



The Building Healthy Men Project: A Needs Assessment

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For
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Executive Summary

This research was commissioned to provide an analysis of the Building Healthy Men Project at The Men's Shed Coniston, run by Healthy Cities Illawarra. The purpose of the project was to help direct future funding initiatives, and provide recommendations for potential changes and improvements to the program.

Through a survey and interviews, this research draws attention to the needs of men with Culturally and Linguistically Diverse (CALD) backgrounds who attend the shed. It highlights that the men have reported positive outcomes in attending the program that illustrate continued improvements to their overall medical and social well-being, such as decreased feelings of isolation, increased self-esteem and recovery from physical ailments and mental health issues.

The shed has a number of distinctive features, including a lack of obligation to attend, lack of fees, high level of independence, lack of project completion expectations and the lack of a revenue building mindset. These are found to be favourable characteristics for the men in the target group. Areas that could be improved upon include increased operating hours, increased inclusivity of those with physical and mental disabilities, increased community engagement and collaborations, improved workshop and kitchen facilities, and better organisational layouts.

The report finds 68% of men are satisfied and 27% of men are strongly satisfied with their overall experience with the current running of the program. While there are areas that have been identified for improvement, most of the men reported that they are content with the current format and would not like to see major changes to its implementation.



Recommendations include:

- That the program maintain its current operational format as it currently suits the needs and limitations of the men who attend
- That Healthy Cities Illawarra targets funding to increase operating hours and other potential improvements such as better facilities

Note: An annotated survey questionnaire and interview schedule are appended to this document for reference.

Introduction

The Coniston Men's Shed is a suburb of southern Wollongong, hidden from major roads and not far from a residential cemetery. Consisting of a small wood-working workshop and very basic kitchen and bathroom facilities, this Men's Shed is the basis for the Building Healthy Men Project, an initiative to provide "retired and/or unemployed men of a culturally and linguistic diverse background (CALD) with opportunities to develop new skills, reduce their social isolation and increase their self-esteem and purpose in a relatively disadvantaged region" (Building Healthy Men, 2010). First established in 2005, the program was constructed around a model of inclusion and community using the familiar environment of a Men's Shed (Fildes et al., 2010:235) and has been running since.

A number of studies have been conducted concerning the role of local Men's Sheds in providing improved social and medical well-being outcomes for older men. The majority of these studies have highlighted the significance of community development, social interaction and solidarity in addressing issues of isolation, suicide prevention, disease prevention and early intervention and depression among older men who are no longer employed in the workforce (see Ballinger et al., 2009; Cordier & Wilson, 2013; 2014; Golding et al., 2007; Fildes et al., 2010; Morgan et al., 2007; Ormsby et al., 2010; Wilson et al., 2013). Many of these have cited improvements and demonstrate the importance of having local Men's Sheds available for men in the community.

The Men's Shed at Coniston has undergone a previous program review (See Fildes et al., 2010) that sought to critically evaluate the effectiveness of the program. Findings reported positive results, where the men cited overall improvements to their physical and mental health due to their attendance at the program, alongside increased self-esteem, reduction of suicidal tendencies, feelings of loneliness and depression (Fildes et al., 2010). Most of the men who attend the Healthy Men's Project at Men's Shed Coniston are retired, retrenched, unemployed or on a disability pension, with ages ranging from 40 to 75. Many come from CALD backgrounds: some of the men speak English as a second language, while others have little to no fluency. Most of these men have trade and hard labour experience with their work histories, though some have also worked in social services. Some of the men have been diagnosed with mental health issues, others have a history of physical ailments such as prostate cancer, and some have physical and/or mental disabilities. Most of the men reside in the surrounding suburbs of Wollongong and are located in a relatively poor socio-economic and disadvantaged region (Fildes et al., 2010). Anywhere from four to 10 men attend each day, where their hours are spent crafting raw materials and socialising with other men.

With funding set to expire and uncertainty as to where new funding could be sourced, a question has arisen regarding the potential to keep the shed going. This research initiative developed as a result of Healthy Cities Illawara's funding for the program drawing to a close, with uncertainty as to where new funding ventures could be explored. Instead of developing new programs to suit funding possibilities, Healthy Cities Illawara decided it would be more beneficial to conduct a needs assessment of the

program to establish are out of the program, what the men like, what they dislike, and what changes (if any) were needed. Healthy Cities Illawara needed then to seek the services of a social researcher to develop and execute a research plan to find out what the men want from the program, and what would be lost should changes be implemented. This would enable Healthy Cities Illawara to target funding initiatives that would allow for it to continue to meet the needs of the men who attend.

This report will first introduce the research approach to this project, a mixed methodology of qualitative and quantitative research that utilised a small survey and in-depth single and group interviews. The results of this study are organised thematically, categorised under three main headings.

i **Part A, Participant Experience**

- provides a summary of the men's experience and satisfaction with the program, illustrating that overall, the men are content with how the program is structured.

Part B, Outcomes

- provides a detailed discussion of the research results in relation to the men's engagement with the program, outlining themes of independence, socialisation, recovery and increased confidence as key aspects for their participation.

Part C, Improvements to the Program

- provides a detailed discussion of the needs of the men, including a discussion of what the men would not like to see changed. These potential improvements include increased operating hours, increased community engagement, improvements to current facilities and increased inclusivity of men with physical and mental disabilities.

What this report will demonstrate is that despite a number of proposed improvements by the men, the program in its current format is successful, where drastic changes may be more detrimental as opposed to beneficial for the men who currently utilise its services.

Methodology

To answer the research question, “what do the men want from the Building Healthy Men Project?” a mixed methodology of qualitative and quantitative approaches was used, comprising of a qualitative survey with some quantitative data, and qualitative interviews and focus groups.

i Survey Topics Covered

- Levels of satisfaction with overall facilities and program operation
- Personal experience with the program, including rating increases or decreases in levels of confidence, mental health issues and happiness
- Text responses to questions regarding potential changes and improvements to the program

i Interview Topics Covered

- Why men attend the program
- What the men enjoy and do not like about the program
- What changes or alterations that would improve the men’s experience
- What changes or alterations that should not be made
- How men feel after attending the program

About the Survey

A small survey was designed to be filled out by the men prior to the interviews that contained both quantitative and qualitative data. The purpose of the survey was three-fold. First, to identify the overall level of effectiveness of the program in relation to health and social well-being that would provide 'hard data' that can be used for future grant and funding applications. The second, to identify areas of improvement and possible interview questions to be elaborated on during the interviews. The third, to rate the overall satisfaction of the program which also served as a starting point for the interview questions. The survey was designed with input from stakeholders in the Building Healthy Men Project, and underwent a number of revisions to ensure that the language was suitable for the men.

The survey forms were distributed during the week of the 27th of October, 2014 to November 7th, 2014. The survey was made available online (through esurveipro.com) and in hard copy. Hard copies were made available during their allocated program day, with facilitators helping with the translation of questions for those who struggled with reading English.

The survey had a total of 22 questions, and is attached at Appendix A.

The data from the surveys were then entered into the online version to allow for anonymous electronic storage and immediate data analysis. A total of 22 surveys were completed and analysed. All men responded to the likert scale questions in **Part A** and **Part C**, but not all the men chose to answer the text response questions in **Part B**.

Percentages in the reporting were rounded up or down to a full number, so may not add to 100%.

About the Interviews

Qualitative interviews were conducted with 20 men attending the Men's Shed in Coniston during the week of December 2nd to December 5th at. Interviews were entirely voluntary, but very few men opted out of participation. The interview guide (See **Appendix B: Interview Schedule**) asked general and specific questions about their experiences at the Men's Shed, what they enjoyed, what they would like to see different, and what they would not want changed. Developed from the results from the survey, the questions allowed for organic conversation to develop, rather than a strict formal interview protocol. Some questions were developed after the first set of interviews as new themes and ideas emerged. For example, the request for more trips and outings, the issue of safety for the equipment, the comparison to other Men's Sheds in New South Wales (NSW), and the issue of fees and fundraising were not originally part of the loose interview guide; but rather, key ideas that emerged from the first set of interviews. These were then incorporated into the next three days.

Prior to conducting interviews, the researcher prepared homemade pumpkin pies, a cultural dish from her home country (Canada) to share with the men as a thank you for their participation. This was designed to help establish a friendly foundation as well as demonstrate a sign of respect and reciprocity: many of the men come from cultural backgrounds that are tied to food, and so bringing a dish was an effective way of invoking a sense of guesthood (See Harvey 2003; 2005) and a respect for culture and ethnicity. The men were responsive to this, and quickly warmed up to speak freely, many providing in-depth responses and answers to the questions.

Interviews on day one and day three were conducted individually, as these men were proficient with their English speaking. On days two and four, the interviews were conducted with small groups of 2-3 men; this allowed for those who had a stronger grasp on the English language to help translate for those who struggled, or who did not speak English. Interviews were conducted in the small, makeshift kitchen facility that sits just outside of the workshop. While the original plan was to have the researcher wander around and speak with the men as they worked on their projects, this had to be discarded due to the loud noise of the machines and the issue of safety. The kitchen proved to be an ideal space where the men's voices could be more readily heard. Often other men who wandered in to use the facilities would join in the conversations, this was rather ideal in that it allowed for more discussion of ideas and things they would like to see with the shed, and what they enjoyed. Some men who attended the shed on multiple days sought the researcher out later in the week with new thoughts and ideas to be included in the research.

Interviews were not audio recorded; rather, the researcher took notes during the conversations and then completed write ups once the interviews were done. Once all write ups were completed, the notes were examined to code and categorise recurring themes. These themes were then compared to that of the survey data.

Results

The results of this report are organised thematically, with survey and interview data intertwined throughout. **Part A, Participant Experience** discusses the participants overall experience with the program. **Part B, Outcomes** discusses the survey and interview data regarding the outcomes, highlighting why men attend the shed and what works for them. **Part C, Improvement to the Program** discusses the improvements that the men have identified as well as a list of things that should not be changed.



Summary of Results:

- Overall, the men are satisfied with the current running of the program, though have highlighted some specific areas for improvement
- The men have reported decreases in feelings of loneliness and isolation alongside an increase in self-esteem, confidence and friendship building
- The men have highlighted themes of independence and choice, socialisation, support and learning, improved health and recovery, and motivation as positive outcomes in attending the program
- Comparisons to other sheds have revealed unique attributes at the Coniston Shed not found at others
- Improvements such as increased operating hours and better facilities were suggested by the men
- Things the men would like to see continued include lack of attendance obligations, high level of independence and freedom, lack of project completion expectations and lack of revenue building expectations

Part A: Participant Experience

Overall, the men are genuinely satisfied with the program, though responses to the survey questions in relation to their levels of satisfaction highlighted areas that required further elaboration with the interviews (See **Figure 1**). When asked how the project currently meets their needs (See **Appendix A, C1**), only 23% gave a rating of excellent while 36% stated above average. 36% of men felt that program was only average in its current offering of programs and services, and 5% rated the program as below average. The current running of the program received generally high response rates, with 14% strongly satisfied and 59% satisfied with its format (See **Appendix A, C5**) while 23% of men are strongly satisfied, and 68% of men are satisfied with the skills they have learned from the program (See **Appendix A, C4**). The facilitation style, high level of independence, opportunity to learn, lack of attendance obligations and lack of project completion expectations are ideal for these men.

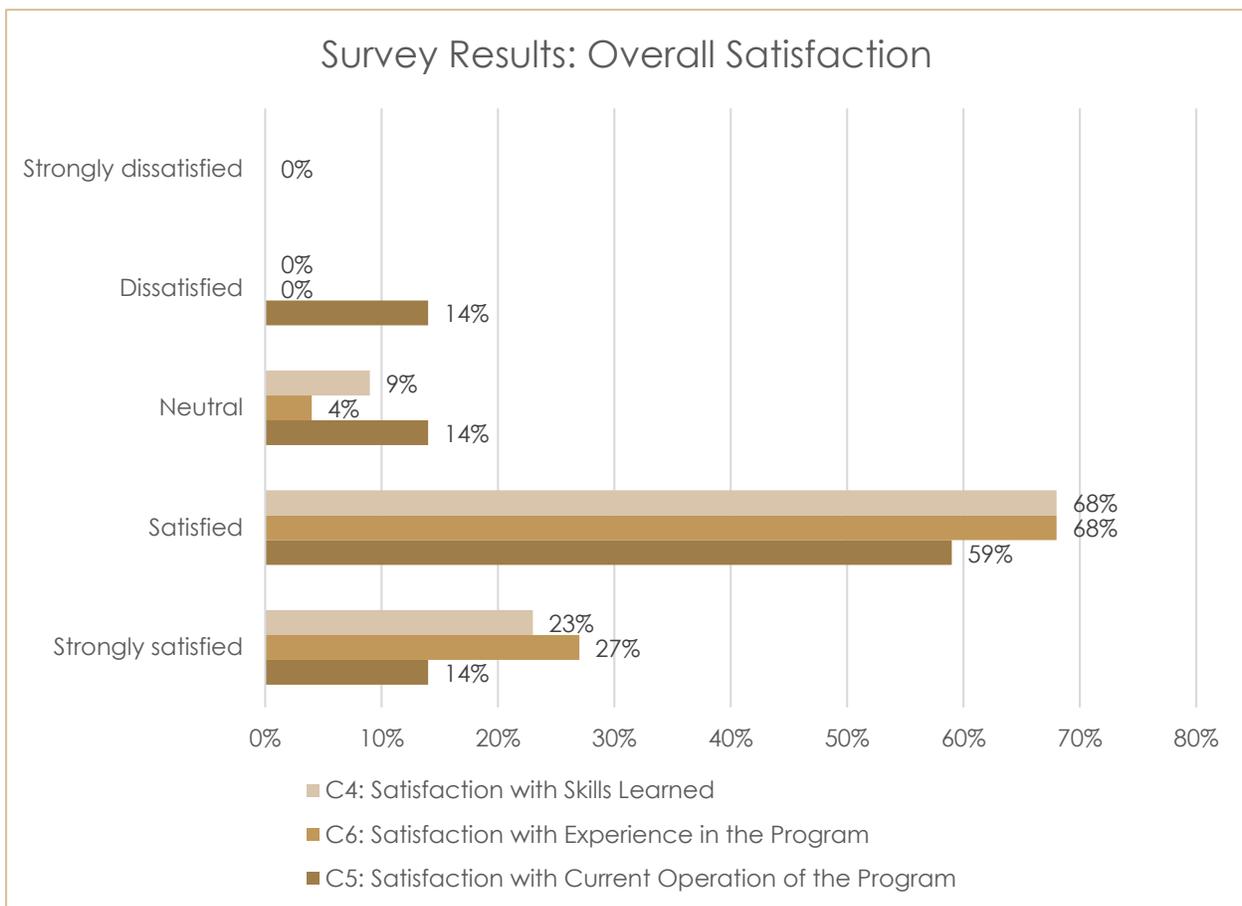


Figure 1:- Survey Results: Overall Satisfaction

The ratings for current facilities were much lower (See **Appendix A, C2**), where only 5% rated these as excellent. 32% of men stated that the facilities were above average, while 41% said average, 9% below average and 14% as poor (See **Figure 2**). During interviews, the men indicated that they would like to see improvements to the facilities (to be discussed in **Part C**), with some changes cited as more pressing than others. However, the men would also continue to be content with the facilities as is if changes could not be made. For them, alterations would be a bonus, but not a necessity. 73% of men found the shed at Coniston easy to get to, while 27% did not. Comments from both the survey and the interviews concerning this included the lack of viable transport options for those who cannot drive or use public transport, and the lack of street signage for newcomers.



Figure 2- Survey Results: Rating of Facilities

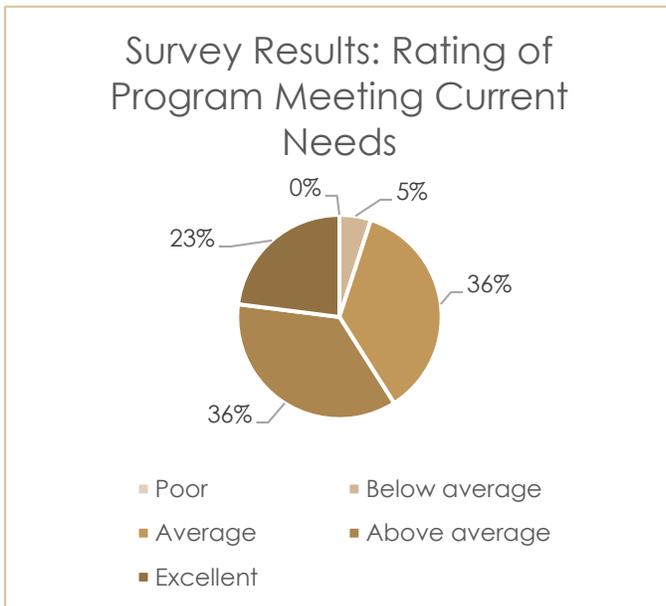


Figure 3- Survey Results: Rating of Program Meeting Current Needs

Despite some of the lower ratings (See **Figure 3**), many of the men were adamant during the interviews that they were genuinely content with what the program currently offers and would not like to see any major changes to how it is run. While a number of potential improvements have been acknowledged that are catered to material goods and facility alterations (see **Part C**), these are not necessarily pressing for the men. If no changes are to be made, they would continue to attend the program in its current format. 27% of men are strongly satisfied and 68% of men are satisfied with their overall experience in the program (see **Appendix A, C6**).

Comparison to Other Sheds

While not discussed in the surveys, a few of the men during their interviews compared their experiences with other sheds to the shed at Coniston. In particular, the Council Men's Shed (Wollongong) and the Corrimal Men's Shed were often cited as comparisons. These men were not asked to discuss other sheds. Rather, they were used as examples to compare and contrast what they liked about the Coniston Men's Shed.

Some of the participants in particular highlighted that the revenue orientated mindset of some of the larger Men's Sheds was off putting. They felt that these sheds were less relaxed in their environment, with the pressure to ensure spots are filled to make the most out of the program financially. As some of these sheds produce works to be sold for revenue building at community fairs and other similar events, the men felt that there was pressure to work on these projects as opposed to having the option to complete their own. The added expectation of having to create something that had monetary value is not ideal, and contributes to their perception that the atmospheres and environments of other sheds are not as relaxed as they would like. The lack of these aspects at Coniston is preferable for many of these men, and indicates a uniqueness with Coniston's format that is not readily found at other sheds in the area.

Some men who reside much closer to other sheds such as Corrimal actively chose to attend the Coniston Shed due to the lack of financial obligations, pressure to attend and pressure to complete projects for social enterprise. Some cited that the facilities were nicer at other sheds, but the workshops were much more cramped. Thus, Coniston's current open environment which allows for men to work both in the covered workshop, outside in the open and under limited shelter was considered more ideal in accordance with their needs. These men would like to see some elements taken from these other sheds, such as improved facilities and better organisational layouts in the workshop (See **Part C**), but would not like to see the Men's Shed Coniston follow a similar format in relation to how the program is run.

“The way it is run at the moment and not like other sheds - for profit.”

Part B: Outcomes

The Coniston Men's Shed as part of the Healthy Men's Project is on the whole, an effective program. The men who attend this cite good levels of improvement with their overall physical and mental health, and social well-being. There were a number of recurring themes in both the surveys and the interviews that highlighted what works with the current format. These include choice, routine and freedom, socialisation, support and learning, health and recovery, and confidence, motivation and achievement.

Choice, Routine & Freedom

The Coniston Men's Shed offers choice. This is perhaps one of the most highly valued attributes of the program. The obligation to attend is absent, and the lack of expectation to put in a particular number of hours per day or week is appealing to these men. While men are placed in particular groups based on cultural heritage and language spoken, a few have transcended their placement to attend from two-four days a week. For those who do, they enjoy mixing with the different groups of men and helping them with their projects. For those who stick with their allocated day, they find comfort in working with men who speak the same language and have similar cultural backgrounds.

Choice is what also dictates how they make use of the shed. The lack of expectation to work on particular projects or meet a particular quota is highly regarded by these men. As the Men's Shed does not currently operate as a social enterprise, the men are offered an abundance of choice in how they make use of the program. Some men attend just for the social interaction, or as one man put it, to make coffee for the rest of the men, a task he enjoys immensely. This is highly favourable for men who may be unable to work with heavy machinery or difficult tasks for extended periods of time. Some cited age and disability as hindering their full participation, but were happy to be included even on a minute level. Others make full use of their time in completing personal and community projects, as well as mentoring the less experienced.

Having spent most of their lives with structured work days and priorities, this particular Men's Shed allows for a combination of structure for those seeking routine, and independence for those who wish to break it. Some men stated that the shed gives them a routine that their lives otherwise lack. It is similar to the work they did before retirement/redundancy/retrenchment, and so they find comfort and satisfaction in attending Men's Shed for longer than their 1-day a week

*“Set up
where all
work in
harmony
without
any
pressure to
work to a
deadline.”*

*“Friendship
and
freedom
of different
little
projects of
each
man.”*

allocated hours. Some of the men attend up to three or four days each week, thereby filling their days with personal projects and helping other men who require assistance. For others, the Men's Shed provides a welcomed break from routine. Those who care for grandchildren or sick partners and family find the Men's Shed a place of relaxation and an escape from the everyday demands of their lives. These men choose to only attend once or twice a week, and are not necessarily interested in longer hours.

Unique then, is this shed's ability to be both a space for, and an escape from, routine. It allows for men to develop their own routines to suit their current limitations and needs. Simultaneously, it allows for others a break in routine, and becomes a supportive escape. In both cases, it allows for freedom, where these men can choose to maintain a more structured routine, or choose to use this space as an escape. In all cases, the option of having choice is the most important to these men.

Socialisation, Support & Learning

Perhaps one of the biggest reasons the men attend the shed is to socialise with other men who have had similar experiences in relation to their work, family, and personal problems. While many of these men could construct their own personal shed for their projects, attending a Men's Shed allows for a sense of community and a feeling of solidarity, where they can work with each other on community projects, and help each other out with personal ones. Social interaction was a concurrent theme across all the men who attend as a major reason for attending, including those who had access to similar equipment to complete projects at home. Some men cited that while there may be barriers in relation to culture and language, solidarity was still found as the men had similar experiences, such as sick family members or their own illnesses, retrenchment and disability, and the everyday demands of their lives.

When asked about their level of loneliness after attending a session (See **Appendix A, A4**) 50% agreed that they felt less lonely, and 50% strongly agreed with this statement (See **Figure 4**). Many of the men felt that the program enabled them to make and maintain friendships (See **Appendix A, A8**), with 45% agreeing and 50% strongly agreeing with this statement. Some men who struggle with socialising came to the shed to improve these skills, and have found that they are less inclined to feel anxious about engaging in social interaction. Most of the men during the interviews maintained that when the Men's Shed closes down for the holidays or if they have had to miss a week or two, they genuinely miss the men they interact with.

"I like coming and making new friends and learning new skills"

The opportunity to learn new skills and the encouragement to do so is highly regarded by the men who participate. In response to the survey (See **Appendix A, A2**) 59% of men strongly agreed and 36% of men agreed with the statement that the Men’s Shed encourages them to try new things. This was further elaborated on with their optional responses to the end of survey comments (See **Appendix A, C7**) where a few of the men highlighted that the opportunity to learn was an important aspect for their attendance. When asked about improvements with their teamwork, leadership, communication and problem-solving skills (See **Appendix A, A10**), 77% agreed that there have been some improvements, while 7% strongly agreed. Many of the men indicated during their interviews that coming to Men’s Shed allows for them to exchange ideas with each other and find this aspect highly rewarding. For many, this was another opportunity to learn that lacked structure or obligation, and instead, develops through organic curiosity and everyday discussion. A number of the men enjoyed the chance to mix with other men of different ethnic backgrounds, which added to their learning experiences and as some claimed, broadened their overall perspective on the world.

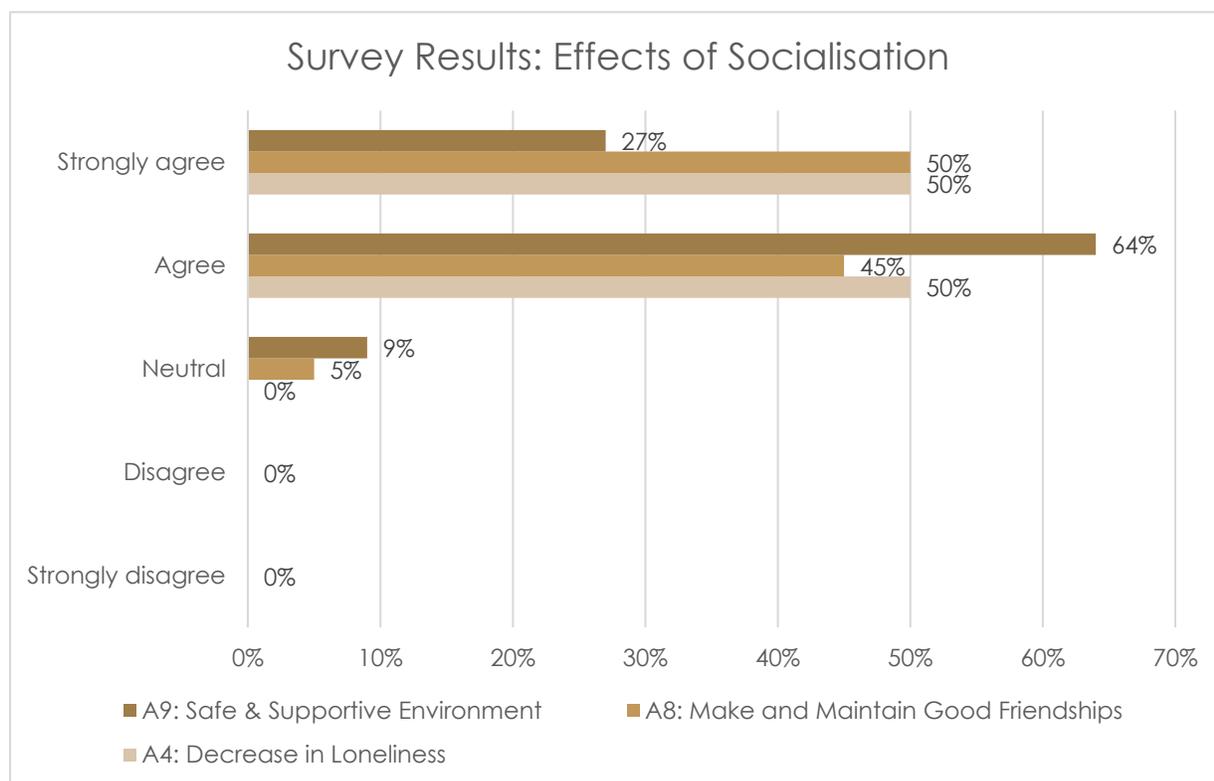


Figure 4- Survey Results: Effects of Socialisation

Support provided through social interactions was a top priority for these men, many whom cited in both their survey responses and their interview discussions that they felt the Men's Shed is a very compassionate and safe environment. When asked about whether the Men's Shed is a space in which their voices and needs can be heard by their fellow peers (See **Appendix A, A9**), 64% agreed and 27% strongly agreed with this statement. Most of the men through interview discussions claimed that the Men's Shed is currently a space where they can help each other out. A strong sense of community ties these men together, and many of them were able to help others through difficult times, such as the passing or illness of loved ones. The relational aspect that these men have to each other through having similar experiences works for them and is perhaps, part of the success rate with its overall effectiveness in improving social and medical well-being.

But support is not only provided through emotional bonding. A few of the men cited that mistakes on their work and knowing that someone with more experience would be able to help them without criticism or judgment was favourable. In this space, mistakes aid the learning process, and encouragement from fellow peers means that these men who do make mistakes with their projects are not subjected to feelings of shame or guilt. Furthermore, many of the men felt that the space has no hierarchy, everyone is on an equal level to each other, including the facilitators. While some men undoubtedly have more experience than others in working with machinery, their presence takes on a form of mentorship and help as opposed to competitive achievement. This is perhaps crucial to the success of this particular shed, as aggressive competition and hierarchies among men are common to constructions of viable masculinity (See Connell, 2000; 2001, 2005; Nixon, 1996). Here, the men are not expected to engage with such frameworks and instead work within a unified space of solidarity, regardless of experience or role.

*"If you
make a
mistake
with your
work,
someone
will help
you fix it"*

During interviews, some of the men narrated personal stories of recovery, and indicated that the Men's Shed in its current form has helped them. For one man, the shed was a space where he could build strength and find happiness after enduring treatment for prostate cancer. Feeling frustrated and isolated with having to leave his job due to his illness, the Men's Shed offers an imitation of the work he used to do. Other men recounted similar stories, or found that the Men's Shed offered a space where they could continue to exercise both physical and mental health. For some men, the respect and fear of death has led them to attend, where they recounted stories of friends and loved ones who passed away soon after retirement as they did not engage in any community or other forms of personal work. For them, working at Men's Shed keeps them active, healthy and less inclined to, as they described, wither away.

When asked as to whether the men feel happy and supported when they leave the shed (See **Appendix A, A1**), 64% agreed and 36% strongly agreed with this statement (See **Figure 5**). Some men cited that when they left the shed, they had more energy to utilise at home. Many of the men find the space energising as opposed to draining, where the level of energy they put into their work, they get in return. Most of the men exclaimed feelings of happiness on attending the shed during the interviews and on the whole, felt a greater sense of well-being.

For some men, the program has improved relationships with loved ones at home. Some of the men indicated that relationships with their wives and family have seen dramatic improvements since they began attending the shed. As one recalled, the arguments he had with his wife have decreased, and he has begun to develop a stronger relationship with his father. For others, their mental health has shown dramatic improvements, including those who are currently treated for mental illnesses. One participant cited decreases in feelings of aggression and violence that accompanied his mental health and stated that he felt more balanced and in control. For him, the Men's Shed has provided a positive and productive outlet. Most of the men make a conscious effort to attend the shed despite the lack of attendance obligations as they find it improves their health outcomes.

*"I feel
happy, so
happy!"*

*"Look
forward to
coming to
Men's Shed.
Gets me
out of the
house.
Learn more
skills."*

*"I am
happy, and
a better
person."*

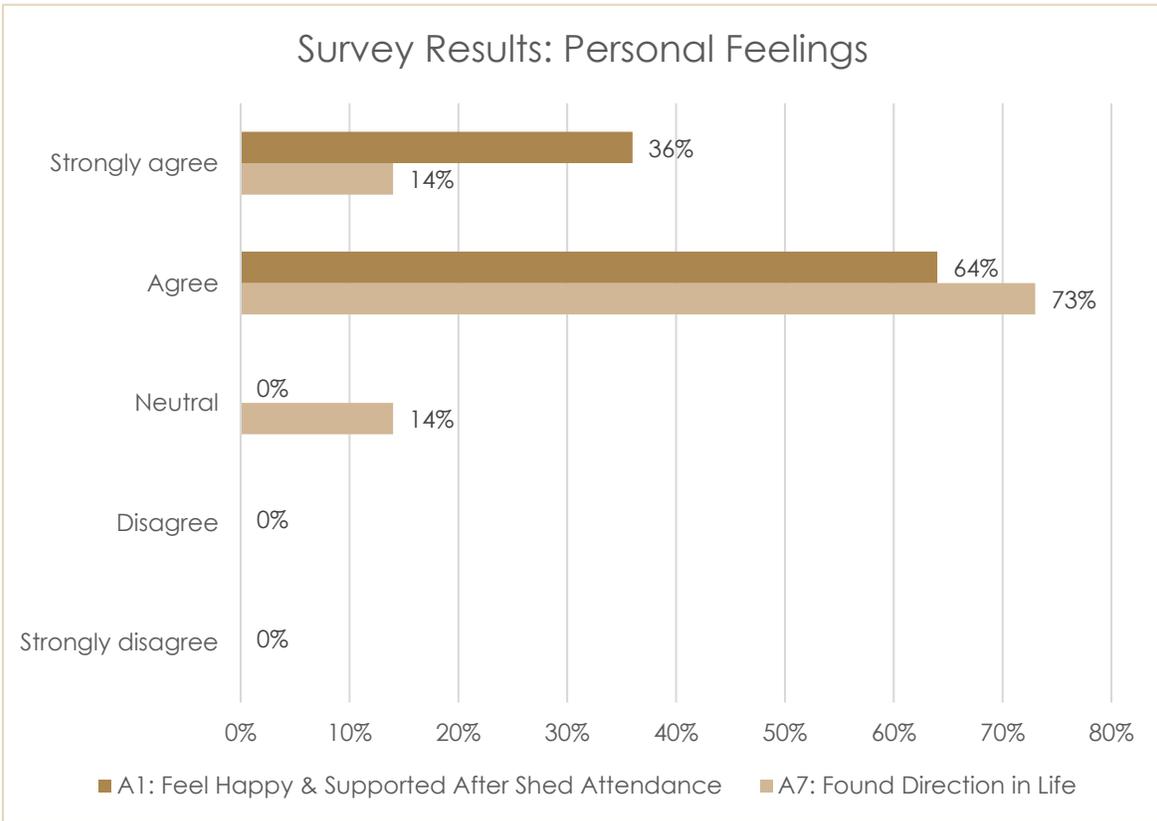


Figure 5- Survey Results: Personal Feelings

“Sense of achievement at the end of days’ work & experience, and gaining extra energy levels both mentally and physically at work or at home.”

Confidence, Motivation & Achievement

Most of the men indicated higher levels of confidence when attending the shed, many of which exclaiming that there were dramatic improvements to their feelings of self-worth and esteem. When ask about whether their self-esteem has improved due to attending the Men's Shed (See **Appendix A, A5**), 45% agreed and 55% strongly agreed with this statement. Furthermore, 73% agreed and 27% strongly agreed with the statement that the Men's Shed has helped them build confidence in their skills (See **Appendix A, A6**).

For many of the men, motivation and achievement were high on their list of positive outcomes from attending the program. Many of the men enjoy not only the task of working with their hands, but the material outcome of their work. The ability to say "I did that" and appreciate the time and effort it goes into constructing projects has added to the improvements of their self-esteem and confidence. Many of the men find fulfilment, and feel a 'double' sense of fulfilment when they complete projects for the community. When asked if the Men's Shed has helped them find direction in life (See **Appendix A, A7**), 73% agreed and 14% strongly agreed with this statement.

Many of the men cited increased feelings of self-worth when attending the shed and that while they were retired, retrenched or on disability pensions, their lives still had purpose and meaning. The program also allows for those who might be feeling a sense of guilt throughout their retirement the ability to overcome this. Some of the participants felt guilty about no longer providing income for the household, the breadwinning now the responsibility of their wives. While many of these men could no longer work, or were now retired, they felt uneasy about their lack of contribution to the household income. The shed then provides a space where they feel that they are working and contributing even though they do not earn a wage. When involved in community projects, the sense of guilt is lessened even more so, because they are giving back to the community.

"I like to take a step back and say, 'I did that.'"

"I feel important."

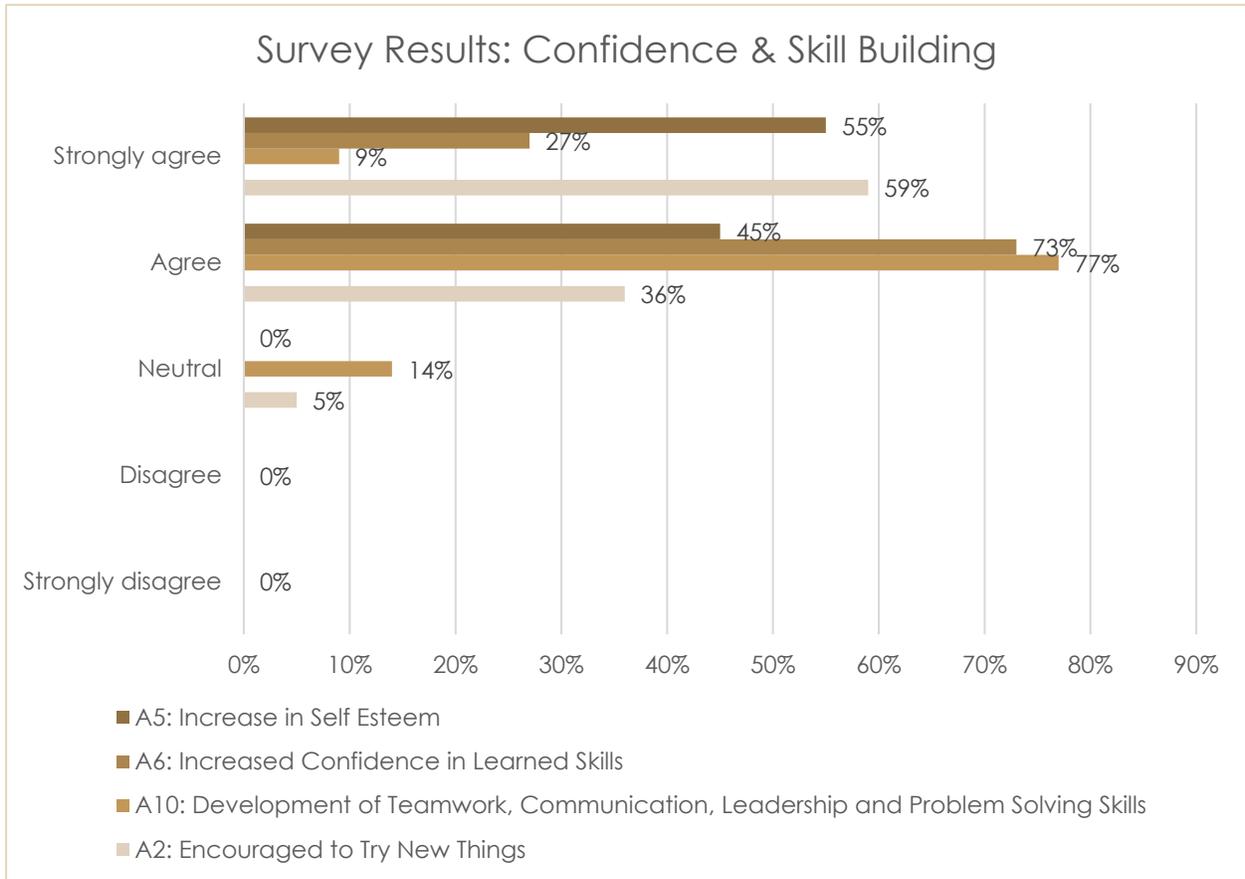


Figure 6- Survey Results: Confidence & Skill Building

“Coming here keeps me motivated, I could never be self-employed but completing personal projects at the Shed means I get them done because I have facilitators that supervise me. They don’t tell me what to do, but just having them there means I get my work done. It’s a mental thing.”

Part C: Improvements to the Program

The purpose of this section is two-fold. The first, to highlight areas that should not be changed as they may be detrimental to the current success of the program. The second, to highlight areas of improvement to the Men's Shed program that have been identified by the men. Most of the suggestions for improvements or no changes have come from the qualitative interviews that have been built from the brief survey response.

i Summary of What Currently Works:

- Lack of attendance and project completion obligations
- Current facilitation style and group dynamics
- High level of independence and limited supervision

i Summary of Improvements:

- More and longer operating hours
- Proper tool use education
- Addition of potential fees* and fundraising
- Increased inclusivity and awareness
- More community projects & learning opportunities
- More professional health visits
- More field trips, outings & events
- Visits from Healthy Cities Illawarra management
- Improved shed and kitchen facilities including running water, organisational layout and safety measures

*

Note: Not all of the men who attend the shed would be willing to pay fees.

What Currently Works

While there are a number of suggested areas for improvement with the program, the men highlighted a few key elements that they would not like to see changed with the current running of the program:

No Attendance Obligations

The men are happy that there are no obligations to attend the shed, and do not want to see this change in the future. They like that they can attend on additional days if they wish, and leave early or arrive late. Other commitments that might pop up, such as familial obligations or doctors' appointments are easily accommodated and do not jeopardise their place in the program.

Current Group Dynamics

The men are content with the organisation of the groups by culture and language, finding their placements with men of similar backgrounds helpful. Those who choose to attend multiple days find the multicultural aspect rewarding. The men would not like to see their option to attend multiple days, or their placement with similar cultural backgrounds change.

Limited Structure

The men feel that shed in its current format supports their unique needs and limitations. As each man has a varying level of energy, ability and time, the limited structure allows for them to use the shed in a way that suits them best. They determine how they use the space, as opposed to allowing others to direct this. While some continuously work, others spend the time socialising. In each case, the shed fulfils the unique needs of each man.

Limited Project Completion Expectations

The men enjoy the high level of independence at the shed where there is no pressure to complete projects to deadlines, or to complete a particular project. The men can choose whether they would like to work on community or personal projects, or not work on a project, and would like to see this continued.

Current Facilitation Style

The men find the current facilitation style helpful, where their facilitators are mentors, helpers and friends as opposed to traditional supervisors. The men feel at ease with their facilitator and do not feel pressured to attend the shed or complete projects. Additionally, if mistakes are made, facilitators help to correct, as opposed to reprimanding the men.

Lack of Revenue Building as an Essential Component

While a social enterprise can be helpful for building revenue to continue running the program, many of the men are not interested in producing items of monetary value or taking part in a program with

revenue building as an aspect. Some of the men felt that revenue building sheds are less relaxed and more prone to be concerned with monetary value than making the most of the program. They are concerned that making this particular's Men's Shed into a social enterprise might compromise its relaxed and stress-free environment. These concerns included more obligations to attend and fill spots, fear of making mistakes on projects due to material costs, lack of independence to complete personal projects or attend based on current needs and limitations, and the obligation to work on projects that will have monetary value. These concerns would need to be addressed effectively should the shed choose to utilise a social enterprise format.

"No rigid hours or attendance rules."

"The way we work as a team."

"Shed open to all ages and remain open in the future."

"Attending the shed with no costs per visit."

"Sharing skills, stories and knowledge."

"It's a playgroup for old blokes. And that's why it works."

Suggested Improvements: Program Operation

There were consistent themes regarding the requested improvements by the men:

More (Optional) Hours

Most of the men cited more operating hours were needed for the Men's Shed on the surveys (See **Appendix A, B1**) and in the interviews, and many stated that if only one change could be made, this would be their preference. Full days were requested by many, with a suggestion that a 9am to 3:30pm would be an ideal timeframe four days a week. Not all of the men would make use of these full hours, a few were happy with the short mornings, and others were happy to attend on multiple days in the morning only. However, the main theme was that these hours would be utilised as an option, where some men might spend the full day and others may not (See **Appendix A, B5**).

The men who requested longer hours had a multitude of reasons. For some, they claimed that three hours in the morning (4 hours on Fridays), either once a week or on multiple days was not enough time to complete projects, thereby greatly extending the period of completion. Longer hours would allow those who wish to utilise the space to complete projects much more efficiently, and would perhaps allow for them to take part in more community projects that might have soft deadlines. Some men stated that they did not have family or other commitments to attend outside of the Men's Shed, and so would greatly benefit from increased hours to fill their days and reduce feelings of isolation. Other men claimed that longer hours that included afternoon sessions would attract more men to the shed who may not be interested in the morning sessions.

Reduced hours over school holidays as opposed to complete closures were also requested by most of the men. While some stated that other family commitments meant that they would not make use of the space during the holidays, many of the men stated that they would. Many of the men indicated frustration at the long closures over the Christmas holidays, stating that ending mid-December and not starting up again until February was too long of a break. Most of them asked for reduced hours over the Christmas period (with perhaps a 2 week full break) and to start back fulltime much sooner, such as in the middle of January. For school holidays, they would be content with a one week full closure, and

"I would like to spend more time at the shed all year round."

"Men's health would improve if shed is operated more days/ increased hours."

"Hours more meaningful for retired men who live alone and are in need of more interaction with other people."

then reduced hours for the subsequent weeks. While some men have family and other commitments to fill this time, many of the men did not and would benefit from continued access to the shed.

Some of them men suggested that perhaps a more independent running of the shed could work. One mentioned that at another shed he had visited (though did not indicate which one), all program participants were given a key to use the shed at any time. He suggested that this model could be utilised, but would require the use of a buddy system and training on machinery to avoid accidents.

Proper Tool Use Education Initiatives

Some of the more experienced men at the shed cited frustration with the poor maintenance and handling of the tools used. As a few claimed, they were constantly having to fix or clean tools when going to use them due to improper storage and misuse by other participants in the program, or spending time trying to locate tools that were not stored in their designated spot. This would then reduce their already limited time to complete projects. These men would like to see some more tool educational workshops that highlight the importance of maintenance and consistent storage when engaging with tool sharing. There was a suggestion of designating someone that could not use the large machinery or work on large-scale projects to take care of and handle tool storage.

Potential for Fees & Fundraising

The potential for the shed becoming a fee-paying enterprise received mix reactions from the men. About half would be willing to pay a small membership fee or weekly fee, while others were adamant that the introduction of fees would result in them leaving. For those who would pay fees, they stressed the importance of being able to see that money used back into the shed, such as improving facilities or increasing hours. For those who would not pay fees, they stated that they just did not have the budget, and prefer Coniston's no fee obligation (See **Appendix A, B5**). A few of the men also indicated an interest in fundraising initiatives to help raise money for the shed, such as sausage sizzles in public parks.

Inclusivity & Awareness

Some of the men felt that the shed was not as inclusive of those with mental and physical disabilities as it could be. Often these men are left with very little to do and are unable to make productive use of their time as they are not capable to use the large machinery. There were suggestions that small-scale community projects that did not require the use of machinery would be ideal for these men, where they can put together projects, or varnish or paint large scale ones. Alternatively, designating them productive roles, such as tool organisation and storage was another suggestion and would help address the tool education issues that the men would like to see resolved.

Some of the men were frustrated not with the shed, but their friends' lack of interest in coming to the shed. A few of them indicated that they felt the shed would be beneficial to improve the lives of their friends, but there was a lack of awareness on what this particular shed provides. One man stated that

while he has tried to convince friends to attend, they view the shed as an obligation where they will have to complete projects, and will be heavily supervised by the facilitators. He has tried to demonstrate that the shed is not an obligation, and the role of the facilitators are to help, not direct, but has not yet been able to convince them. Other men recounted similar frustrations, with some suggesting that their friends do not wish to attend in the mornings but would attend in the afternoons. They suggested that perhaps greater awareness of the format of the program is needed to attract more men who would benefit from the lack of structure and attendance obligations. In particular, a way to highlight how Coniston is different from other sheds may be helpful in appealing to men who are not looking to be supervised and directed.

Community Projects & Learning Opportunities

One of the strengths of the Men's Shed indicated by the men is the high level of independence when completing projects. Some men prefer to just complete personal projects, while others enjoy the opportunity to complete community projects. When asked if the Men's Shed encourages them to be involved with community projects, 68% agreed and 23% strongly agreed with this statement (See **Appendix A, A3**). Most of the men who do enjoy completing community projects would like to see more projects come to them, and would like to see greater collaborations with local schools and other organisations. Many of the men in particular wanted to see greater involvement with the community in completing projects for them.

However, some of the more experienced men cited some frustrations with community projects, in particular the manner in which they are often given these projects to complete. Some of them stated that they have little time to complete their own personal projects as they often have to focus on the community ones. They would like to see more of the less experienced men take on community projects, with the more experienced men providing help or mentorship.

Many of the men would be interested in new learning opportunities (See **Appendix A, B2**), though some of the older men were content with the knowledge they have. For those seeking more learning opportunities, they would like to see more volunteer visits from various tradesmen and other professions to show them how to do things, such as leatherwork and upholstery. However, they stressed that these visits should be voluntary, they would not want to see funding go into providing these.

“Maintenance for local school (furniture).”

“New projects for the community.”

“More community projects.”

Professional Health Initiatives

Many of the men enjoyed visits from health professionals and found it less stressful than attending their GP for basics such as blood pressure and cholesterol checks. They would like to see more health professional visits to teach them about general health issues that may/will impact them and men's specific health issues (such as prostate and testicular cancer). In particular, a few of the men would like to see the availability of stress counsellors that can be utilised during shed hours as well as other mental health professionals.

Field Trips, Events & Transport

The men were divided on field trips and outings. While some were quite adamant that more field trips and events were needed, others attended the shed for the workshop only, and would not benefit from these. However, those who requested more field trips did not provide any specific places they would like to visit and were open to suggestions. A few of the men would like to see more barbecues and other similar events to increase socialisation.

Many of the men would like to see transport offered for those who have difficulty in attending. While some are able to drive themselves or have arranged rides, others find it difficult, even with public transport. A few of the men cited complications in using public transport due to health issues and the long walking requirements, and would prefer a pick up/drop off service. Others found it difficult to get to the shed on time with their current arrangement and would benefit from direct transport.

Visits from Healthy Cities Illawarra

Some of the men felt frustrated that their concerns and/or suggestions for improvements to the program have not been previously addressed. Some of the men suggested that perhaps meetings with Healthy Cities Illawarra (See **Appendix A, B2; C7**) to facilitate on-going discussions about the program, and have their concerns adequately addressed would be preferable. The men in particular would like to have a larger say in how the physical space is organised, maintained and handled.

Suggested Improvements: Facilities & Materials

The men, on the whole, are pretty happy with the facilities, though would enjoy more luxury items (such as a pizza oven) and a proper bathroom. The men would like to see some improvements to the facilities but stressed that many of these were not a high priority for them. They would like to see funding go into coordinating more hours for the shed above anything else, followed by running water in the kitchen or a new space.

The Workshop: Safety, Organisation & Repairs

Some of the men cited some concerns with safety regarding the shed, and would like to see some improvements, such as not having cords running across the floor, proper cleaning to reduce the risk of fire and better waterproofing to prevent leaks and flooding. Most of the safety concerns could be addressed with improvements to the organisational layout of the space at the Men's Shed, particularly within the workshop. While they do not mind the current layout, they do find it rather frustrating and not a particularly easy space to work with. Some of the men requested a planning session regarding how to better organise the workshop that would allow for a safer and more productive space. These particular men had their own ideas about the best ways to organise the shed, but would like to include all of the other men to ensure that everyone's voices are heard.

Some of the issues highlighted by the men that they would like addressed with a new organisational layout included:

“Access to more materials and equipment from deceased estates and garage cleanups.”

“Less useless equipment in the shed.”



- Proper storage for wood and timber as opposed to under the workbenches
- Labelling of tools and perhaps a list of tools available as many are locked away and out of sight
- More thorough cleaning, such as the sawdust under benches
- Better organisation (i.e. cables not running across the floor) for use of large tools and machinery
- New equipment and machinery, such as a dust collection machine
- Fixing the roof to prevent leaks

Kitchen Facilities & Social Spaces

The most cited request for improvement apart from more hours was running water in the kitchen. Most of the men would like to see running water available in the kitchen, and a few of the men would like to be able to use the cooking facilities. For some men, the use of the cooking facilities would enable them to practice. Some of the men come from traditionally gendered backgrounds, where their wives and daughters complete the task of food preparation and have limited experience in cooking themselves. As one man stated, he was worried that should his partner pass away, he would not be able to take care of himself, a circumstance that occurred to a friend of his. He would like the option to cook at the shed as a way to teach himself food preparation without judgment from his experienced partner.

Some of the men requested additional improvements, in particular a proper sitting area. Citing experiences at other Men's Sheds, these men indicated that a proper sitting area combined with more hours/full days would actually increase social interaction and social well-being. The men would stop for lunch and sit together, thereby socialising more than they would when working on projects.

Front Gate

Some of the men found it frustrating that the main gate to the shed is locked. They would like to see this opened as a more direct way to get to the shed. Others have suggested that signage is needed for the Men's Shed to help newcomers locate the space.

A New Space

Many of the men would be interested in a new, more permanent space that they could make their own additions and alterations to. However, they would prefer to see funding go towards more hours as opposed to a new space, and feel that a new space with the same hours would not be as beneficial. They would like for the new space to have plenty of room. Ideally, a new space would correlate with increased operating hours.

"Kitchen needs lots of improvements."

"Power points in the kitchen, urgently tap water needed."

"Running water and electricity in the kitchen."

Miscellaneous

Below are a few suggestions that some, but not all men would be interested in..

- *Community Garden*

Some men were mixed about the potential for a community garden. While some would happily work in the garden, and it could be a way to be inclusive of those who cannot use the machinery, others had no interest in working with the garden. It would have to be optional and not an obligation.

- *IT Technology*

Some men expressed interest in learning computer skills so they could utilise programs such as skype, email and Facebook to connect with family and friends. However, not all of the men were interested in this, and some were already adept at using the computer.

- *English Classes*

Some of the men would be interested in taking some English classes, but many of them were happy with their current level of proficiency, or lack thereof.

Conclusion

To help determine pathways for new funding ventures to support the Building Healthy Men Project, a needs assessment was conducted with the men who currently attend the Men's Shed at Coniston.

22 mixed methods surveys and 20 qualitative interviews were conducted with the men who utilise the Men's Shed to gain a better understanding of their current needs, as well as highlight potential improvements to the present running of the program.

As the results have indicated, the current format and structure of the Building Healthy Men Project at Men's Shed Coniston works for these men.

Instead of changing the program format and structure, the men would benefit from an expansion which would include increased operating hours and better facilities.

Furthermore, the men have highlighted positive outcomes regarding their social and medical well-being, and are overall content with what the program currently offers.

"Keep working in the same format and have place open for more workers to enjoy the facilities at Men's Shed."

"Stay the same as it always was. I like socialising as well as learning new things and use of different equipment."

"The experience tells us that this shed is a place to be operating for many years to come."

"I am happy with the Men's Shed. I am keeping myself busy. I am learning lots of things."

"Thank you Healthy Cities (Building Healthy) Men Project. As a community volunteer I was never enthusiastic about the Men's Shed. I came to lead some of my country people but, now I like it very much. It takes me out of my bubble, and energise me to battle with the voluntary work."

Appendix A: Annotated Questionnaire

Part A: Effectiveness of the Program

A1. After a session at the Healthy Men's Project do you feel happy and supported?

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	0%	0
Agree	64%	14
Strongly agree	36%	8
Number of respondents:		22
Number of respondents who skipped this question:		0

A2. The Healthy Men's Project encourages you to try new things.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	5%	1
Agree	36%	8
Strongly agree	59%	13
Number of respondents:		22
Number of respondents who skipped this question:		0

A3. The Healthy Men's Project encourages you to become more involved in community projects outside of the Men's Shed.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	9%	2
Agree	68%	15
Strongly agree	23%	5
Number of respondents:		22
Number of respondents who skipped this question:		0

A4. I feel less lonely after attending the Healthy Men's project.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	0%	0
Agree	50%	11
Strongly agree	50%	11
Number of respondents:		22
Number of respondents who skipped this question:		0

A5. My self-esteem has improved as a result of participating in the Healthy Men's Project.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	0%	0
Agree	45%	10
Strongly agree	55%	12
Number of respondents:		22
Number of respondents who skipped this question:		0

A6. The Healthy Men's Project has helped you build confidence in your abilities, and learn new and helpful skills.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	0%	0
Agree	73%	16
Strongly agree	27%	6
Number of respondents:		22
Number of respondents who skipped this question:		0

A7. The Healthy Men's Project has helped find direction in your life.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	14%	3
Agree	73%	16
Strongly agree	14%	3
Number of respondents:		22
Number of respondents who skipped this option:		0

A8. The Healthy Men's Project has helped you develop and maintain friendships.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	5%	1
Agree	45%	10
Strongly agree	50%	11
Number of respondents:		22
Number of respondents who skipped this option:		0

A9. The Healthy Men's Project is a space where you can discuss your needs and have your voice heard amongst friends.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	9%	2
Agree	64%	14
Strongly agree	27%	6
Number of respondents:		22
Number of respondents who skipped this question:		0

A10. The Healthy Men’s Project has helped you develop your problem solving, communication, leadership and teamwork skills.

Likert scale	% of respondents	# of respondents
Strongly disagree	0%	0
Disagree	0%	0
Neutral	14%	3
Agree	77%	17
Strongly agree	9%	2
<i>Number of respondents:</i>		22
<i>Number of respondents who skipped this question:</i>		0

Appendix A: Annotated Questionnaire

Part B: Improvements to the Program

B1. If you could improve on something in the Healthy Men's Project, what would it be?

Text answer

1. Water available in the lunch room	
2. Opening during holidays. Longer opening times - 4 hours	
3. Longer hours/hrs in the day for more weeks/year, especially over the christmas break when stress levels increase	
4. New projects for the community	
5. Men's health would improve she being operated more days/ increased hours	
6. Longer days and more hours	
7. Hours more meaningful for retired men who live alone and are in need of more interaction with other people	
8. Open more days and longer hours	
9. Water in the kitchen	
10. Install dust suction equipment in the shed	
11. Running water and electricity in the kitchen	
12. More days open or more hours	
13. Things to improve mental health	
14. Kitchen needs lots of improvements (electrical)	
15. Power points in the kitchen, urgently tap water needed	
Number of respondents:	15
Number of respondents who skipped this question:	7

B2. If you could introduce something new to the Healthy Men's Project, what would it be?

Text answer

1. English classes	
2. Spray painting	
3. Plant visits, leatherwork and upholstery	
4. Maintenance for local school (furniture)	
5. Saw dust extractors	
6. Access to more materials and equipment from deceased estates and garage cleanups.	
7. Gardening projects	
8. New activities	
9. School holiday time - Men's Shed to be open at least 60% of the time	
10. Learning more about electricity	
11. Hci staff to have meeting twice a year with all groups	
Number of respondents:	11
Number of respondents who skipped this question:	11

B3. If you could pick something that you would like to see more of in the Healthy Men's Project, what would it be?

Text answer

1. Specific projects	
2. Timber milling. More hand tools, taps and dies, gouges, gauges	
3. More donations of timber and hardware.	
4. More open time at the shed	
5. More mental health professional visits	
6. Upholstery and leather work	
7. More, newer equipment	
8. Yes - less useless equipment	
9. At least twice a year all different groups to get together with management	
10. More equipment	
11. More HCI support regarding bbqoups	
Number of respondents:	11
Number of respondents who skipped this question:	11

B4. If you could pick something that you would like to less of in the Healthy Men's Project, what would it be?

Text answer

1. Less useless equipment in the shed	
2. Budget constraints	
3. Less of old machinery	
4. Nothing	
5. ?	
6. Less useless equipment in the men's shed	
Number of respondents:	6
Number of respondents who skipped this question:	16

B5. What is something you would like to stay the same in the Healthy Men's Project?

Text answer

1. Shed open to all ages and remain open in the future	
2. Mainly bbq's	
3. No fees or costs	
4. The way we work as a team.	
5. The way it is run at the moment and not like other sheds - for profit.	
6. No rigid hours or attendance rules	
7. Set up where all work in harmony without any pressure to work to a deadline	
8. To have the shed open for all ages.	
9. Friendship and freedom of different little projects of each man	
10. Keep working in the same format and have place open for more workers to enjoy the facilities at Men's Shed	
11. Attending the shed with no costs per visit	
<i>Number of respondents:</i>	11
<i>Number of respondents who skipped this question:</i>	11

Appendix A: Annotated Questionnaire

Part C: Overall Rating of the Program

C1. How would you rate the Healthy Men's Project in meeting your needs with its current range of programs and services?

Likert scale	% of respondents	# of respondents
Poor	0%	0
Below average	5%	1
Average	36%	8
Above average	36%	8
Excellent	23%	5
<i>Number of respondents:</i>		22
<i>Number of respondents who skipped this question:</i>		0

C2. How would you rate the current facilities?

Likert scale	% of respondents	# of respondents
Poor	14%	3
Below average	9%	2
Average	41%	9
Above average	32%	7
Excellent	5%	1
<i>Number of respondents:</i>		22
<i>Number of respondents who skipped this question:</i>		0

C3. Do you find the Coniston Men's Shed easy to get to?

Likert scale	% of respondents	# of respondents
Yes	73%	16
No	27%	6
Number of respondents:		22
Number of respondents who skipped this question:		0
Comments (optional)		
1. Plenty of parking, close to bus and train stops.		
2. And well managed		
3. The shed itself -no, but the complex building - yes. Shed needs more signage.		
4. Street direction signage		
Number of respondents:		4
Number of respondents who skipped this option:		18

C4. How satisfied are you with the skills you have learned from the Healthy Men's Project?

Likert scale	% of respondents	# of respondents
Strongly satisfied	23%	5
Satisfied	68%	15
Neutral	9%	2
Dissatisfied	0%	0
Strongly dissatisfied	0%	0
Number of respondents:		22
Number of respondents who skipped this question:		0

C5. How satisfied are you with how the Healthy Men's Project is currently run?

Likert scale	% of respondents	# of respondents
Strongly satisfied	14%	3
Satisfied	59%	13
Neutral	14%	3
Dissatisfied	14%	3
Strongly dissatisfied	0%	0
Number of respondents:		22
Number of respondents who skipped this question:		0

C6. How satisfied are you with your overall experience in the Healthy Men's Project?

Likert scale	% of respondents	# of respondents
Strongly satisfied	27%	6
Satisfied	68%	15
Neutral	4%	1
Dissatisfied	0%	0
Strongly dissatisfied	0%	0
<i>Number of respondents:</i>		22
<i>Number of respondents who skipped this question:</i>		0

C7. Is there anything else you would like to tell us about your experience regarding the Healthy Men's Project?

Comments (optional)

1. Sharing skills, stories and knowledge	
2. I am happy , and a better person	
3. More operating days and more hours	
4. Look forward to coming to Men's Shed. Gets me out of the house. Learn more skills	
5. I like coming and meeting new friends and learning new skills	
6. Stay the same as it always was. I like socialising as well as learning new things and use of different equipment	
7. I would like to spend more time at the shed all year round	
8. I am happy with the Men's Shed. I am keeping myself busy. I am learning lots of things.	
9. Thank you healthy cities men project. As a community volunteer I was never enthusiastic about the Men's Shed. I came to lead some of my country people but, now I like it very much. It takes me out of my bubble, and energise me to battle with the voluntary work.	
10. Sense of achievement at the end of days work & experiencing, and gaining extra energy levels both mentally and physically at work or at home.	
11. More hours	
12. Visits from hci management	
13. The experience tells us that this shed is a place to be operating for many years to come.	
14. Men's Shed do good for the men	
<i>Number of respondents:</i>	14
<i>Number of respondents who skipped this option:</i>	8

Appendix B: Interview Schedule

The following list of questions indicates the type of questions and direction of questioning to be used in the focused in-depth interviews. These are in no particular order. Often interviews were conducted with the questions used as a guide to allow for a more organic flow of conversation. In some cases, these questions were at times not used as participants conversed more freely about their experiences with the Men's Shed program.

Interview Schedule:

1. **Why do you come to Men's Shed?**
2. **What made you start coming to Men's Shed?**
3. **What do you like about Men's Shed?**
4. **How do you feel after you attend Men's Shed?**
5. **Do you feel safe and supported at Men's Shed?**
6. **How has Men's Shed improved your life?**
7. **What have been some of your favourite moments over the past year in attending the program?**
8. **Do you feel healthier or fitter after attending Men's Shed?**
9. **What is something you don't like about Men's Shed?**
10. **If you could make any changes or improvements, what would they be?**
11. **What are some new skills/things you'd like to learn with the Healthy Men's Project?**
12. **How do you feel about the facilities?**

Additional Questions (Developed from first set of interviews):

1. **How do you feel about paying fees to attend Men's Shed?**
Have you attended other Men's Sheds? If Yes:
2. **a) What did you like, or not like about them?**
3. **Would you be interested in more trips and outings?**

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