

# Culture of Leadership (COL) Overall Program Evaluation Form - Learning and Organizational Development Team

Thank you for your participation in this anonymous survey.

**PRIVACY NOTICE:** The Global Health Office of Professional Development & Management Support (PDMS) Learning and Organizational Development (LOD) Team will use this data to improve future iterations of the Culture of Leadership blended learning program and other LOD engagements. We will also use aggregated data in programmatic reporting and analysis of LOD programming. The results of the survey, including aggregated results, will be shared with Global Health (GH) leadership and Mission Health Office leadership, but your individual responses will not be attributed or linked to you. Your participation will help ensure adequate representation of your views in the final results and outcomes. Completion of this survey is voluntary. You may choose to respond to all or any of the questions. If you agree to participate, you may withdraw your participation in the survey at any time by simply exiting the survey. Please note that we are not requiring the disclosure of respondent email addresses, and would encourage you *\*not\** to include any personally identifiable information for yourself or others in your responses below.

For more information, please contact [shiltebeitel@usaid.gov](mailto:shiltebeitel@usaid.gov).

Please do not include personally identifying information (PII) in free text fields.

**Paperwork Reduction Act Statement**

A Federal agency may not conduct or sponsor an information collection subject to the requirements of the Paperwork Reduction Act unless the information collection has a currently valid OMB Control Number. The approved OMB Control Number for this information collection is 0412-0609 (expires 4/30/2024). Without this approval, we could not conduct this survey. Public reporting for this survey is estimated to be approximately 15 minutes per response. All responses to this survey are voluntary. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden to [icrteam@usaid.gov](mailto:icrteam@usaid.gov).

**On-the-job application**

The following questions are about whether or not you had the opportunity to use the skills taught in the Culture of Leadership (CoL) blended learning program on the job, to what extent you were able to perform them on the job, and in what ways you have used them since completing the program.

1. Using this rating scale, please indicate the rating that best describes your current level of on-the job application of each listed behavior.

*Mark only one oval per row.*

	Very Strong Degree of Application	Strong Degree of Application	Moderate Degree of Application	Mild Degree of Application	Little or No Application
<b>[Critical Behavior 1]</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>[Critical Behavior 2]</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>[Critical Behavior 3]</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Using this rating scale, please indicate the extent to which you have increased your performance of the following critical behaviors on the job since completing the CoL blended learning program:

Mark only one oval per row.

	Strongly Increased Application	Slightly Increased Application	No Change in Application	Decreased Application
[Critical Behavior 1]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Critical Behavior 2]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Critical Behavior 3]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Using the rating scale, please indicate if you had the opportunity to use the following targeted skills on the job since completion of the CoL blended learning program:

Mark only one oval per row.

	Yes, I have used it	No, I have not used it	The skill is not applicable to my current job
[Targeted Skill 1]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 2]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 3]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Using the rating scale, please indicate your overall ability to perform the following skills targeted in the CoL blended learning program on the job:

Mark only one oval per row.

	Able to serve as a key resource and advise others	Can perform fully, without any guidance	Able to perform but prefer guidance	Able to perform with guidance	Not able to perform
[Targeted Skill 1]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 2]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 3]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Using this rating scale, please indicate how helpful the CoL blended learning program was in preparing you to perform the following skills on the job:

Mark only one oval per row.

	Very helpful	Helpful	Slightly helpful	Not at all helpful	Not applicable. I haven't had the opportunity to apply the skill on the job
[Targeted Skill 1]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 2]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[Targeted Skill 3]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please indicate to what extent you were able to implement your Action Learning plan on the job.

Mark only one oval.

- ☐ To a large extent
- ☐ To a moderate extent
- ☐ To some extent
- ☐ Not at all

Supports and Challenges

The following questions relate to the processes and systems that exist outside of the course, which can reinforce, monitor, encourage and/or reward the performance of skills or behaviors learned in the CoL blended learning program on the job:

7. After the course, what, if any, additional support have you received that has helped you to implement what you learned in the CoL blended learning program on the job (check all that apply)?

Check all that apply.

- ☐ [Required Driver 1]
- ☐ [Required Driver 2]
- ☐ [Required Driver 3]
- ☐ [Required Driver 4]
- ☐ Other: \_\_\_\_\_

8. Using the this rating scale, select the rating that best describes your level of agreement with the following statements:

Mark only one oval per row.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable or Unsure
I feel confident about applying what I learned in the course on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am already seeing positive results from the CoL blended learning program on my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expecting additional positive results from the CoL blended learning program on my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. What aspects of the CoL program were most useful to you in helping you use the skills, knowledge, and behaviors targeted by the CoL blended learning program on the job?

10. What additional support and/or other improvements to the program could the LOD Team provide to increase your use of the CoL blended learning program skills, knowledge, and behaviors on the job?

Demographics

Global Health Office of Professional Development & Management Support (PDMS) Learning and Organizational Development (LOD) Team collects data on location, sex, and length of service for aggregated internal analysis to ensure that PDMS LOD offerings meet diverse client needs. PDMS LOD will never use this data to identify individual respondents. All questions in this section are optional.

11. I am attending the COL Course as a:

Mark only one oval.

- ☐ Supervisor
- ☐ Non-Supervisor
- ☐ Other: \_\_\_\_\_

12. How many years have you worked at USAID?

Mark only one oval.

- ☐ Less than one year
- ☐ One to two years
- ☐ Three to five years
- ☐ Six to eight years
- ☐ Nine or more years

13. How would you describe yourself?

Mark only one oval.

- ☐ Female
- ☐ Male
- ☐ Prefer not to answer

14. What is your job type?

Mark only one oval.

- ☐ Civil Service (GS, AD)
- ☐ Foreign Service (FSO/FSL)
- ☐ Cooperating Country National (CCN) Personal Services Contractor (PSC), or Foreign Service National (FSN)
- ☐ Institutional Support Contractor (ISC)
- ☐ Other: \_\_\_\_\_

Thank you!

You're all done!

Thank you for providing feedback about the Culture of Leadership course. We appreciate you taking the time to provide feedback that we can use to improve.

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