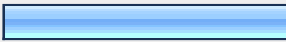

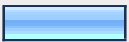


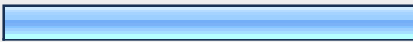
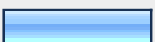
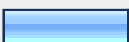





APHIS Leadership Program Evaluation

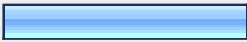

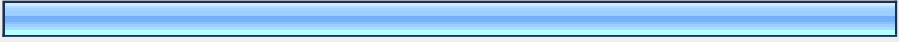

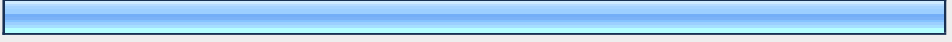
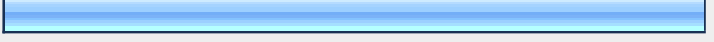
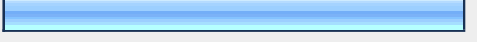
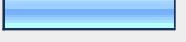
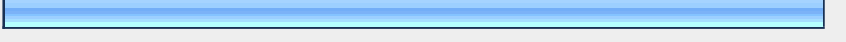
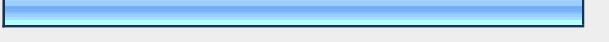
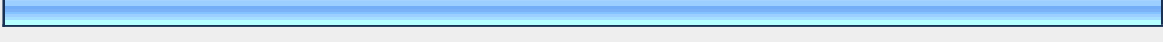
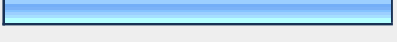
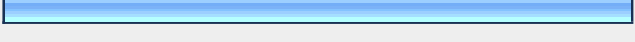
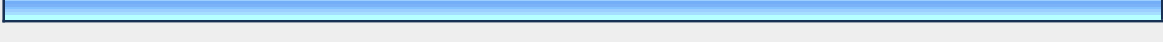
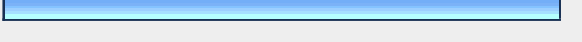
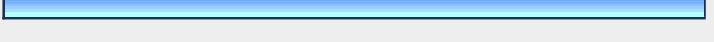
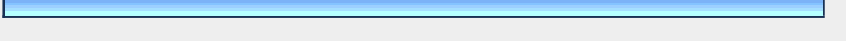
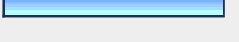
1. Please select the leadership program or curriculum that you have most recently completed from the list below.			Response Percent	Response Count
Advancing Leader Program (APHIS - ALP Track I)		18.8%	62	
APHIS International Training Program (AITP)		2.7%	9	
APHIS Leadership Development Program (LDP Track II)		7.9%	26	
Biotechnology Regulatory Services (BRS') Leadership Program		2.4%	8	
Experienced Supervisors Seminar (PPQ - ESS)		4.0%	13	
Fundamentals of APHIS Human Resources Management (APHIS-FAHRM)		27.4%	90	
Leading in the 21st Century (PPQ L-21)		9.7%	32	
New Supervisor Seminar (PPQ - NSS)		8.2%	27	
Operation Jumpstart II (APHIS - OJ II)		1.8%	6	
Preparing APHIS Team Leaders Program (formerly Polishing APHIS Team Leaders - PAT)		4.6%	15	
Staff Officer Training (APHIS - SOT)		1.5%	5	


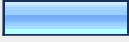

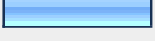

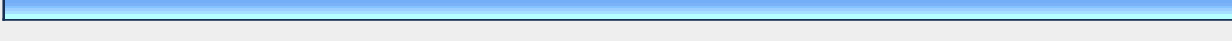
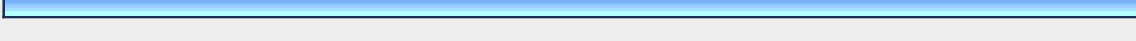
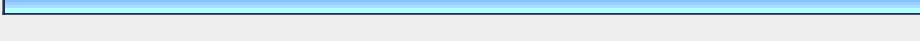
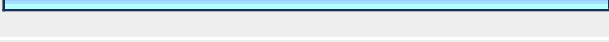
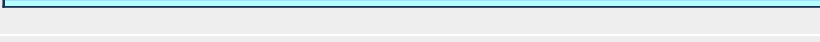
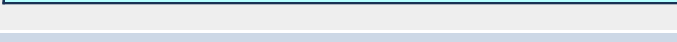
Support Employees Learning Forum (APHIS - SELF)		0.9%	3
Veterinary Services Career Program (VSCP)		10.0%	33
answered question			329
skipped question			0

2. Q1)The program/curriculum provided opportunities for professional growth and development.							
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
Track I	3.2% (2)	1.6% (1)	4.8% (3)	30.6% (19)	59.7% (37)	4.42	62
answered question							62
skipped question							267

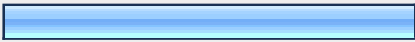
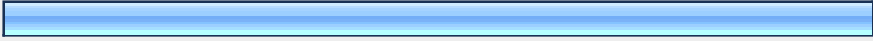
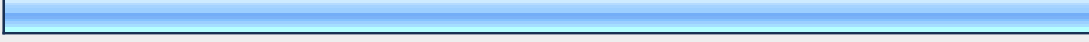
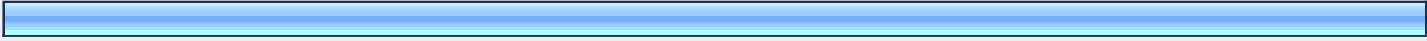
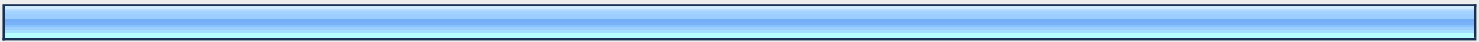
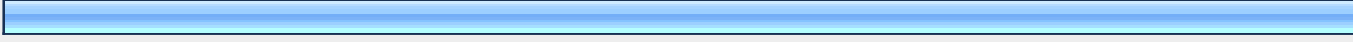

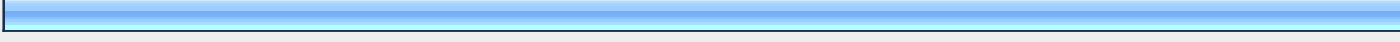
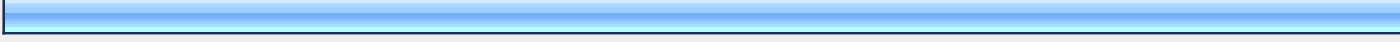
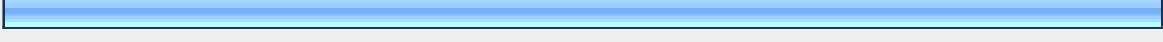
3. Q2)The program/curriculum was the appropriate choice for my position.							
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
Track I	1.6% (1)	1.6% (1)	6.5% (4)	40.3% (25)	50.0% (31)	4.35	62
answered question							62
skipped question							267

4. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply




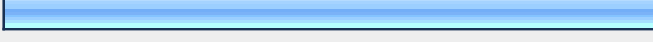


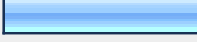
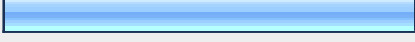
		Response Percent	Response Count
Cross Cultural Interactions		16.1%	10
Developing Others		41.9%	26
Continual Learning		59.7%	37
Creativity and Innovation		58.1%	36
External Awareness		62.9%	39
Flexibility		46.8%	29
Resilience		30.6%	19
Public Service Motivation		11.3%	7
Strategic Thinking		54.8%	34
Vision		38.7%	24
Conflict Management		77.4%	48
Leveraging Diversity		25.8%	16
Integrity/Honesty		41.9%	26
Team Building		77.4%	48
Accountability		37.1%	23
Customer Service		46.8%	29
Decisiveness		54.8%	34
Entrepreneurship		14.5%	9

Problem Solving		74.2%	46
Technical Credibility		8.1%	5
Financial Management		3.2%	2
Human Capital Management		9.7%	6
Technology Management		3.2%	2
Influencing/Negotiating		82.3%	51
Interpersonal Skills		75.8%	47
Oral Communication		61.3%	38
Partnering		40.3%	25
Political Savvy		54.8%	34
Written Communication		45.2%	28
		answered question	62
		skipped question	267

5. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		27.4%	17
Action Learning Project/Team Presentation		58.1%	36
Assessments		72.6%	45
Coaching		95.2%	59
Developmental Assignment(s)		98.4%	61
Learning Contract/IDP		90.3%	56
Mentoring		77.4%	48
Reading Assignment(s)		93.5%	58
Shadow Assignment(s)		93.5%	58
Workshops/Seminars		77.4%	48
		answered question	62
		skipped question	267

6. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		3.2%	2
Assessments		1.6%	1
Coaching		4.8%	3
Developmental Assignment(s)		43.5%	27
Learning Contract/IDP		4.8%	3
Mentoring		0.0%	0
Reading Assignment(s)		1.6%	1
Shadow Assignment(s)		12.9%	8
Workshops/Seminars		27.4%	17
		answered question	62
		skipped question	267

7. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
Track I	1.6% (1)	4.8% (3)	6.5% (4)	41.9% (26)	45.2% (28)	4.24	62	
	<i>answered question</i>							62
	<i>skipped question</i>							267

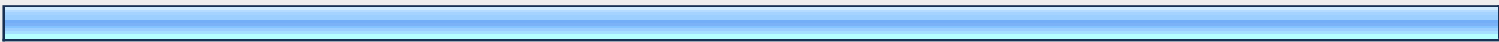
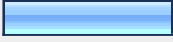
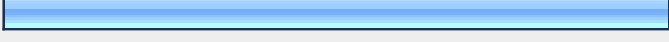
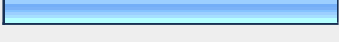
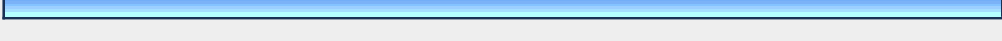
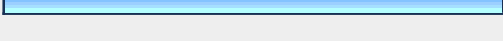
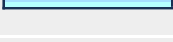
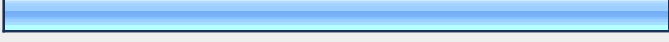
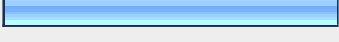
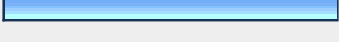
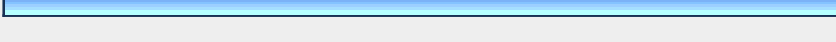
8. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
Track I	1.6% (1)	1.6% (1)	6.5% (4)	37.1% (23)	53.2% (33)	4.39	62	
	<i>answered question</i>							62
	<i>skipped question</i>							267



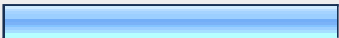
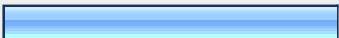
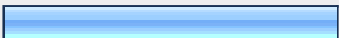
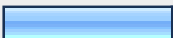
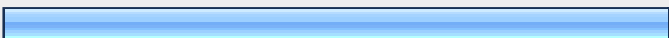
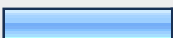
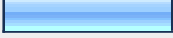




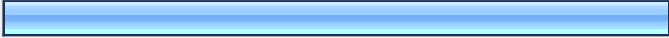


9. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
AITP	0.0% (0)	11.1% (1)	11.1% (1)	33.3% (3)	44.4% (4)	4.11	9	
	<i>answered question</i>							9
	<i>skipped question</i>							320

10. Q2) The program/curriculum was the appropriate choice for my position.

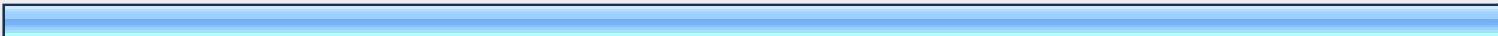





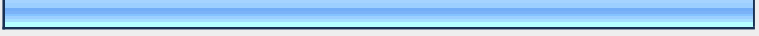

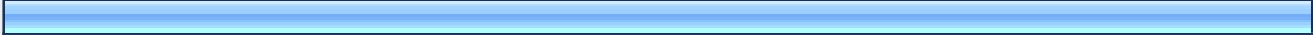
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
AITP	0.0% (0)	11.1% (1)	0.0% (0)	44.4% (4)	44.4% (4)	4.22	9	
	<i>answered question</i>							9
	<i>skipped question</i>							320

11. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

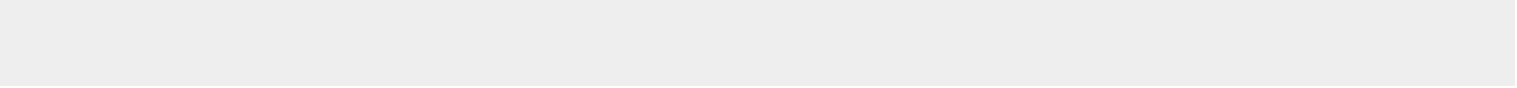
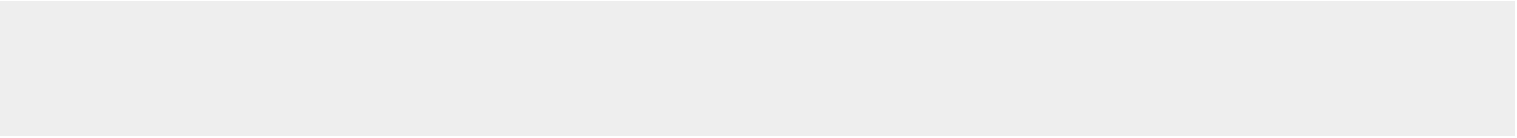
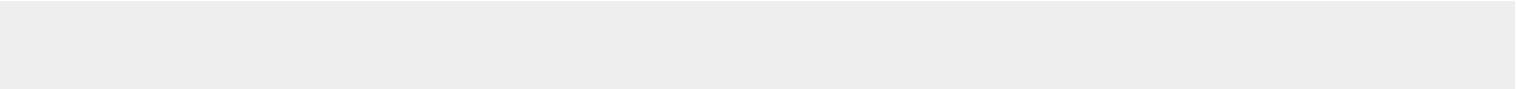
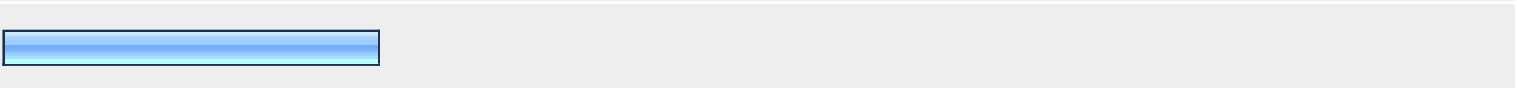
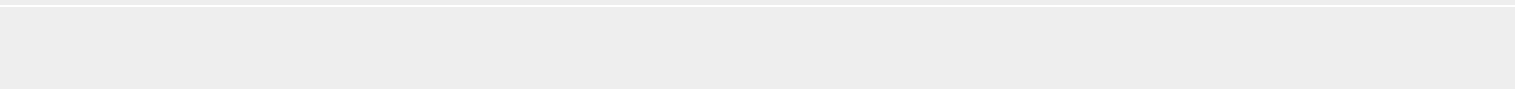
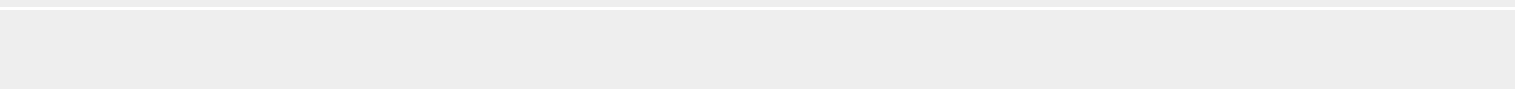
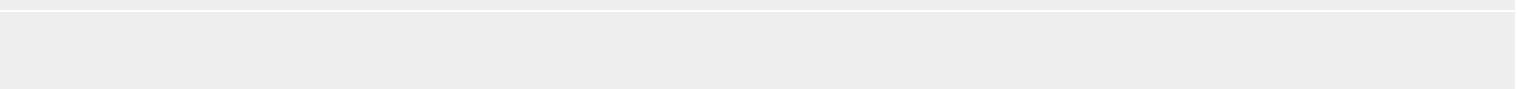
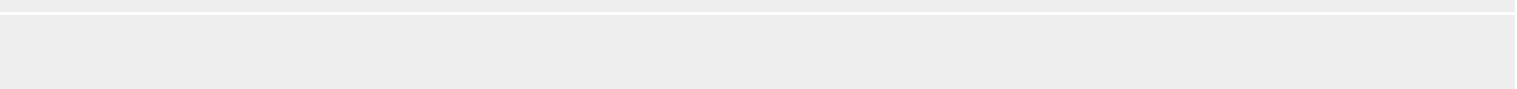
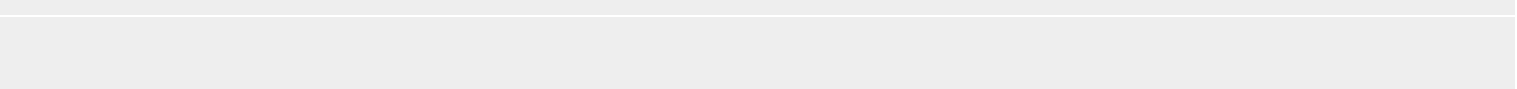
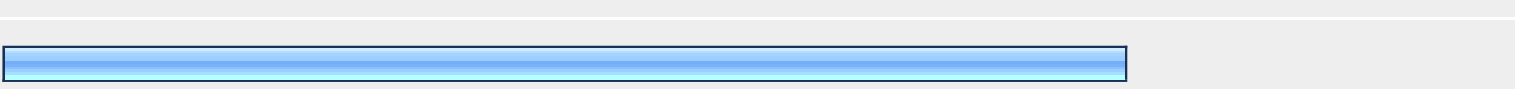
		Response Percent	Response Count
Cross Cultural Interactions		100.0%	9
Developing Others		11.1%	1
Continual Learning		44.4%	4
Creativity and Innovation		22.2%	2
External Awareness		66.7%	6
Flexibility		33.3%	3
Resilience		11.1%	1
Public Service Motivation		0.0%	0
Strategic Thinking		44.4%	4
Vision		22.2%	2
Conflict Management		22.2%	2
Leveraging Diversity		55.6%	5

Integrity/Honesty		22.2%	2
Team Building		44.4%	4
Accountability		22.2%	2
Customer Service		22.2%	2
Decisiveness		22.2%	2
Entrepreneurship		11.1%	1
Problem Solving		44.4%	4
Technical Credibility		11.1%	1
Financial Management		0.0%	0
Human Capital Management		11.1%	1
Technology Management		11.1%	1
Influencing/Negotiating		77.8%	7
Interpersonal Skills		77.8%	7
Oral Communication		77.8%	7
Partnering		44.4%	4
Political Savvy		66.7%	6
Written Communication		22.2%	2
		answered question	9
		skipped question	320

12. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		100.0%	8
Action Learning Project/Team Presentation		87.5%	7
Assessments		62.5%	5
Coaching		100.0%	8
Developmental Assignment(s)		50.0%	4
Learning Contract/IDP		62.5%	5
Mentoring		50.0%	4
Reading Assignment(s)		75.0%	6
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		87.5%	7
		answered question	8
		skipped question	321

13. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		0.0%	0
Assessments		0.0%	0
Coaching		25.0%	2
Developmental Assignment(s)		0.0%	0
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		75.0%	6
		answered question	8
		skipped question	321

14. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
AITP	0.0% (0)	0.0% (0)	0.0% (0)	75.0% (6)	25.0% (2)	4.25	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321




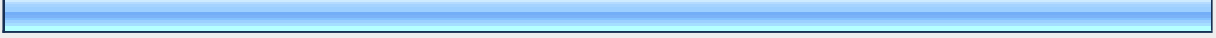
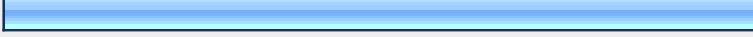

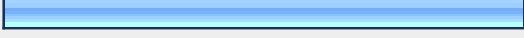
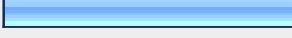
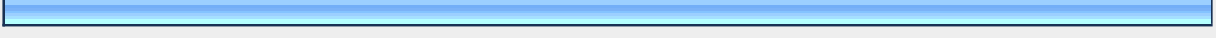
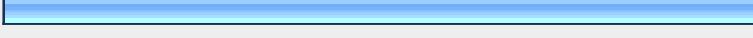


15. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
AITP	0.0% (0)	0.0% (0)	12.5% (1)	50.0% (4)	37.5% (3)	4.25	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321



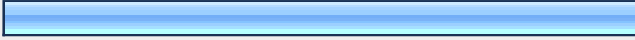
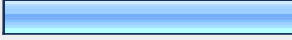
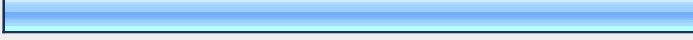

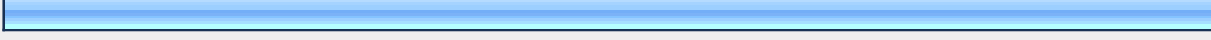

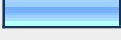
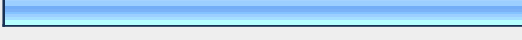


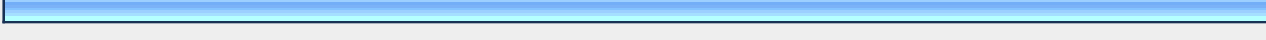
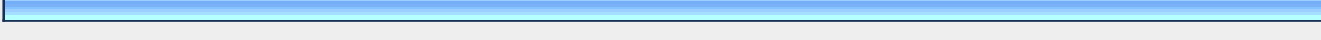

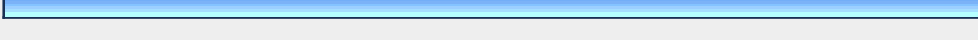
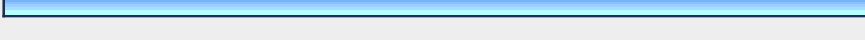
16. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
Track II	0.0% (0)	0.0% (0)	7.7% (2)	34.6% (9)	57.7% (15)	4.50	26	
	<i>answered question</i>							26
	<i>skipped question</i>							303

17. Q2) The program/curricula was the appropriate choice for my position.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
Track II	0.0% (0)	3.8% (1)	7.7% (2)	34.6% (9)	53.8% (14)	4.38	26
	<i>answered question</i>						26
	<i>skipped question</i>						303

18. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

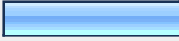
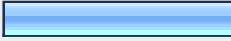
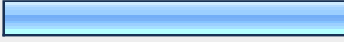
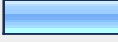
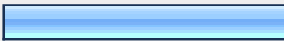

		Response Percent	Response Count
Cross Cultural Interactions		30.8%	8
Developing Others		46.2%	12
Continual Learning		76.9%	20
Creativity and Innovation		80.8%	21
External Awareness		50.0%	13
Flexibility		73.1%	19
Resilience		34.6%	9
Public Service Motivation		19.2%	5
Strategic Thinking		80.8%	21
Vision		50.0%	13
Conflict Management		92.3%	24
Leveraging Diversity		38.5%	10

Integrity/Honesty		53.8%	14
Team Building		92.3%	24
Accountability		42.3%	11
Customer Service		19.2%	5
Decisiveness		46.2%	12
Entrepreneurship		34.6%	9
Problem Solving		80.8%	21
Technical Credibility		15.4%	4
Financial Management		7.7%	2
Human Capital Management		34.6%	9
Technology Management		7.7%	2
Influencing/Negotiating		92.3%	24
Interpersonal Skills		84.6%	22
Oral Communication		88.5%	23
Partnering		61.5%	16
Political Savvy		65.4%	17
Written Communication		57.7%	15
		answered question	26
		skipped question	303

19. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		3.8%	1
Action Learning Project/Team Presentation		100.0%	26
Assessments		84.6%	22
Coaching		92.3%	24
Developmental Assignment(s)		96.2%	25
Learning Contract/IDP		96.2%	25
Mentoring		92.3%	24
Reading Assignment(s)		100.0%	26
Shadow Assignment(s)		92.3%	24
Workshops/Seminars		80.8%	21
		answered question	26
		skipped question	303

20. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		11.5%	3
Assessments		0.0%	0
Coaching		15.4%	4
Developmental Assignment(s)		23.1%	6
Learning Contract/IDP		7.7%	2
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		19.2%	5
Workshops/Seminars		23.1%	6
		<i>answered question</i>	26
		<i>skipped question</i>	303

21. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
Track II	0.0% (0)	3.8% (1)	7.7% (2)	46.2% (12)	42.3% (11)	4.27	26	
	<i>answered question</i>							26
	<i>skipped question</i>							303


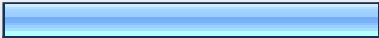




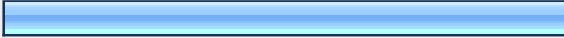

22. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
Track II	0.0% (0)	3.8% (1)	11.5% (3)	26.9% (7)	57.7% (15)	4.38	26	
	<i>answered question</i>							26
	<i>skipped question</i>							303

23. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
BRS	0.0% (0)	12.5% (1)	0.0% (0)	50.0% (4)	37.5% (3)	4.13	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321

24. Q2) The program/curriculum was the appropriate choice for my position.

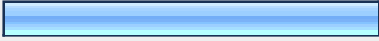

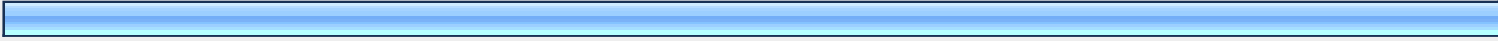
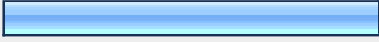
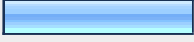
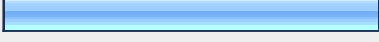
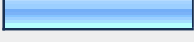
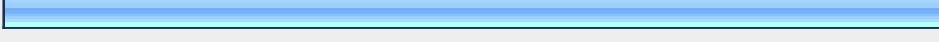
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
BRS	0.0% (0)	12.5% (1)	12.5% (1)	37.5% (3)	37.5% (3)	4.00	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321

25. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

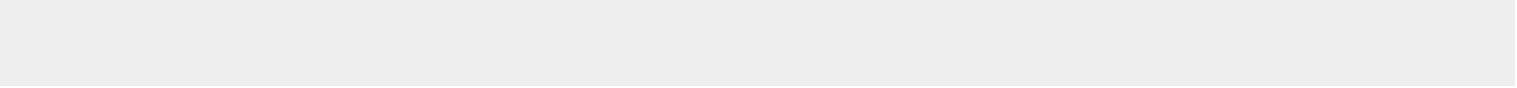
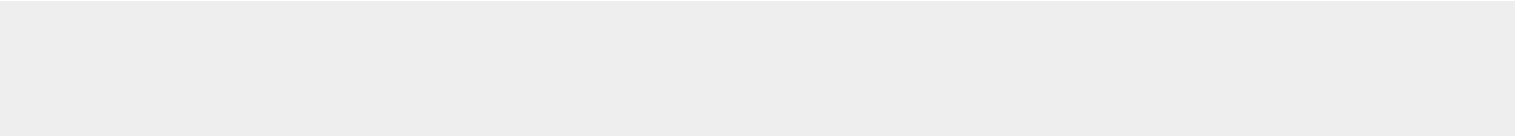
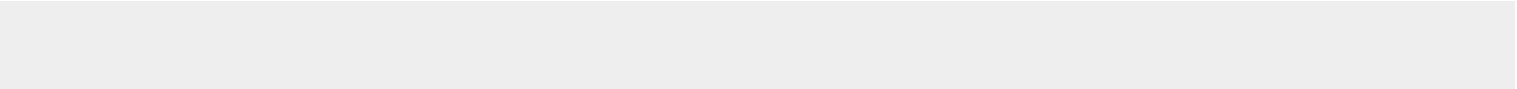
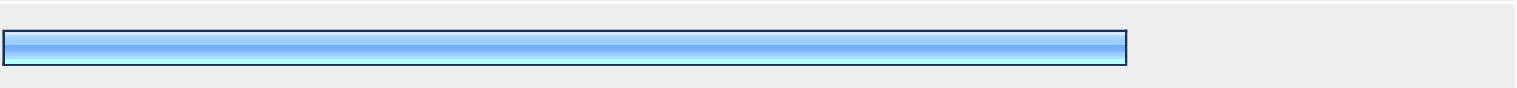
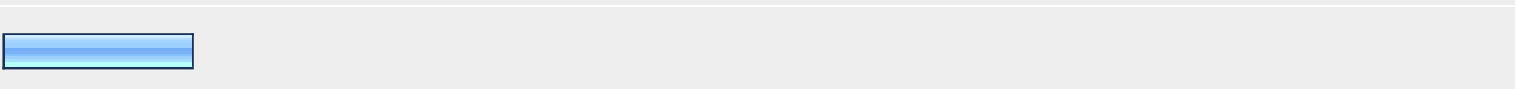
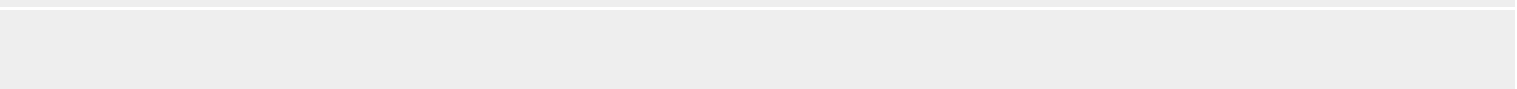
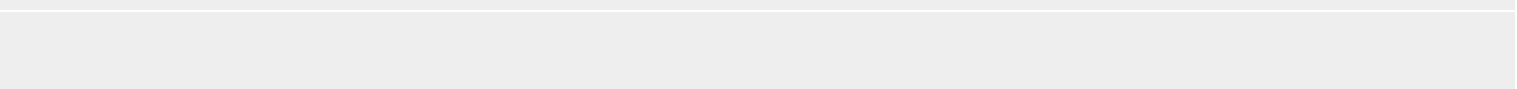
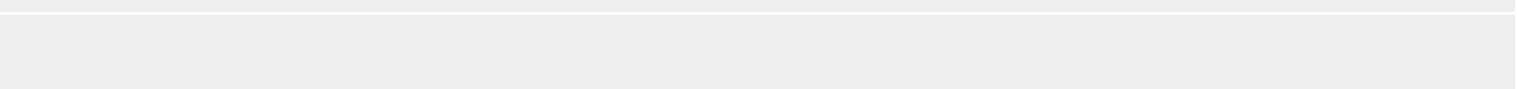
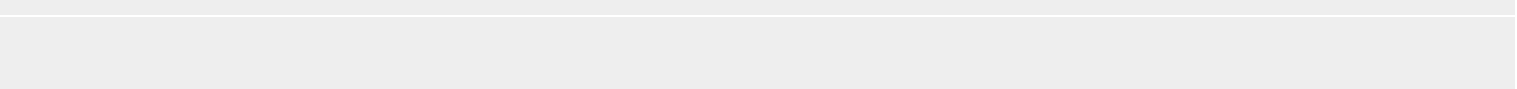
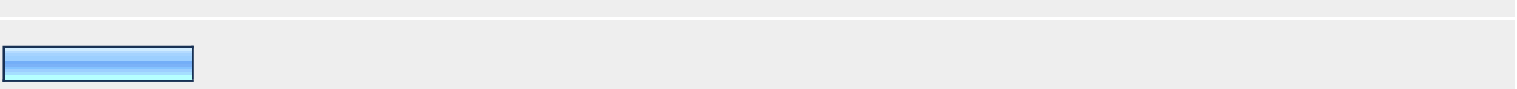
		Response Percent	Response Count
Cross Cultural Interactions		12.5%	1
Developing Others		0.0%	0
Continual Learning		25.0%	2
Creativity and Innovation		25.0%	2
External Awareness		50.0%	4
Flexibility		25.0%	2
Resilience		12.5%	1
Public Service Motivation		0.0%	0
Strategic Thinking		37.5%	3
Vision		0.0%	0
Conflict Management		75.0%	6
Leveraging Diversity		0.0%	0

Integrity/Honesty		12.5%	1
Team Building		12.5%	1
Accountability		25.0%	2
Customer Service		12.5%	1
Decisiveness		37.5%	3
Entrepreneurship		0.0%	0
Problem Solving		25.0%	2
Technical Credibility		0.0%	0
Financial Management		0.0%	0
Human Capital Management		12.5%	1
Technology Management		0.0%	0
Influencing/Negotiating		50.0%	4
Interpersonal Skills		62.5%	5
Oral Communication		62.5%	5
Partnering		0.0%	0
Political Savvy		75.0%	6
Written Communication		37.5%	3
		answered question	8
		skipped question	321

26. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		25.0%	2
Assessments		62.5%	5
Coaching		100.0%	8
Developmental Assignment(s)		25.0%	2
Learning Contract/IDP		12.5%	1
Mentoring		0.0%	0
Reading Assignment(s)		25.0%	2
Shadow Assignment(s)		12.5%	1
Workshops/Seminars		62.5%	5
		answered question	8
		skipped question	321

27. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		0.0%	0
Assessments		0.0%	0
Coaching		75.0%	6
Developmental Assignment(s)		12.5%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		12.5%	1
		answered question	8
		skipped question	321

28. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
BRS	12.5% (1)	12.5% (1)	0.0% (0)	50.0% (4)	25.0% (2)	3.63	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321




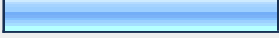
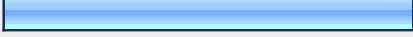

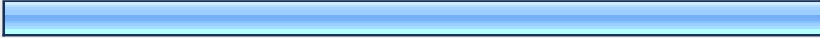



29. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
BRS	0.0% (0)	0.0% (0)	25.0% (2)	37.5% (3)	37.5% (3)	4.13	8	
	<i>answered question</i>							8
	<i>skipped question</i>							321

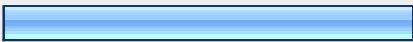


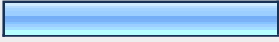
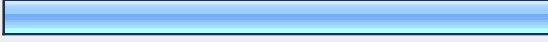

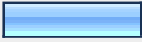
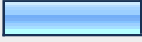
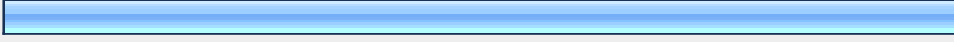
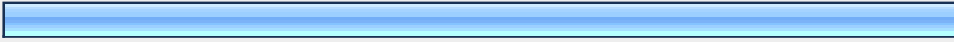
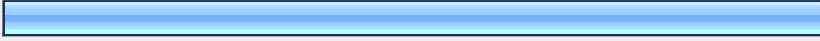
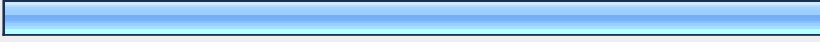
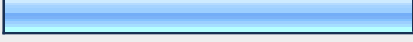
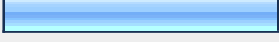

30. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
ESS	0.0% (0)	8.3% (1)	25.0% (3)	58.3% (7)	8.3% (1)	3.67	12	
	<i>answered question</i>							12
	<i>skipped question</i>							317

31. Q2) The program/curriculum was the appropriate choice for my position.

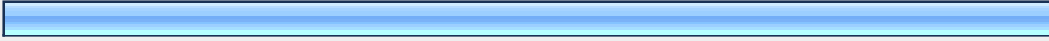

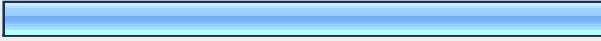
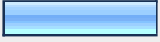
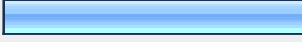
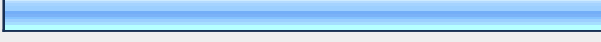

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
ESS	0.0% (0)	0.0% (0)	16.7% (2)	58.3% (7)	25.0% (3)	4.08	12
	<i>answered question</i>						12
	<i>skipped question</i>						317

32. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

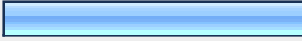

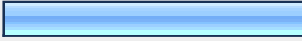
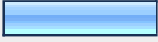

		Response Percent	Response Count
Cross Cultural Interactions		9.1%	1
Developing Others		45.5%	5
Continual Learning		54.5%	6
Creativity and Innovation		18.2%	2
External Awareness		27.3%	3
Flexibility		0.0%	0
Resilience		18.2%	2
Public Service Motivation		0.0%	0
Strategic Thinking		54.5%	6
Vision		45.5%	5
Conflict Management		54.5%	6
Leveraging Diversity		27.3%	3

Integrity/Honesty		27.3%	3
Team Building		63.6%	7
Accountability		27.3%	3
Customer Service		18.2%	2
Decisiveness		36.4%	4
Entrepreneurship		0.0%	0
Problem Solving		45.5%	5
Technical Credibility		9.1%	1
Financial Management		9.1%	1
Human Capital Management		63.6%	7
Technology Management		0.0%	0
Influencing/Negotiating		63.6%	7
Interpersonal Skills		54.5%	6
Oral Communication		54.5%	6
Partnering		27.3%	3
Political Savvy		18.2%	2
Written Communication		9.1%	1
		answered question	11
		skipped question	318

33. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		70.0%	7
Assessments		50.0%	5
Coaching		40.0%	4
Developmental Assignment(s)		10.0%	1
Learning Contract/IDP		20.0%	2
Mentoring		0.0%	0
Reading Assignment(s)		40.0%	4
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		60.0%	6
		answered question	10
		skipped question	319

34. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		20.0%	2
Assessments		10.0%	1
Coaching		20.0%	2
Developmental Assignment(s)		10.0%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		40.0%	4
		<i>answered question</i>	10
		<i>skipped question</i>	319

35. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
ESS	0.0% (0)	10.0% (1)	20.0% (2)	60.0% (6)	10.0% (1)	3.70	10	
	<i>answered question</i>							10
	<i>skipped question</i>							319




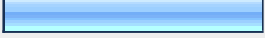
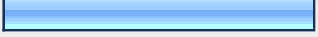

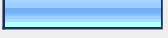

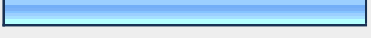
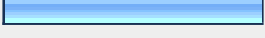

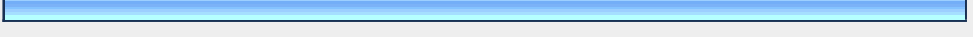
36. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
ESS	10.0% (1)	10.0% (1)	0.0% (0)	60.0% (6)	20.0% (2)	3.70	10	
	<i>answered question</i>							10
	<i>skipped question</i>							319


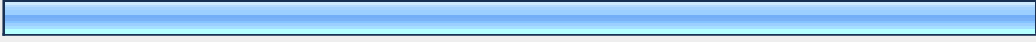
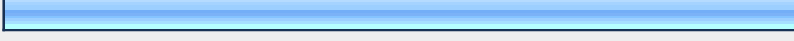
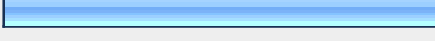
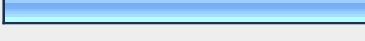

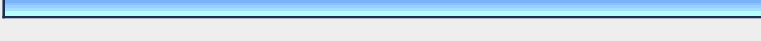
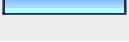
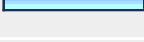
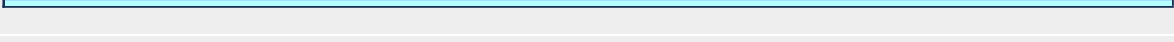

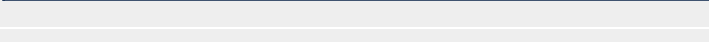




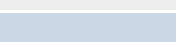
37. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
FAHRM	0.0% (0)	2.2% (2)	13.5% (12)	60.7% (54)	23.6% (21)	4.06	89	
	<i>answered question</i>							89
	<i>skipped question</i>							240

38. Q2) The program/curriculum was the appropriate choice for my position.


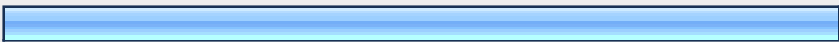
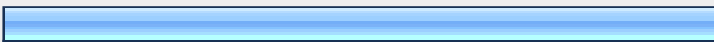
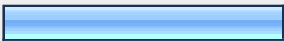



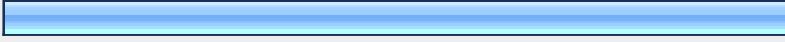
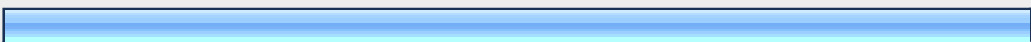
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
FAHRM	0.0% (0)	2.2% (2)	11.2% (10)	58.4% (52)	28.1% (25)	4.12	89
	<i>answered question</i>						89
	<i>skipped question</i>						240

39. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply


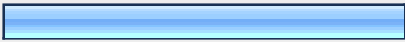






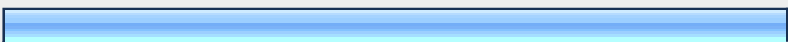
		Response Percent	Response Count
Cross Cultural Interactions		36.8%	32
Developing Others		73.6%	64
Continual Learning		35.6%	31
Creativity and Innovation		17.2%	15
External Awareness		20.7%	18
Flexibility		19.5%	17
Resilience		10.3%	9
Public Service Motivation		5.7%	5
Strategic Thinking		24.1%	21
Vision		17.2%	15
Conflict Management		83.9%	73
Leveraging Diversity		64.4%	56

Integrity/Honesty		36.8%	32
Team Building		69.0%	60
Accountability		52.9%	46
Customer Service		28.7%	25
Decisiveness		24.1%	21
Entrepreneurship		5.7%	5
Problem Solving		50.6%	44
Technical Credibility		8.0%	7
Financial Management		9.2%	8
Human Capital Management		78.2%	68
Technology Management		4.6%	4
Influencing/Negotiating		47.1%	41
Interpersonal Skills		73.6%	64
Oral Communication		44.8%	39
Partnering		20.7%	18
Political Savvy		8.0%	7
Written Communication		11.5%	10
		answered question	87
		skipped question	242

40. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		61.6%	53
Action Learning Project/Team Presentation		55.8%	48
Assessments		47.7%	41
Coaching		18.6%	16
Developmental Assignment(s)		19.8%	17
Learning Contract/IDP		15.1%	13
Mentoring		3.5%	3
Reading Assignment(s)		52.3%	45
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		68.6%	59
		answered question	86
		skipped question	243

41. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		5.8%	5
Action Learning Project/Team Presentation		26.7%	23
Assessments		0.0%	0
Coaching		4.7%	4
Developmental Assignment(s)		4.7%	4
Learning Contract/IDP		1.2%	1
Mentoring		2.3%	2
Reading Assignment(s)		1.2%	1
Shadow Assignment(s)		1.2%	1
Workshops/Seminars		52.3%	45
		<i>answered question</i>	86
		<i>skipped question</i>	243

42. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
FAHRM	0.0% (0)	2.3% (2)	9.3% (8)	60.5% (52)	27.9% (24)	4.14	86	
	<i>answered question</i>							86
	<i>skipped question</i>							243




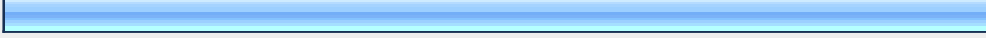
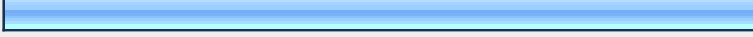

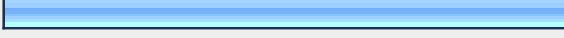
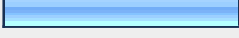
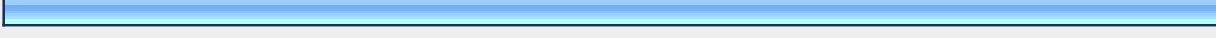
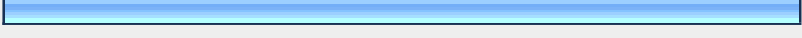

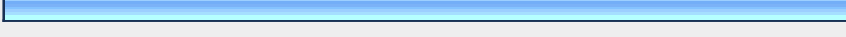
43. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
FAHRM	0.0% (0)	2.3% (2)	9.3% (8)	58.1% (50)	30.2% (26)	4.16	86	
	<i>answered question</i>							86
	<i>skipped question</i>							243

44. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
L-21	3.1% (1)	6.3% (2)	12.5% (4)	34.4% (11)	43.8% (14)	4.09	32	
	<i>answered question</i>							32
	<i>skipped question</i>							297

45. Q2) The program/curriculum was the appropriate choice for my position.

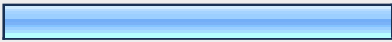



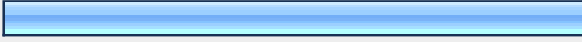
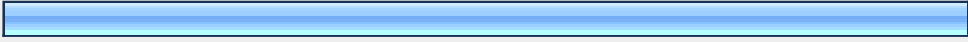

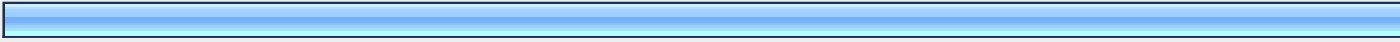


	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
L-21	3.1% (1)	9.4% (3)	9.4% (3)	40.6% (13)	37.5% (12)	4.00	32
	<i>answered question</i>						32
	<i>skipped question</i>						297

46. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

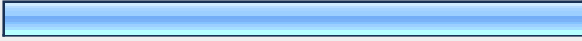




		Response Percent	Response Count
Cross Cultural Interactions		56.3%	18
Developing Others		28.1%	9
Continual Learning		56.3%	18
Creativity and Innovation		65.6%	21
External Awareness		50.0%	16
Flexibility		43.8%	14
Resilience		37.5%	12
Public Service Motivation		15.6%	5
Strategic Thinking		81.3%	26
Vision		53.1%	17
Conflict Management		56.3%	18
Leveraging Diversity		56.3%	18

Integrity/Honesty		43.8%	14
Team Building		93.8%	30
Accountability		40.6%	13
Customer Service		12.5%	4
Decisiveness		21.9%	7
Entrepreneurship		18.8%	6
Problem Solving		62.5%	20
Technical Credibility		12.5%	4
Financial Management		3.1%	1
Human Capital Management		21.9%	7
Technology Management		6.3%	2
Influencing/Negotiating		93.8%	30
Interpersonal Skills		84.4%	27
Oral Communication		68.8%	22
Partnering		53.1%	17
Political Savvy		62.5%	20
Written Communication		46.9%	15
		answered question	32
		skipped question	297

47. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		25.8%	8
Action Learning Project/Team Presentation		100.0%	31
Assessments		96.8%	30
Coaching		100.0%	31
Developmental Assignment(s)		38.7%	12
Learning Contract/IDP		64.5%	20
Mentoring		25.8%	8
Reading Assignment(s)		93.5%	29
Shadow Assignment(s)		3.2%	1
Workshops/Seminars		77.4%	24
		answered question	31
		skipped question	298

48. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		38.7%	12
Assessments		22.6%	7
Coaching		3.2%	1
Developmental Assignment(s)		3.2%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		32.3%	10
		answered question	31
		skipped question	298

49. Q6) I have had an opportunity to apply the training since completing the program/curriculum								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
L-21	0.0% (0)	3.2% (1)	12.9% (4)	29.0% (9)	54.8% (17)	4.35	31	
	<i>answered question</i>							31
	<i>skipped question</i>							298




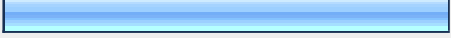
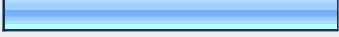

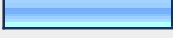

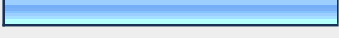
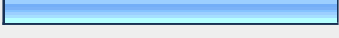

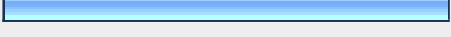
50. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
L-21	0.0% (0)	0.0% (0)	9.7% (3)	25.8% (8)	64.5% (20)	4.55	31	
	<i>answered question</i>							31
	<i>skipped question</i>							298



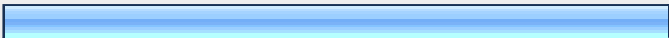
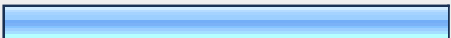
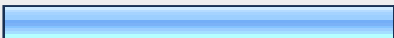

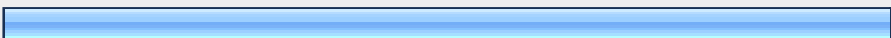
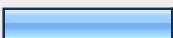

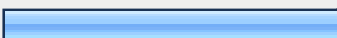
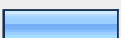
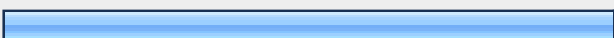
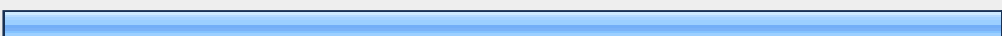
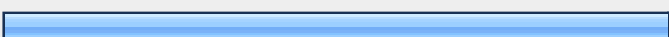
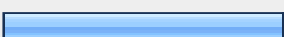
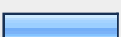
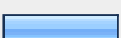
51. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
NSS	7.4% (2)	7.4% (2)	3.7% (1)	44.4% (12)	37.0% (10)	3.96	27	
	<i>answered question</i>							27
	<i>skipped question</i>							302

52. Q2) The program/curriculum was the appropriate choice for my position.

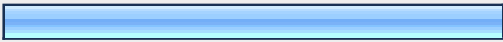
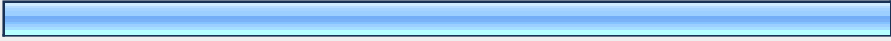
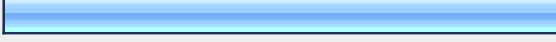
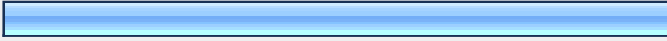
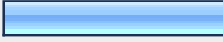
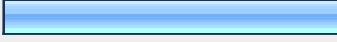
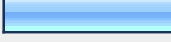
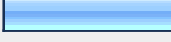


	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
NSS	11.1% (3)	3.7% (1)	0.0% (0)	48.1% (13)	37.0% (10)	3.96	27
	<i>answered question</i>						27
	<i>skipped question</i>						302

53. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

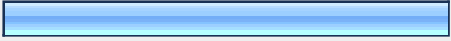

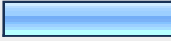


		Response Percent	Response Count
Cross Cultural Interactions		29.6%	8
Developing Others		66.7%	18
Continual Learning		33.3%	9
Creativity and Innovation		29.6%	8
External Awareness		22.2%	6
Flexibility		33.3%	9
Resilience		11.1%	3
Public Service Motivation		3.7%	1
Strategic Thinking		22.2%	6
Vision		22.2%	6
Conflict Management		88.9%	24
Leveraging Diversity		29.6%	8

Integrity/Honesty		22.2%	6
Team Building		88.9%	24
Accountability		44.4%	12
Customer Service		29.6%	8
Decisiveness		25.9%	7
Entrepreneurship		3.7%	1
Problem Solving		59.3%	16
Technical Credibility		11.1%	3
Financial Management		3.7%	1
Human Capital Management		22.2%	6
Technology Management		7.4%	2
Influencing/Negotiating		40.7%	11
Interpersonal Skills		66.7%	18
Oral Communication		44.4%	12
Partnering		18.5%	5
Political Savvy		7.4%	2
Written Communication		7.4%	2
		answered question	27
		skipped question	302

54. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		33.3%	9
Action Learning Project/Team Presentation		59.3%	16
Assessments		37.0%	10
Coaching		44.4%	12
Developmental Assignment(s)		14.8%	4
Learning Contract/IDP		22.2%	6
Mentoring		11.1%	3
Reading Assignment(s)		11.1%	3
Shadow Assignment(s)		3.7%	1
Workshops/Seminars		70.4%	19
		<i>answered question</i>	27
		<i>skipped question</i>	302

55. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		29.6%	8
Assessments		3.7%	1
Coaching		11.1%	3
Developmental Assignment(s)		0.0%	0
Learning Contract/IDP		3.7%	1
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		51.9%	14
		<i>answered question</i>	27
		<i>skipped question</i>	302

56. Q6) I have had an opportunity to apply the training since completing the program/curriculum								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
NSS	11.1% (3)	3.7% (1)	14.8% (4)	40.7% (11)	29.6% (8)	3.74	27	
	<i>answered question</i>							27
	<i>skipped question</i>							302




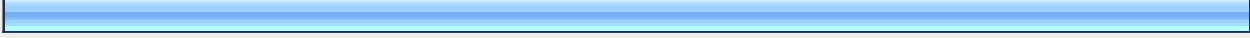
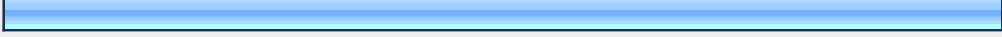

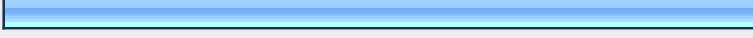
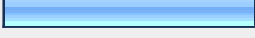
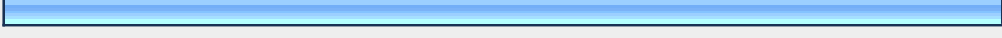
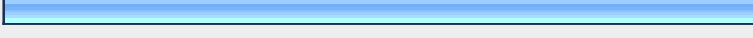

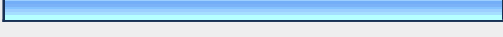
57. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
NSS	3.7% (1)	0.0% (0)	11.1% (3)	55.6% (15)	29.6% (8)	4.07	27	
	<i>answered question</i>							27
	<i>skipped question</i>							302

58. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
OJ II	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (2)	66.7% (4)	4.67	6	
	<i>answered question</i>							6
	<i>skipped question</i>							323

59. Q2) The program/curriculum was the appropriate choice for my position.


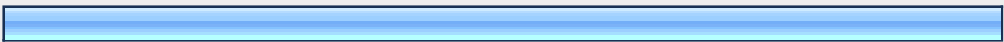
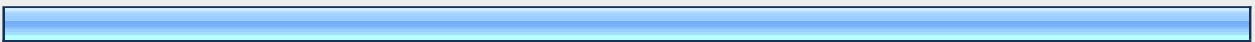
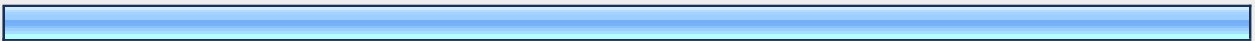
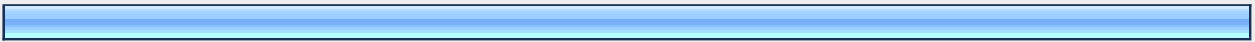


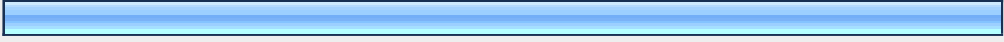
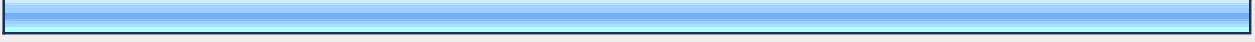
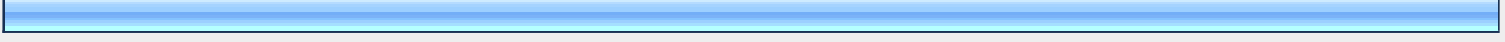
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
OJ II	0.0% (0)	16.7% (1)	0.0% (0)	50.0% (3)	33.3% (2)	4.00	6	
	<i>answered question</i>							6
	<i>skipped question</i>							323

60. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply


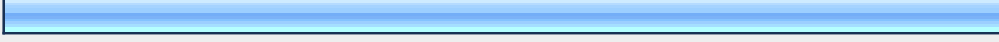
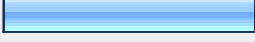
		Response Percent	Response Count
Cross Cultural Interactions		83.3%	5
Developing Others		83.3%	5
Continual Learning		83.3%	5
Creativity and Innovation		83.3%	5
External Awareness		66.7%	4
Flexibility		66.7%	4
Resilience		50.0%	3
Public Service Motivation		16.7%	1
Strategic Thinking		66.7%	4
Vision		50.0%	3
Conflict Management		100.0%	6
Leveraging Diversity		33.3%	2

Integrity/Honesty		100.0%	6
Team Building		100.0%	6
Accountability		83.3%	5
Customer Service		100.0%	6
Decisiveness		50.0%	3
Entrepreneurship		16.7%	1
Problem Solving		83.3%	5
Technical Credibility		33.3%	2
Financial Management		50.0%	3
Human Capital Management		33.3%	2
Technology Management		33.3%	2
Influencing/Negotiating		50.0%	3
Interpersonal Skills		100.0%	6
Oral Communication		100.0%	6
Partnering		66.7%	4
Political Savvy		0.0%	0
Written Communication		100.0%	6
	<i>answered question</i>		6
	<i>skipped question</i>		323

61. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		66.7%	4
Action Learning Project/Team Presentation		66.7%	4
Assessments		83.3%	5
Coaching		83.3%	5
Developmental Assignment(s)		83.3%	5
Learning Contract/IDP		33.3%	2
Mentoring		100.0%	6
Reading Assignment(s)		66.7%	4
Shadow Assignment(s)		83.3%	5
Workshops/Seminars		100.0%	6
		<i>answered question</i>	6
		<i>skipped question</i>	323

62. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		0.0%	0
Assessments		0.0%	0
Coaching		0.0%	0
Developmental Assignment(s)		16.7%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		66.7%	4
Workshops/Seminars		16.7%	1
		answered question	6
		skipped question	323

63. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
OJ II	0.0% (0)	0.0% (0)	0.0% (0)	16.7% (1)	83.3% (5)	4.83	6	
	<i>answered question</i>							6
	<i>skipped question</i>							323




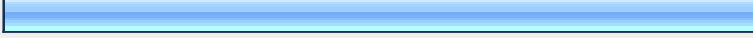
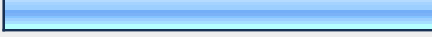

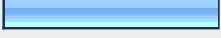
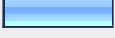
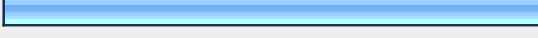
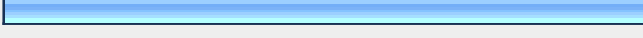

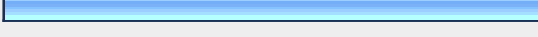
64. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
OJ II	0.0% (0)	16.7% (1)	0.0% (0)	16.7% (1)	66.7% (4)	4.33	6	
	<i>answered question</i>							6
	<i>skipped question</i>							323



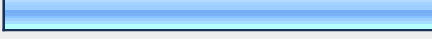
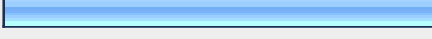

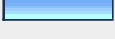
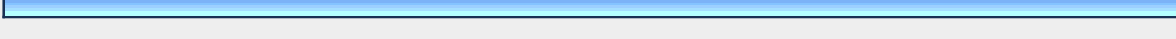
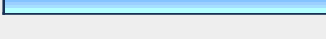
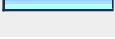
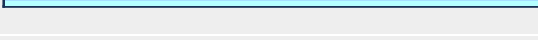
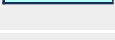
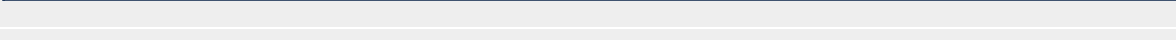
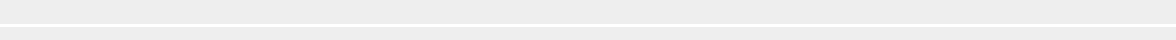

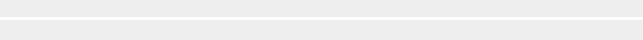

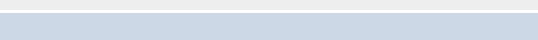
65. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
PAT	7.1% (1)	0.0% (0)	21.4% (3)	57.1% (8)	14.3% (2)	3.71	14	
	<i>answered question</i>							14
	<i>skipped question</i>							315

66. Q2) The program/curriculum was the appropriate choice for my position.


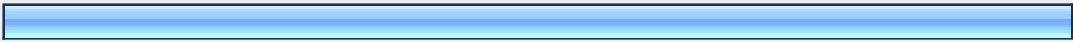


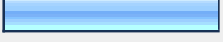
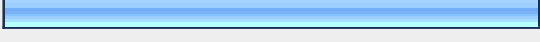
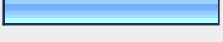
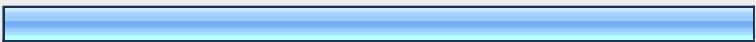

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
PAT	7.1% (1)	0.0% (0)	7.1% (1)	64.3% (9)	21.4% (3)	3.93	14
	<i>answered question</i>						14
	<i>skipped question</i>						315

67. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

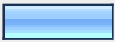
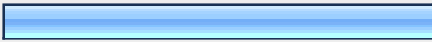

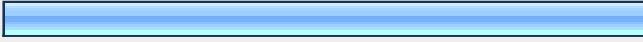
		Response Percent	Response Count
Cross Cultural Interactions		21.4%	3
Developing Others		64.3%	9
Continual Learning		35.7%	5
Creativity and Innovation		50.0%	7
External Awareness		28.6%	4
Flexibility		42.9%	6
Resilience		14.3%	2
Public Service Motivation		7.1%	1
Strategic Thinking		35.7%	5
Vision		42.9%	6
Conflict Management		100.0%	14
Leveraging Diversity		35.7%	5

Integrity/Honesty		35.7%	5
Team Building		85.7%	12
Accountability		28.6%	4
Customer Service		28.6%	4
Decisiveness		64.3%	9
Entrepreneurship		7.1%	1
Problem Solving		78.6%	11
Technical Credibility		21.4%	3
Financial Management		7.1%	1
Human Capital Management		35.7%	5
Technology Management		7.1%	1
Influencing/Negotiating		78.6%	11
Interpersonal Skills		78.6%	11
Oral Communication		78.6%	11
Partnering		42.9%	6
Political Savvy		14.3%	2
Written Communication		35.7%	5
		answered question	14
		skipped question	315

68. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		92.9%	13
Action Learning Project/Team Presentation		71.4%	10
Assessments		71.4%	10
Coaching		21.4%	3
Developmental Assignment(s)		14.3%	2
Learning Contract/IDP		35.7%	5
Mentoring		14.3%	2
Reading Assignment(s)		50.0%	7
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		42.9%	6
		answered question	14
		skipped question	315

69. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		7.1%	1
Action Learning Project/Team Presentation		28.6%	4
Assessments		21.4%	3
Coaching		0.0%	0
Developmental Assignment(s)		0.0%	0
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		42.9%	6
		<i>answered question</i>	14
		<i>skipped question</i>	315

70. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
PAT	7.1% (1)	0.0% (0)	35.7% (5)	50.0% (7)	7.1% (1)	3.50	14	
	<i>answered question</i>							14
	<i>skipped question</i>							315

71. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
PAT	7.1% (1)	7.1% (1)	21.4% (3)	50.0% (7)	14.3% (2)	3.57	14	
	<i>answered question</i>							14
	<i>skipped question</i>							315

72. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SOT	0.0% (0)	0.0% (0)	40.0% (2)	60.0% (3)	0.0% (0)	3.60	5	
	<i>answered question</i>							5
	<i>skipped question</i>							324

73. Q2) The program/curriculum was the appropriate choice for my position.

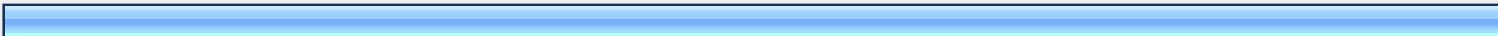






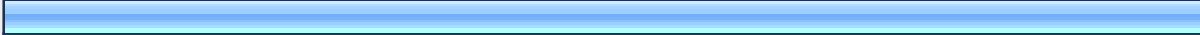
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
SOT	0.0% (0)	0.0% (0)	40.0% (2)	60.0% (3)	0.0% (0)	3.60	5
<i>answered question</i>							5
<i>skipped question</i>							324

74. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

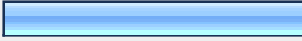


	Response Percent	Response Count
Cross Cultural Interactions	0.0%	0
Developing Others	0.0%	0
Continual Learning	60.0%	3
Creativity and Innovation	20.0%	1
External Awareness	20.0%	1
Flexibility	0.0%	0
Resilience	0.0%	0
Public Service Motivation	0.0%	0
Strategic Thinking	20.0%	1
Vision	0.0%	0
Conflict Management	0.0%	0
Leveraging Diversity	0.0%	0

Integrity/Honesty		0.0%	0
Team Building		20.0%	1
Accountability		0.0%	0
Customer Service		20.0%	1
Decisiveness		0.0%	0
Entrepreneurship		0.0%	0
Problem Solving		0.0%	0
Technical Credibility		0.0%	0
Financial Management		20.0%	1
Human Capital Management		0.0%	0
Technology Management		0.0%	0
Influencing/Negotiating		0.0%	0
Interpersonal Skills		80.0%	4
Oral Communication		80.0%	4
Partnering		20.0%	1
Political Savvy		20.0%	1
Written Communication		80.0%	4
		<i>answered question</i>	5
		<i>skipped question</i>	324

75. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		100.0%	5
Action Learning Project/Team Presentation		20.0%	1
Assessments		20.0%	1
Coaching		20.0%	1
Developmental Assignment(s)		40.0%	2
Learning Contract/IDP		0.0%	0
Mentoring		20.0%	1
Reading Assignment(s)		80.0%	4
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		80.0%	4
		answered question	5
		skipped question	324

76. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

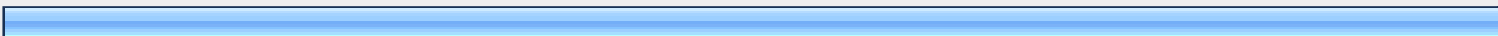
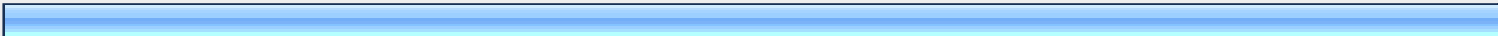

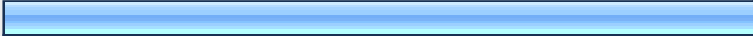
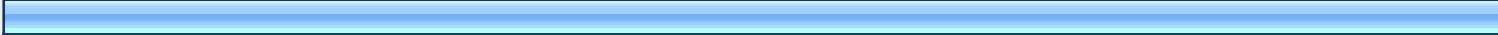

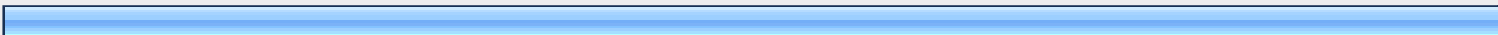
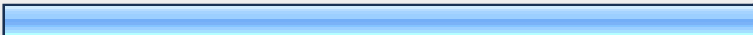

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		20.0%	1
Assessments		0.0%	0
Coaching		0.0%	0
Developmental Assignment(s)		20.0%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		60.0%	3
		answered question	5
		skipped question	324

77. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SOT	0.0% (0)	0.0% (0)	80.0% (4)	20.0% (1)	0.0% (0)	3.20	5	
	<i>answered question</i>							5
	<i>skipped question</i>							324

78. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SOT	0.0% (0)	0.0% (0)	80.0% (4)	20.0% (1)	0.0% (0)	3.20	5	
	<i>answered question</i>							5
	<i>skipped question</i>							324

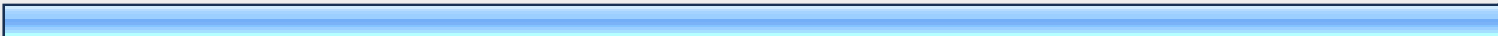





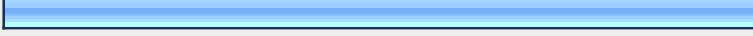

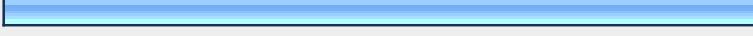
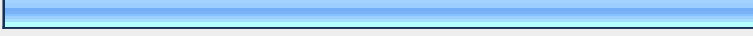
79. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SELF	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	0.0% (0)	3.50	2	
	<i>answered question</i>							2
	<i>skipped question</i>							327

80. Q2) The program/curriculum was the appropriate choice for my position.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SELF	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (2)	0.0% (0)	4.00	2	
	<i>answered question</i>							2
	<i>skipped question</i>							327

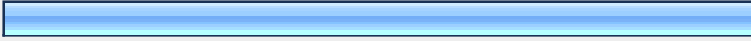

81. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply			
		Response Percent	Response Count
Cross Cultural Interactions		100.0%	2
Developing Others		0.0%	0
Continual Learning		100.0%	2
Creativity and Innovation		100.0%	2
External Awareness		50.0%	1
Flexibility		100.0%	2
Resilience		50.0%	1
Public Service Motivation		0.0%	0
Strategic Thinking		100.0%	2
Vision		50.0%	1
Conflict Management		0.0%	0
Leveraging Diversity		50.0%	1

Integrity/Honesty		100.0%	2
Team Building		100.0%	2
Accountability		50.0%	1
Customer Service		100.0%	2
Decisiveness		100.0%	2
Entrepreneurship		0.0%	0
Problem Solving		100.0%	2
Technical Credibility		50.0%	1
Financial Management		50.0%	1
Human Capital Management		50.0%	1
Technology Management		0.0%	0
Influencing/Negotiating		50.0%	1
Interpersonal Skills		100.0%	2
Oral Communication		100.0%	2
Partnering		100.0%	2
Political Savvy		50.0%	1
Written Communication		100.0%	2
		<i>answered question</i>	2
		<i>skipped question</i>	327

82. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		100.0%	2
Action Learning Project/Team Presentation		100.0%	2
Assessments		100.0%	2
Coaching		50.0%	1
Developmental Assignment(s)		50.0%	1
Learning Contract/IDP		100.0%	2
Mentoring		50.0%	1
Reading Assignment(s)		50.0%	1
Shadow Assignment(s)		50.0%	1
Workshops/Seminars		50.0%	1
		answered question	2
		skipped question	327

83. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		0.0%	0
Action Learning Project/Team Presentation		50.0%	1
Assessments		50.0%	1
Coaching		0.0%	0
Developmental Assignment(s)		0.0%	0
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		0.0%	0
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		0.0%	0
		answered question	2
		skipped question	327

84. Q6) I have had an opportunity to apply the training since completing the program/curriculum.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SELF	0.0% (0)	50.0% (1)	0.0% (0)	0.0% (0)	50.0% (1)	3.50	2	
	<i>answered question</i>							2
	<i>skipped question</i>							327




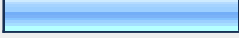
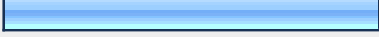


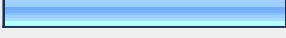
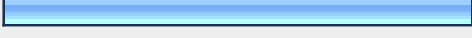
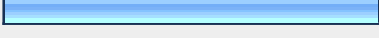

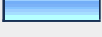
85. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
SELF	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (2)	0.0% (0)	4.00	2	
	<i>answered question</i>							2
	<i>skipped question</i>							327



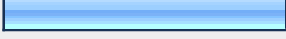
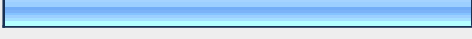

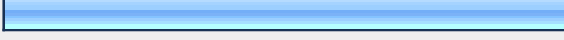
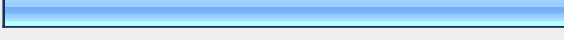

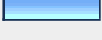
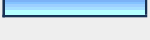
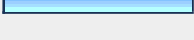
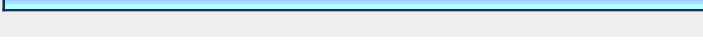
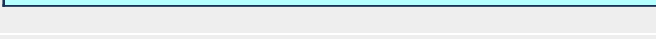
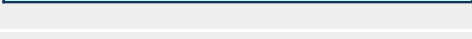

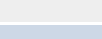
86. Q1) The program/curriculum provided opportunities for professional growth and development.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count	
VSCP	9.1% (3)	6.1% (2)	3.0% (1)	51.5% (17)	30.3% (10)	3.88	33	
	<i>answered question</i>							33
	<i>skipped question</i>							296

87. Q2) The program/curriculum was the appropriate choice for my position.


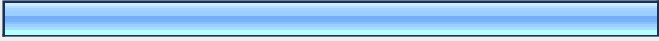
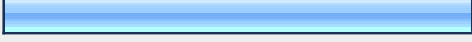
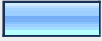
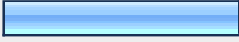
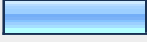

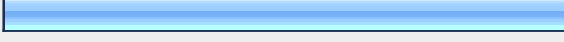

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
VSCP	6.1% (2)	9.1% (3)	15.2% (5)	39.4% (13)	30.3% (10)	3.79	33
	<i>answered question</i>						33
	<i>skipped question</i>						296

88. Q3) By your understanding, which leadership competencies were the basis for the program/curriculum? Check all that apply

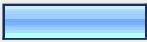
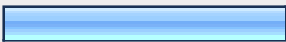



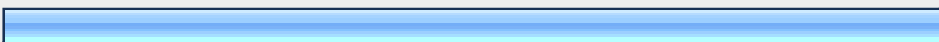
		Response Percent	Response Count
Cross Cultural Interactions		12.5%	4
Developing Others		18.8%	6
Continual Learning		68.8%	22
Creativity and Innovation		15.6%	5
External Awareness		25.0%	8
Flexibility		15.6%	5
Resilience		3.1%	1
Public Service Motivation		18.8%	6
Strategic Thinking		31.3%	10
Vision		25.0%	8
Conflict Management		37.5%	12
Leveraging Diversity		6.3%	2

Integrity/Honesty		18.8%	6
Team Building		59.4%	19
Accountability		18.8%	6
Customer Service		31.3%	10
Decisiveness		12.5%	4
Entrepreneurship		0.0%	0
Problem Solving		37.5%	12
Technical Credibility		37.5%	12
Financial Management		6.3%	2
Human Capital Management		6.3%	2
Technology Management		9.4%	3
Influencing/Negotiating		12.5%	4
Interpersonal Skills		46.9%	15
Oral Communication		43.8%	14
Partnering		31.3%	10
Political Savvy		12.5%	4
Written Communication		6.3%	2
		answered question	32
		skipped question	297

89. Q4) Which learning methods were utilized in the program/curriculum? Check all that apply

		Response Percent	Response Count
AgLearn courses		90.6%	29
Action Learning Project/Team Presentation		43.8%	14
Assessments		31.3%	10
Coaching		6.3%	2
Developmental Assignment(s)		15.6%	5
Learning Contract/IDP		9.4%	3
Mentoring		3.1%	1
Reading Assignment(s)		37.5%	12
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		81.3%	26
		answered question	32
		skipped question	297

90. Q5) In your opinion, which learning method was the most effective for your learning? Check one answer

		Response Percent	Response Count
AgLearn courses		9.4%	3
Action Learning Project/Team Presentation		18.8%	6
Assessments		3.1%	1
Coaching		0.0%	0
Developmental Assignment(s)		3.1%	1
Learning Contract/IDP		0.0%	0
Mentoring		0.0%	0
Reading Assignment(s)		3.1%	1
Shadow Assignment(s)		0.0%	0
Workshops/Seminars		62.5%	20
		<i>answered question</i>	32
		<i>skipped question</i>	297

91. Q6) I have had an opportunity to apply the training since completing the program/curriculum.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
VSCP	9.4% (3)	9.4% (3)	3.1% (1)	68.8% (22)	9.4% (3)	3.59	32
	<i>answered question</i>						32
	<i>skipped question</i>						297

92. Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Rating Average	Response Count
VSCP	9.4% (3)	3.1% (1)	6.3% (2)	62.5% (20)	18.8% (6)	3.78	32
	<i>answered question</i>						32
	<i>skipped question</i>						297