feel I'm very creative	3.08
17. I feel comfortable around people	2.88
18. I like working with others	3.06
19. I prefer to learn by being actively involved in things	3.06

Questions 20-33

1 =None of the Time 2 = Rarely 3 = Some of the time 4 = Often 5= All of the time

	<u>Average Rating</u>
20. I am capable of being a good leader	3.08
21. I've been feeling optimistic about the future	2.92
21. I've been feeling useful	3.16
22. I've been feeling relaxed	2.83
23. I've been feeling interested in other people	3.13
24. I've had energy to spare	3.07
25. I've been dealing with problems well	3.22
26. I've been thinking clearly	2.61
27. I've been feeling good about myself	3.12
28. I've been feeling close to other people	2.9
29. I've been feeling confident	3.18
30. I've been able to make up my own mind about things	3.11
31. I've been feeling loved	3.1
32. I've been interested in new things	2.76
33. I've been feeling cheerful	2.72

Appendix B



Designing Creative Futures - Pre-Program Survey

Date: _____ **County Location:** _____

Please take a few minutes to complete this questionnaire so that we may learn more about the value of this program. It is not a test - there are no right or wrong answers. Your responses are confidential and anonymous and will be used only for research purposes.

Thank you for your participation.

Please circle your answer:

1. Have you studied or practiced art in the past?

- | | |
|-------------------|------------------------------------|
| 1. Yes, studied | 3. Yes, both studied and practiced |
| 2. Yes, practiced | 4. No, I haven't |

2. If yes, which art form have you studied or practiced? (Circle all that apply)

- | | | |
|---------------------|-------------------|----------------|
| 1. Music | 3. Theater | 5. Other _____ |
| 2. Painting/drawing | 4. Writing/Poetry | |

3. Did you participate in Arts-in-Corrections?

1. Yes 2. No

4. Do you think being an artist requires (Circle all that apply)

- | | | |
|--------------------|--------------------|----------------|
| 1. Hard work | 4. Persistence | 7. Training |
| 2. Self-discipline | 5. Self-confidence | 8. Other _____ |
| 3. Determination | 6. Talent | |

5. Why are you interested in participating in this program?

6. What do you hope to gain from participating in this program?

The following statements are designed to measure how you see yourself. Remember, this isn't a test, so there are no right or no right or wrong answers.

Please circle the number that most represents your feelings:

		Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
7	I plan and use my time efficiently	1	2	3	4	5
8	When working on a project, I do my best to get the details right	1	2	3	4	5
9	I change my thinking or opinions easily if there is a better idea	1	2	3	4	5
10	I'm not very calm in stressful situations	1	2	3	4	5
11	I like to be busy and actively involved in things	1	2	3	4	5
12	I tend to waste time	1	2	3	4	5
13	I try to get the best results when I do things	1	2	3	4	5
14	I am not very open to new ideas	1	2	3	4	5
15	I stay calm and overcome anxiety in new or changing situations	1	2	3	4	5
16	When I apply myself to something I am confident I will succeed	1	2	3	4	5
17	I don't manage my time very well	1	2	3	4	5
18	I communicate well with people	1	2	3	4	5
19	I'm not very flexible in my thinking	1	2	3	4	5
20	I don't feel very competent	1	2	3	4	5

		Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
21	I don't feel I'm very creative	1	2	3	4	5
22	I feel comfortable around people	1	2	3	4	5
23	I like working with others	1	2	3	4	5
24	I prefer to learn by being actively involved in things	1	2	3	4	5
25	I am capable of being a good leader	1	2	3	4	5

The following are statements about other feelings and thoughts we may experience. Please circle the response that best describes your experience in the past few weeks. Again, remember that there are no right or wrong answers.

		None of the time	Rarely	Some of the time	Often	All of the time
26	I've been feeling optimistic about the future	1	2	3	4	5
27	I've been feeling useful	1	2	3	4	5
28	I've been feeling relaxed	1	2	3	4	5
29	I've been feeling interested in other people	1	2	3	4	5
30	I've had energy to spare	1	2	3	4	5
31	I've been dealing with problems well	1	2	3	4	5
32	I've been thinking clearly	1	2	3	4	5
33	I've been feeling good about myself	1	2	3	4	5
34	I've been feeling close to other people	1	2	3	4	5
35	I've been feeling confident	1	2	3	4	5
36	I've been able to make up my own mind about things	1	2	3	4	5
37	I've been feeling loved	1	2	3	4	5
38	I've been interested in new things	1	2	3	4	5
39	I've been feeling cheerful	1	2	3	4	5



Designing Creative Futures - Post-Program Survey

Date: _____ County Location: _____

Please take a few minutes to complete this questionnaire so that we may learn more about the value of this program. It is not a test - there are no right or wrong answers. Your responses are confidential and anonymous and will be used only for research purposes.

Thank you for your participation.

1. What were you hoping to learn in this program?

2. Did your experience of the program match your initial expectations?

1. Yes

2. No

If no, please explain:

3. If you had previous experience in the Arts in Corrections, did it help you in your internship role? (Please circle)

1. Yes, very much

2. Yes, somewhat

3. No, not at all

4. I had no previous Arts in Corrections experience

4. What did you like the most about your experience in the DCF program?

5. What would you change about the program, if given the opportunity?

6. What do you hope will result from your experience in the program?

7. Looking back, was the program orientation helpful in preparing you for your internship? (Please circle)

1. Yes, very much

2. Yes, somewhat

3. No, not at all

If you answered 2 or 3, please explain:

8. What were the important things you learned from participating in this program?

9. Did you feel supported throughout the program? (Check all that apply)

	1. Yes, very much	2. Yes, somewhat	3. No, not at all
By the CLA Staff			
By my Site Supervisor			
By my DCF Intern Group			
By the Career & Education Counselor			

10. Did you meet with the Career and Education Counselor?

Yes No

11. If yes, how many meetings did you have?

One Two Three

12. Were your meetings with the Career and Education Counselor helpful?

Yes No

Please explain:

13. Did the DCF workshops provide you with new information?

1. Yes, very much 2. Yes, somewhat 3. No, not at all

14. Which workshop topics were most helpful and interesting?

(If you did not attend a particular session please leave blank)

	Yes, very much	Yes, somewhat	No, not at all
Wellness and Self Care			
Dream Job Exercise			
Workplace Etiquette			
Short and Long Term Goal Setting Exercise			
Communication Styles			
Art & Communication			
Conflict Resolution with CLA Mediation Dept.			
Job Readiness with Career/Educational Counselor			
Financial Literacy			
The Business of Art			
Worksite Presentations			

15. Was the number of workshops adequate for the information being presented?

1. Yes

2. No, it wasn't enough

3. No, it was too many

Please explain:

16. Which skills did you learn or improve through your participation in the DCF program?

17. Do you feel the DCF workshops helped to better prepare you for future employment?

1. Yes

2. Not sure

3. No

Please explain:

18. Do you feel the internship at your worksite helped to better prepare you for future employment?

1. Yes

2. Not sure

3. No

Please explain:

19. Having completed the program, do you feel more? (Circle all that apply)

- | | | |
|---------------|------------|------------|
| 1. Confident | 2. Capable | 3. Skilled |
| 4. Determined | 5. Proud | 6. Other |

Please explain:

20. Would you be interested in remaining connected to *Designing Creative Futures* through an alumni network?

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

21. How likely would you be to participate in alumni meetings if they were held virtually?

- | | | |
|-----------|--------------------|---------------|
| 1. Likely | 2. Somewhat likely | 3. Not likely |
|-----------|--------------------|---------------|

22. If we were to hold in-person meetings for local alumni, how likely would you attend?

- | | | |
|-----------|--------------------|---------------|
| 1. Likely | 2. Somewhat likely | 3. Not likely |
|-----------|--------------------|---------------|

23. How likely would you be to recommend *Designing Creative Futures* to other qualifying people in your network?

- | | | |
|-----------|--------------------|---------------|
| 1. Likely | 2. Somewhat likely | 3. Not likely |
|-----------|--------------------|---------------|

If not likely, please let us know what could be changed to earn your recommendation.

24. Do you have any suggestions about how to improve the *Designing Creative Futures* program?

Is there anything else you would like to share:

The following statements are designed to measure how you see yourself having now completed this program. Remember, this isn't a test, so there are no right or no right or wrong answers. Please circle the number that most represents your feelings:

		Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
7	I plan and use my time efficiently	1	2	3	4	5
8	When working on a project, I do my best to get the details right	1	2	3	4	5
9	I change my thinking or opinions easily if there is a better idea	1	2	3	4	5
10	I'm not very calm in stressful situations	1	2	3	4	5
11	I like to be busy and actively involved in things	1	2	3	4	5
12	I tend to waste time	1	2	3	4	5
13	I try to get the best results when I do things	1	2	3	4	5
14	I am not very open to new ideas	1	2	3	4	5
15	I stay calm and overcome anxiety in new or changing situations	1	2	3	4	5

16	When I apply myself to something I am confident I will succeed	1	2	3	4	5
17	I don't manage my time very well	1	2	3	4	5
18	I communicate well with people	1	2	3	4	5
19	I'm not very flexible in my thinking	1	2	3	4	5
20	I don't feel very competent	1	2	3	4	5
21	I don't feel I'm very creative	1	2	3	4	5
22	I feel comfortable around people	1	2	3	4	5
23	I like working with others	1	2	3	4	5
24	I prefer to learn by being actively involved in things	1	2	3	4	5
25	I am capable of being a good leader	1	2	3	4	5

The following are statements about other feelings and thoughts we may experience. Please circle the response that best describes your experience in the past few weeks. Again, remember that there are no right or wrong answers.

		None of the time	Rarely	Some of the time	Often	All of the time
26	I've been feeling optimistic about the future	1	2	3	4	5
27	I've been feeling useful	1	2	3	4	5
28	I've been feeling relaxed	1	2	3	4	5
29	I've been feeling interested in other people	1	2	3	4	5
30	I've had energy to spare	1	2	3	4	5
31	I've been dealing with problems well	1	2	3	4	5
32	I've been thinking clearly	1	2	3	4	5
33	I've been feeling good about myself	1	2	3	4	5
34	I've been feeling close to other people	1	2	3	4	5

35	I've been feeling confident	1	2	3	4	5
36	I've been able to make up my own mind about things	1	2	3	4	5
37	I've been feeling loved	1	2	3	4	5
38	I've been interested in new things	1	2	3	4	5
39	I've been feeling cheerful	1	2	3	4	5