



Survey Design and Feedback

The Learning Key® Approach

Benefits and Outcomes

- Target skills or areas of interest.
- Provide a format for structured feedback.
- Obtain data before and/or after training.
- Summarize strengths and areas for improvement in a report.
- Lay a foundation for development planning.
- Provide feedback on the skills being addressed in training.
- Speed development of an action plan for short- and long-term planning and implementation.

Background

A 360° feedback assessment gives individuals insight and the opportunity to create an action plan that aids them in increasing their productivity as well as in their career planning. Comparison of their own assessment of their workplace behaviors with the assessment of their manager, peers, subordinates, and others enables an individual to integrate feedback.

Team surveys give team members valuable information they can use to help develop and increase effectiveness of their team and, in turn, their organization.

Surveys can be customized and tailored to fit specific needs. Surveys are useful in validating the existence of problems, identifying and prioritizing issues, as well as enhancing the design of solutions.

The Process

An off-the-shelf or a custom designed survey instrument is used to gather data for the report.

The report then becomes a useful tool for use in developing an action plan for the individual or the team. Feedback sessions allow individuals or teams to assess the data to identify areas of strength, surprises, and opportunities for development.



Existing Surveys

We currently provide the following 360° surveys:

- Teamwork Foundations
- Team Skills
- Team Behaviors
- Performance Management Skills
- Supervisory Methods in R&D
- Project Management Skills
- Organizational Communication Skills
- Operating in Changing Organizations
- Leadership Practices

Contact us for more information on these surveys or to develop a survey for your specific needs. Call 1-800-465-7005 or e-mail: learnkey@thelearningkey.com