## APHIS LEADERSHIP DEVELOPMENT SURVEY RESULTS

As part of the Kirkpatrick's Level 1 - Level 3 training evaluation method, an online survey was created to determine if learning occurred and if the training had been transferred to performance of work duties. The complete online survey is included in this appendix.



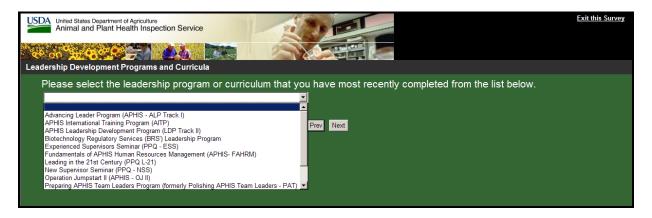
Number of Respondents

The survey was sent to 830 APHIS employees who had completed a leadership program/curriculum within the past three years. The number of respondents and the response rate are listed below.

Number of Respondents	Response Rate	
329	39.6 %	

## Organization of Level 2 Survey

As detailed in Appendix C, the survey had five questions which were designed to determine if training occurred and by which methods. The survey was organized so that the respondent selected a leadership program/curriculum from a drop down menu as shown in screen capture 2.



Once a leadership program such as Advancing Leader Program (ALP – Track I) was selected, the respondent was moved to the Level 2 questions. The name of the selected leadership program/curriculum was listed below questions 1 and 2 as shown by arrow.

US	DA United States D Animal and	Department of Agriculture Plant Health Inspection Service				Exit this Survey	
Č.	8.00 <u>br</u> 9						
٨d	Advancing Leader Program - Track I (APHIS ALP)						
Ple	ease rate the	extent to which you either	agree or disagree wi	ith the following stateme	nts:		
	Q1)The prog	gram/curriculum provided o	pportunities for profes	ssional growth and deve	lopment.		
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
	Track I	0	0	0	0	0	
	Q2)The prog	gram/curriculum was the ap	propriate choice for r	ny position.			
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
	Track I	0	0	0	0	Ø	
	Prev Next						

As part of the Level 2 survey, the respondent selected, based on their understanding, the APHIS leadership competencies which were the basis of the selected program/curriculum as shown in the screen capture below.

United States Department of Agriculture Animal and Plant Health Inspection Service	A DEL		Exit this Survey
Advancing Leader Program - Track I (APHIS ALP)			
Q3) By your understanding, which leaders	hip competencies were the basis for the p	rogram/curriculum?	
Check all that apply			
Accountability	🔲 Financial Management	Problem Solving	
Conflict Management	Flexibility	Public Service Motivation	
Continual Learning	🔲 Human Capital Management	Resilience	
Creativity and Innovation	Influencing/Negotiating	Strategic Thinking	
Cross Cultural Interactions	Integrity/Honesty	🔲 Team Building	
Customer Service	🔲 Interpersonal Skills	Technical Credibility	
Decisiveness	Leveraging Diversity	🔲 Technology Management	
Developing Others	Oral Communication	Vision	
Entrepreneurship	Partnering	Written Communication	
External Awareness	Political Savvy		
	Prev Next		

The final two questions for the Level 2 portion of the survey asked the respondent to select which learning methods were included in the training and which was the most effective for their learning.

United States Department of Agriculture Animal and Plant Health Inspection Service	STEL			
Advancing Leader Program - Track I (APHIS ALP)				
Q4) Which learning methods were utilized in the program	n/curriculum?			
Check all that apply				
Action Learning Project/Team Presentation	Learning Contract/IDP			
AgLearn courses	Mentoring			
Assessments	Reading Assignment(s)			
Coaching	Shadow Assignment(s)			
Developmental Assignment(s)	Workshops/Seminars			
Q5) In your opinion, which learning method was the most effective for your learning?				
Check one answer				
Action Learning Project/Team Presentation				
AgLearn courses				
Assessments				
Coaching				
Developmental Assignment(s)				
Learning Contract/IDP				
Mentoring				
Reading Assignment(s)				
Shadow Assignment(s)				
O Workshops/Seminars				

## Organization of Level 3 Survey

The final section of the survey was to determine if the training was transferred to the performance of work duties and therefore benefitted APHIS. This section included two questions shown in the screen capture.

4 00 Dr 40	artment of Agriculture lant Health Inspection Service				<u>Exit this Survey</u>		
	<u> </u>	agree or disagree wi	th the following stateme	nts:			
	Please rate the extent to which you either agree or disagree with the following statements:						
Q6) I have ha	Q6) I have had an opportunity to apply the training since completing the program/curriculum.						
· ·	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
Track I	0	0	O	0	0		
07) The prog	Q7) The program/curriculum benefitted the Agency by furthering my professional and personal development.						
Q() The plog	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree		
Track I	0	0	0	0	0		
	Prev Next						

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