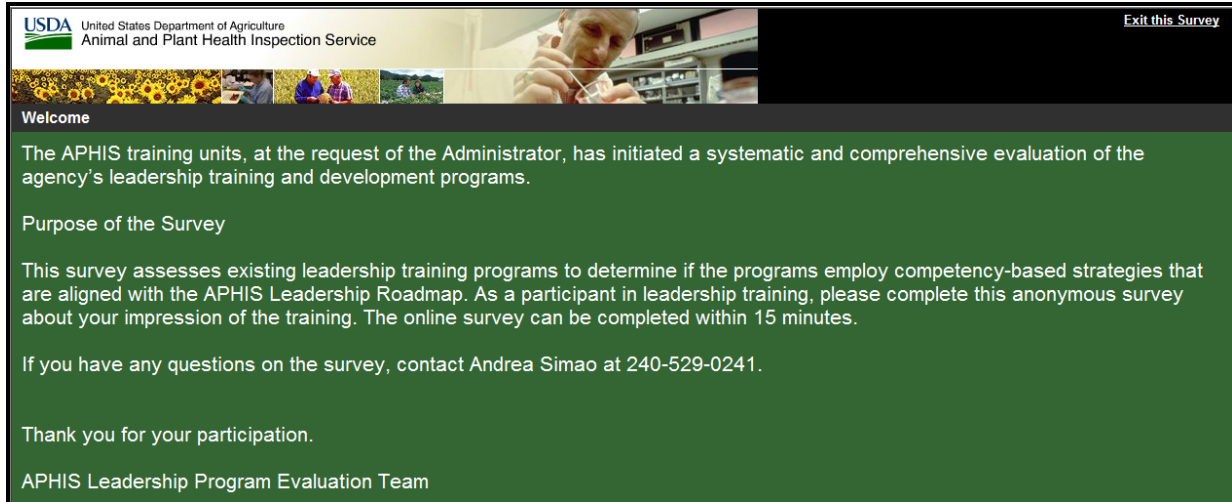


## APHIS LEADERSHIP DEVELOPMENT SURVEY RESULTS

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.



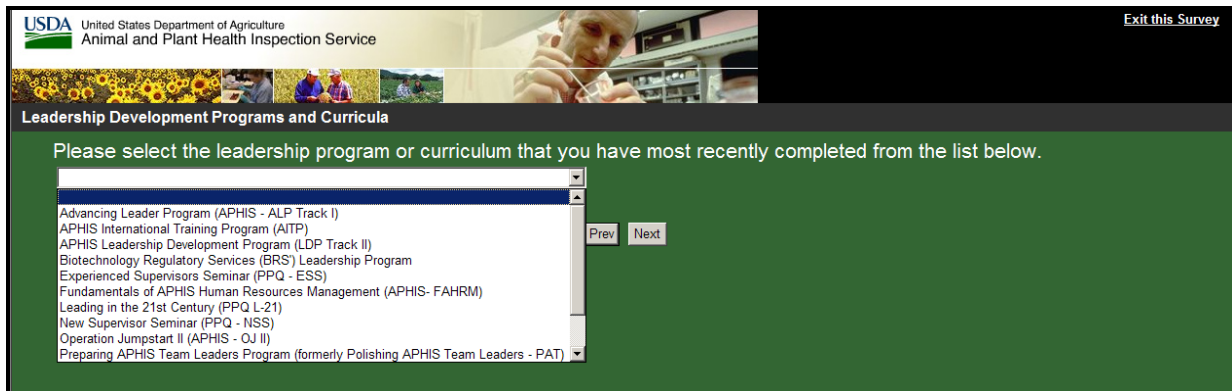
### Number of Respondents

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.

USDA United States Department of Agriculture  
Animal and Plant Health Inspection Service

Exit this Survey

Advancing Leader Program - Track I (APHIS ALP)

Please rate the extent to which you either agree or disagree with the following statements:

Q1) The program/curriculum provided opportunities for professional growth and development.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Track I

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

Strongly Disagree Disagree Neutral Agree Strongly Agree

Track I

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.

USDA United States Department of Agriculture  
Animal and Plant Health Inspection Service

Exit this Survey

Advancing Leader Program - Track I (APHIS ALP)

Q3) By your understanding, which leadership competencies were the basis for the program/curriculum?

Check all that apply

- Accountability
- Conflict Management
- Continual Learning
- Creativity and Innovation
- Cross Cultural Interactions
- Customer Service
- Decisiveness
- Developing Others
- Entrepreneurship
- External Awareness
- Financial Management
- Flexibility
- Human Capital Management
- Influencing/Negotiating
- Integrity/Honesty
- Interpersonal Skills
- Leveraging Diversity
- Oral Communication
- Partnering
- Political Savvy
- Problem Solving
- Public Service Motivation
- Resilience
- Strategic Thinking
- Team Building
- Technical Credibility
- Technology Management
- Vision
- Written Communication

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.

*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.

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