

Sample Questions for Cohort	Format	Question Intent
The objectives of the program were clearly defined.	5-point scale (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
The tools for the 360 assessment and self-assessment were easy to access and utilize.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
The learning journey tool was a valuable resource and supported my engagement.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
The content was relevant to me in my role.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
The program was important to my success within my current role and development for future roles.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
The program provided new information.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
I intend to use what I learned in my role.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
I would recommend this program to a colleague.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
My cohort was a valuable resource and think tank for my ongoing learning	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
I believe the best practices shared or connections made with colleagues will help me be more effective in my role.	Definitely, Somewhat, Not Really	<i>Learner Reaction, Satisfaction</i>
What was your most significant learning from the program?	Essay	<i>Learning</i>
I gained knowledge and skills necessary to perform at a higher level.	5-point scale with additional space for participant comments	<i>Learning</i>
I have a clear understanding of how I might apply the learning.	5-point scale with additional space for participant comments	<i>Learning</i>
I feel confident about how to apply my learnings.	5-point scale with additional space for participant comments	<i>Learning</i>

There are noticeable and measurable changes in my activity and performance.	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
The online modules were easy to use and provided quality, sustained learning to enhance the classroom learning.	5-point scale with additional space for participant comments	<i>Learning</i>
There were barriers to or promoters of the application of learning.	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
What influence have factors such as the workplace environment, the learning culture, the support of leadership, and the availability of on-the-job support had on the application of learning?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
What topics do you wish had been included in your learning journey?	Essay	<i>Learning</i>
What one learning or network connection will be most influential in helping you make progress towards a personal and/or organizational goal?	Essay	<i>Learning</i>
How might the program structure and contents, facilitation, materials, and the learning environment be improved?	Essay	<i>Learner Reaction, Satisfaction</i>
How might the program structure and contents, facilitation, materials, and the learning environment be improved?	Essay	<i>Learner Reaction, Satisfaction</i>
What was the best aspect of the classroom session?	Essay	<i>Learner Reaction, Satisfaction</i>
What could have made your experience even better?	Essay	<i>Learner Reaction, Satisfaction</i>

Sample Questions for Manager	Format	Question Intent
The program was important to the employee's success within their current and development for future roles.	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>
How clear was your role in the program?	5-point scale with additional space for participant comments	<i>Learner Reaction, Satisfaction</i>

How effectively are participants applying what they learned?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
Were there noticeable and measurable changes in the activity and performance of the employee?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
Were there any particular barriers to or promoters of the application of learning to the workplace?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
What influence have factors such as the workplace environment, the learning culture, the support of leadership, and the availability of on-the-job support had on the application of learning?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
Will you continue to evaluate changes to the performance/business impact measures over time?	5-point scale with additional space for participant comments	<i>Results or Business Impact</i>
What are the tangible results, if any, of the learning process (reduced costs, increased efficiency, improved quality)?	Essay	<i>Results or Business Impact</i>
What could have made the experience even better?	Essay	<i>Learner Reaction, Satisfaction</i>

6-12 MONTH EVALUATION

Sample Questions	Format	Question Intent
Was the change in performance and new level of knowledge or skills sustained?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
Were there noticeable and measurable changes in the activity and performance of the employee?	5-point scale with additional space for participant comments	<i>Application and Implementation</i>
What are the tangible results, if any, of the learning process (reduced costs, increased efficiency, improved quality)?	Essay	<i>Results or Business Impact</i>