

2010

Men of Strength Clubs

2009-2010 Evaluation Findings

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Introduction

Men Can Stop Rape (MCSR), a Washington, DC-based national organization, mobilizes men to use their strength for creating cultures free from violence, especially men's violence against women. Since its inception in 1997, MCSR has led the call to redefine masculinity and male strength as part of preventing men's violence against women. The vision of MCSR is to institutionalize primary prevention of men's violence against women through sustained initiatives that generate positive, measurable outcomes in populations throughout the world.

Men Can Stop Rape's youth development program, the Men of Strength Club, is a primary violence prevention program designed to mobilize young men to prevent sexual and dating violence. The Men of Strength Club, or MOST Club, provides young men with a structured and supportive space to build individualized definitions of masculinity that promote healthy relationships.

MOST Club aims to:

- Provide young men with a safe, supportive space to connect with male peers
- Promote an understanding of the ways in which traditional masculinity contributes to sexual assault and other forms of men's violence against women
- Expose young men to healthier, nonviolent models/visions of manhood
- Build young men's capacity to become peer leaders and allies with women
- Serve as a hub for social justice activism and nonviolence

History of the MOST Club

In 2000, Men Can Stop Rape launched the first MOST Club site at Ballou High School in Washington, DC. A Decade later, the MOST Club is now present in all 31 public middle schools and high schools in the District of Columbia and in over 90 sites in 11 states.

Over the years the commitment of veteran Club members has been exceptional. They have become spokespersons for healthy masculinity and prevention in their schools and the culture at large. Club members have regularly appeared on national talk radio shows for "It's Time to Talk Day." Through collaboration with Liz Claiborne Inc., veteran MOST members sat on the Teen Dating Violence Prevention Task Force for Love is Respect, the first ever National Teen Dating Violence Hotline. MOST Club members also took part in the Advisory Board for the National Teen Dating Violence Prevention Initiative, a project of the American Bar Association. In 2010, MOST Club members were asked to speak on a youth panel for the United Nations 54th session of the Commission on the Status of Women - "Beijing + 15."

In 2002 the MOST Club was named one of the most promising "50 Strategies to Prevent Violent Domestic Crime" by the National Crime Prevention Council. Vital Voices, founded by US Secretary of State Hillary Rodham Clinton, listed the MOST Club as one of two prevention programs, in the world, to engage men to end violence against women and human trafficking and described the Club as "one of the most innovative prevention programs in the United States" ("Ending Violence Against Women and Human Trafficking: A Guide to New Strategies," 2010)

Theoretical Framework

The MOST Club curriculum and strategies for intervention are rooted in the concepts of the dominant story of masculinity and the counterstory of masculinity. These concepts were originated from Hilde Nelson's *Damaged Identities: Narrative Repair* (2001) and were used to describe the moral agency of oppressed peoples. Men Can Stop Rape adapted these concepts by applying it to the moral agency of men and masculinity.

Dominant stories of masculinity are narratives representing the values and messages associated with a shared understanding of what it means to be a man as defined by traditional masculinity. Dominant stories can be communicated through movies, magazines, advertisements, commercials, TV shows, music, literature, and various other cultural productions. They can also be shared within institutions and communicated interpersonally. The stories are dominant because they are pervasive, powerful, and defining. Generalized examples of dominant stories as they relate to masculinity include the idea that only men should be president of the United States because women are too emotional; that men will always take advantage of women sexually; and that men make poor pre-school teachers and caretakers.

The dominant story as it relates to manhood is necessary in order to understand the need for *the counterstory*, a narrative that resists the constricting values and expectations of masculinity's dominant stories and therefore represents a moral shift. Because a dominant story cannot define and encapsulate the entirety of male experience, there are always opportunities to develop and communicate stories that exist in tension with traditional masculinity. Counterstories are needed when dominant stories constrain or diminish moral agency. The concept of counterstories is used to encourage individuals to share their conflicts with the expectations of manhood and to speak out about times they have chosen to challenge those expectations. Generalized examples of counterstories as they relate to masculinity include the opposite of those dominant stories listed above: men are just as emotional as women; the majority of men do not take advantage of women sexually; and many men have the capacity to be good pre-school teachers and caretakers.

Counterstories serve as the MOST Club's foundation for developing healthier, positive, nonviolent masculinities associated with moral behaviors and identities in the following ways:

- Increase young men's understanding of the dominant story of masculinity and its consequences for men and women
- Increase young men's awareness of counterstories of masculinity
- Empower young men to act
- Promote sustained action and commitment to preventing violence against women

Evaluation Findings

In the 2009-2010 program year, a total of 28 new MOST Clubs were started in six states. The report herein describes the evaluation findings from 58 participants in seven of these Clubs in five states.

- Argentine Middle School serves 6th through 8th grade students from Kansas City, KS.
- Beaufort High School serves 9th through 12th grade students from Beaufort, SC.
- Charles Dickens Elementary School serves kindergarten through 8th grade students from the city of Cleveland, which is part of Cuyahoga County.
- Clark Middle School, located in Springfield, Ohio, serves grades 6-8 in the Springfield City School District.
- Cristo Rey is located in Kansas City, MO, and serves high school students in grades 9 thru 12.
- Junior High School 217 serves 6th through 8th grade students in Queens, NY.
- Lady's Island Middle School serves 6th through 8th grade students from Beaufort, SC.

Overall, the majority of MOST Club participants were 13 years of age and in the 8th grade. 73% of the participants identified themselves as Black or African American. The demographic profiles for each of the Most Club sites are included in the table below.

Table 1. Demographics by Most Club site

<u>Most Club Site</u>	<u>Average Age</u>	<u>Average Grade level</u>	<u>Racial composition</u>
Argentine Middle School	12	7 th	20% Black or African American 20% Hispanic or Latino 40% White 20% Other
Beaufort High School	16	11 th	75% Black or African American 25% Other
Charles Dickens Elementary School	12	6 th	100% Black or African American
Clark Middle School	12	6 th	33.3% American Indian or Alaska Native 33.3% Black or African American 33.3% White
Cristo Rey High School	16	11 th	75% Black or African American 25% Other
Junior High School 217	13	8 th	71% Black or African American 17% Hispanic or Latino 12% Other
Lady's Island Middle School	13	7 th	100% Black or African American

The MOST Club evaluation is designed to assess the changes that occur in participants after their completion of the MOST Club program. Data collection includes a pre- and post survey examining the participant's knowledge, beliefs, intentions, and behaviors on topics generally related to masculinity and violence.

The first set of questions in the survey assesses knowledge and beliefs based on five conceptual topic areas that the MOST Club curriculum is designed to address. These include (1) the dominant story of masculinity, (2) the counterstory of masculinity, (3) social responsibility, (4) pro-harassment beliefs, and (5) peer support. The specific survey questions for each conceptual topic area are detailed in *Exhibit 1*. For each of the survey questions, Most Club participants were asked how much they agreed or disagreed with the statements presented. Club participants' responses can range from "strongly agree" to "somewhat agree" or "somewhat disagree" to "strongly disagree".

Exhibit 1. Knowledge and beliefs conceptual topics – survey items.

Dominant story of masculinity

If I walk away from a fight, my friends will think I'm a punk.
A man should be in charge in most situations, especially in a relationship.
I feel like I have to show I am a "real man" to earn respect from my peers.
Men are born to be tough and in control.
Sometimes violence is the only way to express your feelings.

Counterstories of masculinity

Rape and sexual violence hurt men and boys as well as women and girls
Boys and men can stop sexual harassment and sexual violence.
When men try to show they are "real men," they often hurt themselves and the people around them.
Listening to what others say or need is important to me.

Social Responsibility

I have a responsibility to make the world a better place.
I care about how my actions might affect others.
If a guy hits his girlfriend, that is a personal matter, and people should not interfere.

Pro-Harassment Beliefs

A girl or woman who dresses in sexy clothes wants people to make comments about her body.
As long as you are just joking, it's okay to touch someone without their permission.

Peer Support

I have peers I can depend on to help me if I need it.
I have peers who care about my feelings and what happens to me.

Analyses of the 2009-2010 MOST Club data for all sites identified earlier were conducted and revealed favorable changes in the knowledge, beliefs, intentions and behaviors of MOST Club members after completion of the MOST Club curriculum. Notably, MOST Club participants made statistically significant changes in their level of disagreement with every survey item reflecting the dominant story of masculinity and pro-harassment beliefs. After participation in the MOST Club, members were significantly more likely to disagree with the following items reflecting the dominant stories of masculinity and pro-harassment beliefs:

- If I walk away from a fight, my friends will think I'm a punk ($t = -3.706, p \leq .01$). Over the course of the MOST Club, many of the members appeared to shift their thoughts from strongly agreeing with this statement to somewhat disagreeing with this statement

- A man should be in charge in most situations, especially in a relationship (**t= -4.512, p≤ .01**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from strongly agreeing with this statement to somewhat disagreeing with this statement
- I feel like I have to show I am a “real man” to earn respect from my peers (**t= -3.189, p≤ .01**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from strongly agreeing with this statement to somewhat disagreeing with this statement
- Men are born to be tough and in control (**t= -1.966, p≤ .05**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from somewhat agreeing with this statement to strongly disagreeing with this statement.
- Sometimes violence is the only way to express your feelings (**t= -4.680, p≤ .01**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from somewhat agreeing with this statement to somewhat disagreeing with this statement.
- As long as you are just joking, it’s okay to touch someone without their permission. (**t= -4.217, p≤ .01**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from somewhat disagreeing with this statement to strongly disagreeing with this statement.
- A girl or woman who dresses in sexy clothes wants people to make comments about her body. (**t= -5.282, p≤ .01**). Over the course of the MOST Club, many of the members appeared to shift their thoughts from somewhat agreeing with this statement to somewhat disagreeing with this statement.

Ensuring that MOST Club members embrace the counterstory of masculinity serves as the Club’s foundation for developing healthier, positive, and nonviolent masculinities. At pre-test, the majority of Most Club members responded they “somewhat agreed” with each of the survey items reflecting the counterstory of masculinity. This suggests MOST Club members were already positioned to embrace a healthier, positive, nonviolent perspective of masculinity. There was, however, one belief that significantly changed as a result of participation in the MOST Club. MOST Club members increased their level of agreement with the notion that when men try to show they are “real men”, they often hurt themselves and the people around them (**t= 3.018, p≤ .01**).

Interestingly, beliefs about social responsibility and peer support did not change significantly as a result of participating in the MOST Club. For each of these concepts, MOST Club members already agreed with the survey items reflecting these concepts before the MOST Club curriculum was implemented and generally had a similar level of agreement after their participation in the MOST Club.

One of the goals of the MOST Club is to increase young men’s awareness that they can serve as allies to women and girls. Analyses revealed that MOST Club members moved from being somewhat unlikely to intervene to somewhat likely to intervene in situations when a girl is being touched inappropriately by male peers under the following circumstances:

- when the male peer was not the MOST Club member’s friend;
- when the male peer was with his friends and the MOST Club member was alone;
- when the male peer was alone and the MOST Club member was with his friends;
- when the girl was the MOST Club member’s friend; and

- when the girl was upset about being touched.

The exception to the increased likelihood of intervening was when the male peer was the MOST Club member's good friend. In this case, the MOST Club member remained somewhat unlikely to intervene.

The same level of intervention was present when MOST Club members witnessed a male peer being verbally harassed and threatened with physical violence by another male peer. Analyses revealed that MOST Club members moved to being more likely to intervene under the following circumstances:

- when the male peer perpetrator was not the MOST Club member's friend;
- when the male peer perpetrator was with his friends and the MOST Club member was alone;
- when the male peer perpetrator was alone and the MOST Club member was with his friends;
- when the male peer victim was the MOST Club member's friend; and
- when the male peer victim was upset about being threatened.

Similar to the previous situation, the exception to the increased likelihood of intervening was when the male peer perpetrator was the MOST Club member's good friend. In this case, the MOST Club member remained somewhat unlikely to intervene.

MOST Club participants were asked to rank, in order of importance with 1 being most important and 5 being least important, statements that reflect their thoughts about what it means to be a man. These rankings were done before and after their participation in the MOST Club. A wilcoxon signed rank test was conducted to determine if participant's rankings changed over the course of the MOST Club. The results showed that significant changes were found in how the MOST Club participants ranked all but one of the statements. The significant changes that were found were reflective of changes expected due to participation in the MOST Club. Details are below:

- There was no statistically significant change in how important *being right in a discussion or argument* ($Z=-.840$, $P=.401$) was after completion of the MOST Club program. The median ranking was 3 both at pre and post testing.

There was a statistically significant change in how important *having lots of sex with different sexual partners* ($Z=-3.677$, $P=.000$) was after completion of the MOST Club program. MOST Club participants decreased the importance they attributed to having lots of sex with different sexual partners after their participation in the MOST Club. There was a statistically significant change in how important *doing what is right, no matter what my friends want me to do* ($Z=-3.575$, $P=.000$) was after completion of the MOST Club program. MOST Club participants increased the importance they attributed to doing what is right no matter what their friends want them to do after their participation in the MOST Club. There was a statistically significant change in how important *speaking up in support of people who are not being treated right* ($Z=-3.567$, $P=.000$) was after completion of the MOST Club program. MOST Club participants increased the importance they attributed to speaking up in support of people who are not being treated right after their participation in the MOST Club. There was a statistically significant change in how important *being ready to fight when challenged* ($Z=-2.537$, $P=.011$) was after completion of the MOST Club program. MOST Club participants decreased the importance they attributed to being ready to fight when challenged after their participation in the MOST Club. MOST Club members were asked about their specific behavior as

it relates to intervening in situations, and the results show positive findings in the MOST Club members' level of intervention.

When asked how many times MOST Club members have seen someone else shout sexual comments at girls or women in the school hallway, 98.2% indicated they saw this 1 or more times. In fact, just over half of the MOST Club members (54.5%) indicated it happens all the time. When asked what the MOST Club member did when they saw this, the most prevalent response at pre test (71.1%) indicated Club members said “*nothing, it didn't bother me*”. After completion of the MOST Club, a statistically significant change was seen in the response. For example, at post test, the most prevalent response (59.3%) changed to Club members indicating they “*told them to stop*” (see Table 2 for list of all changes).

Table 2. Percentage of Club members who did something when they saw someone else shout sexual comments at girls or women in the school hallway?

	Pre Test (%)	Post Test (%)	T score
Joined in/laughed	4.4	5.6	-5.516**
Nothing, it didn't bother me	71.1	20.4	
Nothing, but it bothered me	11.1	7.4	
Asked if the person being targeted needed help	2.2	1.9	
Tried to get a teacher or staff person involved	4.4	5.6	
Told them to stop	6.7	59.3	

* $p \leq .05$ ** $p \leq .01$

When asked how many times MOST Club members have seen someone else grab a girl or press her against a locker or wall, 73.2% indicated they saw this 1 or more times. When asked what the MOST Club member did when they saw this, the most prevalent response at pre test (61%) indicated Club members said “*nothing, it didn't bother me*”. After completion of the MOST Club, a statistically significant change was seen in many of the Club members' responses. For example, at post test, the most prevalent response (67.5%) changed to Club members indicating they “*told them to stop*” (see Table 3 for list of all changes).

Table 3. Percentage of Club members who did something when they saw someone else grab a girl or press her against a locker or wall?

	Pre Test (%)	Post Test (%)	T score
Joined in/laughed	7.3	0	-7.144**
Nothing, it didn't bother me	61.0	22.5	
Nothing, but it bothered me	14.6	2.5	
Asked if the person being targeted needed help	4.9	2.5	

Tried to get a teacher or staff person involved	7.3	5.0	
Told them to stop	4.9	67.5	

*p ≤ .05 **p ≤ .01

When asked how many times MOST Club members have seen someone else call a guy “gay” or a “bitch”, 96.2% indicated they saw this 1 or more times. About 47% indicated it happens all the time. When asked what the MOST Club member did when they saw this, the most prevalent response at pre test (39.6%) indicated Club members said “*nothing, it didn’t bother me*”. After completion of the MOST Club, a statistically significant change was seen in many of the Club members’ responses. For example, at post test, the most prevalent response (46.9%) changed to Club members indicating they “*told them to stop*” (see Table 4 list of all changes).

Table 4. Percentage of Club members who did something when they saw someone else call a guy “gay” or a “bitch”?

	Pre Test (%)	Post Test (%)	T score
Joined in/laughed	25	14.3	-3.559**
Nothing, it didn’t bother me	39.6	20.4	
Nothing, but it bothered me	14.6	10.2	
Asked if the person being targeted needed help	2.1	2.0	
Tried to get a teacher or staff person involved	8.3	6.1	
Told them to stop	10.4	46.9	

*p ≤ .05 **p ≤ .01

When asked how many times MOST Club members have seen someone else threaten or challenge a guy to a fight, 88.9% indicated they saw this 1 or more times. When asked what the MOST Club member did when they saw this, the most prevalent response at pre test (68.8%) indicated Club members said “*nothing, it didn’t bother me*”. After completion of the MOST Club, a statistically significant change was seen in many of the Club members’ responses. For example, at post test, the most prevalent response (44.7%) changed to Club members indicating they “*told them to stop*” (see Table 5 for list of all changes).

Table 5. Percentage of Club members who did something when they saw someone else threaten or challenge a guy to a fight?

	Pre Test (%)	Post Test (%)	T score
Joined in/laughed	8.3	0	-5.020**
Nothing, it didn’t bother me	68.8	29.8	
Nothing, but it bothered me	8.3	14.9	
Asked if the person being	4.2	2.1	

targeted needed help			
Tried to get a teacher or staff person involved	4.2	8.5	
Told them to stop	6.3	44.7	

*p ≤ .05 **p ≤ .01

In addition to asking MOST Club members how they intervened in specific situations, MOST Club members were also asked about their specific behaviors before and after their participation in the MOST Clubs. Over the course of their participation in the MOST Club, members reported statistically significant decreases in the number of times they shouted sexual comments at girls or women in the school hallway, the number of times they grabbed a girl or pressed her against a locker or wall; the number of times they called a guy “gay” or a “bitch”, and the number of times they threatened or challenged a guy to a fight. MOST Club members also showed a statistically significant increase in the number of times they told someone to stop saying disrespectful things about women over the course of their participation in the MOST Club.

As a result of their participation in the MOST Club, 81.5% of the members said they have a better understanding of the costs of the dominant story of masculinity; 66.7% said they believe they can play a role in reducing violence in their school and community; 64.8% said they would speak up more about men’s violence against woman and other men; and 61.1% said they have taken action in helping their school and community become free from men’s violence against women and other men.

Conclusion

The MOST Clubs are a primary violence prevention program designed to mobilize young men to prevent sexual and dating violence. The evaluation findings suggest MOST Clubs members are experiencing significant changes in their knowledge, beliefs, intentions and behaviors as a result of their participation in MOST clubs. These changes are most apparent in situations reflecting the Club members’ rejection of the dominant story of masculinity and pro-harassment beliefs. An interesting finding emerged when examining the MOST Club members’ likelihood of intervening in situations where a girl is being touched inappropriately by male peers. In all but one of the situations presented to MOST Club members, they indicated they would intervene on behalf of the girl or male peer who was being harassed. This was true even when the MOST Club member was alone and the perpetrator was with a group of his friends. The exception to this was when the perpetrator was a good friend of the MOST Club member. In this situation, it appeared that he MOST Club member did not intervene on behalf of the female or male peer. One possible reason for this is the MOST Club members may have been concerned about jeopardizing their friendship if they intervened so instead, they did nothing. This points to a potential area for improvement in the MOST Club curriculum. If MOST Club members can intervene with and hold individuals for whom they have the closest relationships (as well as the general population of their peers) accountable for their behaviors, the impact of the MOST Club could be far-reaching. MCSR may benefit from developing a session on the challenges and benefits of intervening with a good friend when they exhibit inappropriate behavior.

One major limitation in this evaluation was the sample size. Because the sample size is relatively small, it precluded any site specific analyses. Another limitation was the lack of qualitative data. Qualitative data can provide useful context to the quantitative findings and assist in the development of more accurate conclusions. MCSR would benefit from continued evaluation of their MOST Clubs with a goal of having at least 5 sites with 20 participants each that complete both the pre and post surveys. MCSR should also consider including qualitative data as part of their evaluation with each site.

MOST Club members reported seeing sexual harassment and victimization as well as violent acts as a regular occurrence. The need for programs such as the MOST Clubs is great if changes in the prevalence of sexual and dating violence are to be made.

Appendix 1. Paired Samples T-Test for Survey Questions 8-25

Paired Samples T-Test for Survey Questions 8-23

	Mean	N	Std. Deviation	t	df	Sig. (2-tailed)
Pre8	1.57	53	.888	-3.706	52	.001
Post8	2.38	53	1.096			
Pre9	1.74	53	.964	-4.512	52	.000
Post9	2.66	53	.999			
Pre10	1.70	50	1.015	-3.189	49	.002
Post10	2.46	50	1.073			
Pre11	2.09	53	.946	-1.966	52	.055
Post11	3.66	53	5.592			
Pre12	3.35	49	.830	-.375	48	.710
Post12	3.41	49	1.079			
Pre13	1.71	52	.936	1.925	51	.060
Post13	1.37	52	.864			
Pre14	2.46	52	.828	-4.680	51	.000
Post14	3.12	52	.900			
Pre15	1.94	50	.956	1.252	49	.216
Post15	1.68	50	1.168			
Pre16	2.00	51	.825	3.018	50	.004
Post16	1.49	51	.784			
Pre17	3.00	52	.907	-4.217	51	.000
Post17	3.63	52	.687			
Pre18	2.00	51	.849	-5.282	50	.000
Post18	2.86	51	1.020			
Pre19	2.20	51	2.933	1.146	50	.257
Post19	1.71	51	.729			
Pre20	1.74	50	.777	1.241	49	.220
Post20	1.58	50	.702			
Pre21	1.56	52	.698	-.178	51	.859
Post21	1.58	52	.696			
Pre22	1.57	53	.888	.409	52	.684
Post22	1.51	53	.724			
Pre23	2.13	52	.864	1.807	51	.077
Post23	1.90	52	.823			

Paired Samples T-Test for Survey Questions 24-25

	Mean	N	Std. Deviation	t	df	Sig. (2-tailed)
Pre24a	2.45	53	1.119	-1.394	52	.169
Post24a	2.75	53	1.090			
Pre24b	2.32	50	1.077	-4.390	49	.000
Post24b	3.18	50	.919			
Pre24c	2.49	51	1.155	-2.374	50	.021
Post24c	2.98	51	1.049			
Pre24d	2.40	52	1.107	-3.907	51	.000
Post24d	3.15	52	.998			
Pre24e	2.90	51	1.082	-2.317	50	.025
Post24e	3.35	51	.890			
Pre24f	2.83	53	1.172	-2.910	52	.005
Post24f	3.43	53	.930			
Pre25a	2.40	52	1.089	-1.026	51	.310
Post25a	2.62	52	1.157			
Pre25b	2.30	53	1.049	-4.257	52	.000
Post25b	3.11	53	.913			
Pre25c	2.13	53	1.020	-4.228	52	.000
Post25c	2.89	53	1.068			
Pre25d	2.30	53	1.011	-3.249	52	.002
Post25d	2.96	53	1.055			
Pre25e	2.76	54	1.115	-2.418	53	.019
Post25e	3.24	54	.950			
Pre25f	2.83	53	1.105	-3.043	52	.004
Post25f	3.38	53	.814			

Appendix 2. Wilcoxon Signed Rank Test Results

	N	Mean	Std. Deviation	Minimum	Maximum	Percentiles		
						25th	50th (Median)	75th
Pre26a	48	3.15	1.238	1	5	2.25	3.00	4.00
Pre26b	48	3.48	1.750	1	5	1.00	4.00	5.00
Pre26c	48	2.35	1.263	1	5	1.00	2.00	4.00
Pre26d	48	2.92	1.569	1	5	1.25	3.00	5.00
Pre26e	48	3.10	1.171	1	5	2.00	3.00	4.00
Post26a	48	3.33	.953	1	5	3.00	3.00	4.00
Post26b	48	4.73	.610	2	5	5.00	5.00	5.00
Post26c	48	1.77	.751	1	5	1.00	2.00	2.00
Post26d	48	1.60	.962	1	5	1.00	1.00	2.00
Post26e	48	3.60	.962	1	5	3.00	4.00	4.00

Wilcoxon Signed Ranks Test Statistics					
	Post26a - Pre26a	Post26b - Pre26b	Post26c - Pre26c	Post26d - Pre26d	Post26e - Pre26e
Z	-.840 ^a	-3.677 ^a	-3.575 ^b	-3.567 ^b	-2.537 ^a
Asymp. Sig. (2-tailed)	.401	.000	.000	.000	.011

a. Based on negative ranks. b. Based on positive ranks.