



Sustainability, step by step

Case Study: Scottish Government

“Although I am keenly interested in this area, I learnt a lot of new material in an accessible way. I like the holistic approach, not least which includes the psychological aspects.”

“Everyone had the opportunity to participate. A good mix of people from different office locations which meant different discussion points.”

General overview of organisation

The Scottish Government has offices across Scotland and asked Surefoot to facilitate 2 groups of 8 people in the Edinburgh and Glasgow offices comprised of a people across a number of departments. The Low Carbon Behaviours Unit of the Energy & Climate Change Directorate commissioned these two groups.

Number and format of sessions

6 sessions of two hours each: spaced approximately at fortnightly intervals. Between the fifth and sixth sessions there was a gap of about a month.

Outcomes

Attitudinal surveys before and after showed a significant positive shift in individuals' attitudes in terms of motivation and agency to take action within the workplace. For example, there was a 52% swing towards participants being in full agreement with the statement that they were 'concerned about the impacts of climate change'.

The Carbon Conversations programme was generally extremely well rated in the evaluation results. 77% of participants rated the programme as 'very good' or 'excellent'. All participants stated they would recommend Carbon Conversations to colleagues, with 70% stating they were 'very likely' to recommend others to participate. One participant suggests that "all SG colleagues should do this" and another recommends that the programme be directed towards 'climate sceptics'. Yet another requests the opportunity to take part in the programme again when s/he is able to fully commit to it. The facilitation of the programme was highly rated across the board. One participant went on to be trained as a facilitator to work in his local community and to increase his effectiveness in work meetings.

“The CC encourage developing a fresh perspective and new ways of thinking, by taking us out of daily work processes/procedures. I am sure this will inform our work (policymaking in our case).