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The full set of data has been aggregated through a questionnaire carried out in May 2021 by the Polish Amateur Radio Union (PZK).

Strengths 1:

What is the first strength?	N	%
None	49	17,31
Community, Brotherhood, Integrated community, Community gathered around a common hobby, Large community, Active community, Integration of community	27	9,54
Knowledge (general), Knowledge sharing(3), Knowledge exchange(2), Transferring knowledge to Youth(2)	20	7,07
Helpfulness, Cooperation and helpfulness, Openness to help, Support for others	19	6,71
Technical skills, Technical capabilities, Technical knowledge	18	6,36
Friendliness, Friendship	14	4,95
Activity on the bands, Diverse activities on the bands (POTA, SOTA, YOTA, IOTA, SPFF)	13	4,59
PZK, PZK national an organization with experience and tradition, the biggest organization	12	4,24
Cooperation, International cooperation (1), Cooperation with different communities (hackerspace, programmers, electronic builders) (1),	10	3,53
Large numbers of active hams, Large numbers of licensed hams,	10	3,53
Clubs, Clubs that work, Diverse clubs, Active clubs, Clubs activities, Specialist clubs	9	3,18
Contest activity, Awards and Contests, Large activity of SP Hams in contests, SP DX Contest, Good contest results	8	2,83
Volunteers, Active volunteers who care to make the change outside of PZK, Volunteers that animate many activities, Volunteers who still care to work for the community	7	2,47
Experienced hams	6	2,12
Tradition	5	1,77
Diversity	4	1,41
EMCOM	4	1,41
Meetings	4	1,41
That we still exist	4	1,41
Homebrewers, builders	3	1,06
Local repeaters activities/building/mobilization to build	3	1,06
Independence	3	1,06
Making QSOs	3	1,06
QSL exchange, Well organized QSL bureau	3	1,06
Education of Youth, knowledge transfer for younger hams	2	0,71
Support, Sense of belonging to something bigger	2	0,71

Good equipment	2	0,71
Protection of HAM bands, Protection of bands by law	2	0,71
Rest ~6% were diverse comments ie. No age boundaries, License available to all, Ingenuity, Solidarity (each appeared once), Respect		

Strengths 2:

What is the second strength	N	%
None	62	21,91
Knowledge, Knowledge and competencies (6), Development of technical knowledge (3), Knowledge exchange (4), Knowledge sharing/transfer (9)	33	11,66
Community, tightly knit community, integrated community, very good community meetings, integrated community despite destructive efforts of PZK (1)	14	4,95
Activities, active groups of special interests, activities on air	9	3,18
Clubs, Clubs, and territory divisions of PZK (often acting as clubs), Clubs as a base for working with YOTA	9	3,18
Cooperation, Cooperation in need, Cooperation with military	7	2,47
EMCOM	7	2,47
Friendship, making friends, long term friendship	7	2,47
Meetings	7	2,47
Contest (international), contest activity, contest results in international contests	7	2,47
Diversity of activities, Diversity of the hobby	6	2,12
ELMERs and elmering	6	2,12
Engagement, Emotional engagement in the hobby	6	2,12
Helpfulness	5	1,77
Being part of a community, being part of something bigger, belonging	4	1,41
Ham Spirit, Common values	4	1,41
Kindness	4	1,41
Making QSOs	4	1,41
Experience and experienced hams	3	1,06
Integrated community (despite the efforts of bad PZK guys - 1 -)	3	1,06
Lots of diverse activities	3	1,06
Autonomy	2	0,71
High technical/operational skills	2	0,71
Homebrewing	2	0,71
Special event stations	2	0,71
Friendliness	1	0,35
Rest = 23% are different comments ranging from rage at PZK to underlining availability of office space for PZK, from delegates caring about PZK, to QSL bureau being good - all comments present only once		

Strengths 3:

None	92	28,31
Knowledge, Knowledge transfer, Knowledge transfer to newcomers (4), Knowledge transfer to youth (5)	34	10,46
Strong organization PZK, representation by PZK to government, solid work done by the national organization	24	7,38
Clubs, active clubs, specialist clubs	13	4,00
Repeaters, repeater building for others, supporting the local repeaters outside of structures (club/PZK), available repeaters for newcomers to start on air quickly (2)	11	3,38
EMCOM	10	3,08
Helpfulness	10	3,08
Development, continuous development, technical development	9	2,77
Meetings	9	2,77
Contests, Contesting, Contest organization - SPDX, Contests, and awards, Organized contesting (SNOHQ)	8	2,46
Volunteers, volunteering for others	7	2,15
Community	6	1,85
Friendliness	6	1,85
Cooperation, Openness for cooperation	5	1,54
Diversity of the hobby	5	1,54
Continuous technical development of the station	5	1,54
Friendships for life, Friendships over the radio, Friendships after many QSO and in-person meetings	5	1,54
Homebrewing	5	1,54
New modes, quick adoption of new modes	5	1,54
Passion	5	1,54
STEM, gateway to space science, listening to ISS, technology as a gateway for young people	5	1,54
Local PZK structures	5	1,54
Special events stations	4	1,23
ELMERs and elmering	4	1,23
On-air activity (lots of)	4	1,23
A large number of hams, Even distribution of hams	4	1,23
Openness	4	1,23
Being able to communicate with the world	3	0,92
PZK bulletins	3	0,92
Expert hams being helpful, Expert hams transferring knowledge	3	0,92
Quality equipment, taking care of equipment, modern equipment in clubs	3	0,92
Ham Spirit	3	0,92
Awards	2	0,62
Culture	2	0,62
Diversity of hams, Different walks of life	2	0,62
Other responses were very diverse but the spirit of those is mirrored in the above		

Important the N is larger in this probe - some responses were very elaborate thus if part of the valuable response fitted into a previously established category we counted it. I have made an aggregate (with weights) thus weakness, chances and threats will be more concise. Explanations below:

The old and the farts - what was visible in the workshops done:

Being an older ham is ok

Being an old grumpy ham is - just being rude or tired of newcomers and is not related to age

Being a grumpy old fart relates to old age, high hostility towards newcomers and youth and everyone else

Being an ass is simply being an ass...

These descriptions emerged during workshops and in individual responses, we decided to leave them as is to mirror the intensity and the emotions associated with the problem (there are emotions it is a strength).

PZK being a problem, PZK being conflicted, PZK being passive, PZK being a communist organization (8), PZK being not transparent (9), PZK being governed by grumpy old farts (5), PZK not allowing reforms (3), PZK allowing senior members to earn money while not delivering results (2), Lack of financial transparency	71	19,83
Lack of offer for youth, Repelling youth, Not attracting youth, Lack of promotion to youth	37	10,34
Conflicts, Conflicted environment, Conflicted organization	36	10,06
Being better than (CB, PMR, those not knowing CW), being hermetic, hermetic community	14	3,91
Discrimination of newcomers, hostility to newcomers	13	3,63
Hams getting older	13	3,63
Administrative restrictions, No help in administrative procedures for antenna build, Lack of support of PZK when building antenna	12	3,35
None	12	3,35
Lack of promotion/recognition in local communities	11	3,07
Hostility towards antennas	11	3,07
Generation conflict	9	2,51
Grumpy old farts, Grumpy old farts not adopting new things in the hobby telling you it is not ham radio. Grumpy old farts not learning new things	9	2,51
Envy, Jealousy, Hatred	9	2,51
Being an ass	8	2,23
Divisions within community	8	2,23
Lack of clubs at powiat level	8	2,23
Lack of support within the hobby	8	2,23
Not sharing knowledge before you have a callsign	7	1,96
Big egos, big egos of older hams	6	1,68
Grumpy old hams	6	1,68
Lack of enforcement of trolls (on local repeaters) lack of enforcement of unlis	6	1,68
Lack of activity in the clubs	5	1,40
The outrageously old website, The website from the 2000', No English version	5	1,40
Lack of online offer during COVID	5	1,40
Discrimination of youth	4	1,12
RFI	4	1,12
Lack of time for the hobby	4	1,12

Breaking DX Code of Conduct	4	1,12
Lack of exams during COVID	4	1,12
Old fashioned image of the hobby, competition of new media, Old hobby	3	0,84
Pile of shit (all wrong qualities in one place)	3	0,84
Poor operating practice	3	0,84

Chances aggregated

This is an aggregation of chances because most of the results were similar. What strikes is that people were not providing valid answers for 2nd or third chance.

what is interesting is that as a weak side there was "no offer or no education for young hams" or "repelling/toxic environment for young or new hams" and the biggest chance is: "young hams".

Youth, Young people interested in technical subjects, Scouting	97	27,25
None	47	13,20
Helping in crisis situations, EMCOM as a service	42	11,80
Other activities benefiting from ham radio (sailing, orienteering, hiking, climbing, paragliding, gliding)	37	10,39
Education in schools (exposure from primary to universities)	27	7,58
Availability of equipment	21	5,90
Local repeaters with promotion to local communities and services (municipalities, NGOs, fire fighters etc)	21	5,90
Connecting with new tech such as Arduino, Raspberry Pi, programming, new digital modes, FT8	14	3,93
Education of non-ham or non-technical communities (RF safety)	12	3,37
Engaging local authorities	11	3,09
Technical organization around ham radio (hackerspace, asg, preppers)	9	2,53
In accordance with STEM goals	9	2,53
The interest of the media in technical novelties such as ARISS, ISS SSTV etc	7	1,97
Less broadcasting in HF chances to gain spectrum	2	0,56

Threats were also aggregated – many of those were repeating (the percents are correct in aggregates)

RFI, RFI from photovoltaics, Electromagnetic smog RFI, RFI from poor quality devices	38	19,69
Bad legal solutions for radio hobby	25	12,95
Harassment by housing associations regarding antennas, Complicated legal solutions for antenna installations, Bad image of antennas	19	9,84
Fake news on RF hazards (ie. Anti 5G movement)	15	7,77
Lack of trust in PZK	14	7,25
Hi level of commitment to enter the hobby (financial, and knowledge)	14	7,25
Pirate/unlis stations	12	6,22
Loss of spectrum	9	4,66

Loss of knowledge - everything can be bought	9	4,66
Lack of understanding of radio hobby by the government (various levels)	8	4,15
None	7	3,63
The quick development of new technologies of communication	7	3,63
Costly equipment	6	3,11
Old fashioned image	4	2,07
Weak law - cannot eliminate unlis	4	2,07
To easy to get the license resulting in poor intellectual abilities in some groups	2	1,04

Final elaboration: 1st June 2021