

Is Your Training Effective?

Self-assessment: For each statement below, rate how often it reflects training at your organization:

- 1 = Rarely
- 2 = Sometimes
- 3 = Often
- 4 = Almost always

The Questions

Question	Score
Strategy & Alignment	
1. Training objectives are tied to measurable business outcomes.	
2. Critical on-the-job behaviors are clearly identified and prioritized.	
Design & Learning Approach	
3. Opportunities are given to practice skills in realistic/complex environments.	
4. Training is designed around necessary role responsibilities, not knowledge.	
5. Training is designed to minimize cognitive load by focusing on key actions.	
Reinforcement & Retention	
6. Key skills are revisited through structured reinforcement.	
7. Managers/coaches reinforce training within the flow of work.	
Application & Performance	
8. Ability to perform critical tasks (not just recall) in daily roles is assessed.	
9. Learners are evaluated in conditions simulating real world complexity.	
Measurement & Analytics	
10. Behavior change and performance are evaluated beyond completion and satisfaction metrics.	
11. Training metrics are tied to field outcomes.	
Systems & Integration	
12. Learning is integrated into the workflow and accessible on demand.	
13. Training experiences are personalized or adapted to learner needs or roles.	
Gaps & Risks	
14. Areas are identified where learners feel confident but underperform in practice.	
15. Training is tested against real-world scenarios to find hidden capability gaps.	

Overall Scoring Guide

Total Score	Level	Assessment
15-29	Emerging	Training may rely heavily on knowledge transfer with limited reinforcement, application, or performance measurement. There are significant opportunities to strengthen effectiveness.
30-39	Developing	Some effective practices are in place, but consistency may vary. Training likely supports learning, though gaps remain in reinforcement, application, or measurement.
40-49	Advancing	Many strong practices are evident and training is increasingly aligned with performance outcomes. Opportunities remain to improve consistency and system integration.
50-60	High-Impact	Training appears strongly aligned to performance, reinforcement, and measurable outcomes. Your learning ecosystem demonstrates mature effectiveness practices.