



# Leading Indicator Training Evaluation

## Introduction for Client

This survey evaluates leading indicators of sustained behavior change resulting from training. It is based on best practices for the realization of long-term positive change, and is intended to provide an early indication of how much sustained behavior change is likely. The results also indicate improvements that can help maximize the likelihood of positive impact on business performance.

This one-page questionnaire should be administered approximately two-three weeks after training.

## Introduction for Participants

### Purpose

This brief questionnaire is designed to help us evaluate the effectiveness of the leadership development program you attended a few weeks ago. You will be asked to rate your agreement or disagreement with a few statements regarding your general perceptions.

The quality and accuracy of the information collected in this self-assessment depend on you. Please take time to read and respond objectively to each item in the questionnaire.

### Confidentiality

This survey is designed to assess the training program. It is not meant to provide information about your individual performance or experiences. All the data you provide will be combined with responses from other participants. Findings will be used to improve training and will never be presented at an individual level.

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### When did you attend the training?

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**Please rate your agreement or disagreement with each statement.**

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
Since participating in the training, I have had opportunities to apply the trained skills on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can identify at least one specific example of where I've successfully applied the skills that I learned in this training program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The training has increased my confidence in applying the skills or concepts on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
I feel motivated to use the skills I learned.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the training I recently attended is relevant to my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager does a good job of coaching and supporting me in my development efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have met (or will meet soon) with my manager to discuss my action plan and how I will apply what I learned in the training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager is holding me accountable for making progress on my development plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to measure my progress in applying the skills I learned.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees here are recognized for positive leadership behaviors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees here are recognized for using the behaviors taught in the training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can articulate why the organization believes the training I recently attended is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the organization support your efforts to apply what you learned in the training?

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