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| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | |
| **Q1. In regards to the Cognitive Triangle HOW ABLE ARE YOU to leverage the principles of the Cognitive Triangle in your leadership practice? CHOOSE THE ONE OPTION that best describes your current readiness.** | | |
| A | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about the Cognitive Triangle in my leadership practice | Alarming |
| B | I am STILL UNCLEAR about how to put what I learned about the Cognitive Triangle in my leadership practice | Unacceptable |
| C | I NEED MORE GUIDANCE before I know how to use what I learned about the Cognitive Triangle in my leadership practice | Unacceptable |
| D | I NEED MORE EXPERIENCE to be good at using what I learned about the Cognitive Triangle in my leadership practice | Acceptable |
| E | I CAN BE SUCCESSFUL NOW in using what I learned about the Cognitive Triangle (even without more guidance or experience) | Superior |
| F | I CAN PERFORM NOW AT AN EXPERT LEVEL using the Cognitive Triangle. | Superior/Overconfident |

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| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | |
| **Q2. In regards to High and Low Morale Indicators HOW ABLE ARE YOU to leverage the principles of High and Low Morale Indicators in your leadership practice? CHOOSE THE ONE OPTION that best describes your current readiness.** | | |
| A | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about High and Low Morale Indicators in my leadership practice | Alarming |
| B | I am STILL UNCLEAR about how to put what I learned about High and Low Morale Indicators in my leadership practice | Unacceptable |
| C | I NEED MORE GUIDANCE before I know how to use what I learned about High and Low Morale Indicators in my leadership practice | Unacceptable |
| D | I NEED MORE EXPERIENCE to be good at using what I learned about High and Low Morale Indicators in my leadership practice | Acceptable |
| E | I CAN BE SUCCESSFUL NOW in using what I learned about High and Low Morale Indicators (even without more guidance or experience) | Superior |
| F | I CAN PERFORM NOW AT AN EXPERT LEVEL using High and Low Morale Indicators. | Superior/Overconfident |

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| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | | |
| **Q3. In regards to Coaching HOW ABLE ARE YOU to leverage the principles of Coaching (asking open-ended, thought-provoking questions) in your leadership practice? CHOOSE THE ONE OPTION that best describes your current readiness.** | | | |
| A | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about Coaching in my leadership practice | | Alarming |
| B | I am STILL UNCLEAR about how to put what I learned about Coaching in my leadership practice | | Unacceptable |
| C | I NEED MORE GUIDANCE before I know how to use what I learned about Coaching in my leadership practice | | Unacceptable |
| D | I NEED MORE EXPERIENCE to be good at using what I learned about Coaching in my leadership practice | | Acceptable |
| E | I CAN BE SUCCESSFUL NOW in using what I learned about Coaching (even without more guidance or experience) | | Superior |
| F | I CAN PERFORM NOW AT AN EXPERT LEVEL using Coaching. | | Superior/Overconfident |
| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | | |
| **Q4. In regards to the Open Door Process HOW ABLE ARE YOU to leverage the principles of Open Door in your leadership practice? CHOOSE THE ONE OPTION that best describes your current readiness.** | | | |
| A | | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about the Open Door Process in my leadership practice | Alarming |
| B | | I am STILL UNCLEAR about how to put what I learned about the Open Door Process in my leadership practice | Unacceptable |
| C | | I NEED MORE GUIDANCE before I know how to use what I learned about the Open Door Process in my leadership practice | Unacceptable |
| D | | I NEED MORE EXPERIENCE to be good at using what I learned about the Open Door Process in my leadership practice | Acceptable |
| E | | I CAN BE SUCCESSFUL NOW in using what I learned about the Open Door Process (even without more guidance or experience) | Superior |
| F | | I CAN PERFORM NOW AT AN EXPERT LEVEL using the Open Door Process. | Superior/Overconfident |

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| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | |
| **Q5. In regards to the Conveying a Clear One-on-One Message HOW ABLE ARE YOU to leverage the principles of Conveying a Clear Message in your leadership practice? CHOOSE THE ONE OPTION that best describes your current readiness.** | | |
| A | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about Conveying a Clear One-on-One Message in my leadership practice | Alarming |
| B | I am STILL UNCLEAR about how to put what I learned about Conveying a Clear One-on-One Message in my leadership practice | Unacceptable |
| C | I NEED MORE GUIDANCE before I know how to use what I learned about Conveying a Clear One-on-One Message in my leadership practice | Unacceptable |
| D | I NEED MORE EXPERIENCE to be good at using what I learned about Conveying a Clear One-on-One Message in my leadership practice | Acceptable |
| E | I CAN BE SUCCESSFUL NOW in using what I learned about Conveying a Clear One-on-One Message (even without more guidance or experience) | Superior |
| F | I CAN PERFORM NOW AT AN EXPERT LEVEL when Conveying a Clear One-on-One Message. | Superior/Overconfident |

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| **Purpose: to measure how prepared learners feel in applying what they learned about observing behaviors.** | | |
| **Q6. In regards to conveying a Clear Team Message HOW ABLE ARE YOU to put what you’ve learned about conveying a Clear Team Message into practice on the job? CHOOSE THE ONE OPTION that best describes your current readiness.** | | |
| A | My CURRENT ROLE DOES NOT ENABLE ME to put what I learned about Conveying a Clear Team Message in my leadership practice | Alarming |
| B | I am STILL UNCLEAR about how to put what I learned about Conveying a Clear Team Message in my leadership practice | Unacceptable |
| C | I NEED MORE GUIDANCE before I know how to use what I learned about Conveying a Clear Team Message in my leadership practice | Unacceptable |
| D | I NEED MORE EXPERIENCE to be good at using what I learned about Conveying a Clear Team Message in my leadership practice | Acceptable |
| E | I CAN BE SUCCESSFUL NOW in using what I learned about Conveying a Clear Team Message (even without more guidance or experience) | Superior |
| F | I CAN PERFORM NOW AT AN EXPERT LEVEL when Conveying a Clear Team Message. | Superior/Overconfident |

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| **Purpose: to measure learners reaction to training** | | |
| **Q7. In regards to the Effective Leadership Practices Refresh concepts, how motivated are you to utilize these skills in your work?** | | |
| A | I will NOT MAKE Effective Leadership A PRIORITY in my daily leadership practice | Alarming |
| B | I will make Effective Leadership a PRIORITY – BUT A LOW PRIORITY – in my daily leadership practice | Unacceptable |
| C | I will make Effective Leadership a MODERATE PRIORITY in my daily leadership practice | Acceptable |
| D | I will make Effective Leadership a HIGH PRIORITY in my daily leadership practice | Acceptable |
| E | I will make Effective Leadership my HIGHEST PRIORITY in my daily leadership practice | Superior |

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| **Purpose: to measure learners reaction to training** | |
| **Q8. We forget stuff. We even forget important concepts and skills we’ve learned in training. Being reminded can help us remember. How do you expect to be reminded after this training ends? Select all that apply.** | |
| A | My fellow learners and I are enrolled (or will be enrolled) on an email list that will send periodic reminders regarding the key concepts and skills we learned |
| B | The Spectrum Networks HR Generalists team will contact us many time after the training to share key concepts, encourage discussions, monitor our progress, help us handle our difficulties, and/or support us in applying what we learned |
| C | My boss is planning to follow up with me to support me as I work to implement what we learned in my job |
| D | My follow learners and I have additional work-related projects to complete before we are officially done with this training |
| E | I have already made a specific plan to do additional reading, review my notes, watch videos of learn to lead, listen to podcast, work with a colleague and/or remind myself in some other way |
| F | At this time, I know of NO reminders |

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| **Purpose: Did learners receive job aids to support what they learned?** | | |
| **Q9. During the Effective Leadership Practices program, you should have received resources to help you apply what you learned to your job. Please select ALL resources you received.** | | |
| A | [Stay Interview Guide](https://charter.bravais.com/document/420516/preview) | Acceptable |
| B | [Feelings Zone Tracker](https://charter.bravais.com/document/430336/preview) | Acceptable |
| C | [Morale Indicators Guide](https://charter.bravais.com/document/430337/preview) | Acceptable |
| D | [Coaching Conversations Guide](https://charter.bravais.com/document/424496/preview) | Acceptable |
| E | [Acknowledge and Validate Guide](https://charter.bravais.com/document/420515/preview) | Acceptable |
| F | [One-on-One Meeting Guide](https://charter.bravais.com/document/420514/preview) | Acceptable |
| G | [Team Meeting Guide](https://charter.bravais.com/document/420517/preview) | Acceptable |
| H | I DID NOT RECEIVE any of the above resources | Unacceptable |

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| **Purpose: Do learners think the resources are worthwhile? To what extent did learners receive AND USE job aids?** | | |
| **Using resources can be an effective way to apply skills you learned in the Effective Leadership Practices program to your job. Which of the following are true? SELECT ALL that apply.** | | |
| A | I did NOT RECEIVE ANY WORTHWHILE resources to support my on-the-job leadership practice | Alarming |
| B | I received ONE OR MORE WORTHWHILE resources | Unacceptable |
| C | During the program, I USED ONE OR MORE WORTHWHILE resources in PRACTICE EXERCISES | Acceptable |
| D | I USED one or more resources in my REAL-WORLD on-the-job leadership practice | Acceptable |
| E | I USED one or more resources in my REAL-WORLD on-the-job leadership practice and I can access them in the future in the Learn to Lead Portal. | Superior |

**Other Possible Metrics:**

Bookmarking LTL Access Point

Accessing LTL

Accessing resources

Completing Reflections