



Sample Post-Program Survey

When done right, a post-program survey (either distributed at the end of the in-person program or online afterwards) is an effective way to measure the success and impact of your learning/training programs against key metrics. For example, you can measure **satisfaction** through questions that get to **reaction** and **relevance** (How satisfied were individuals with their learning experience?), and you can evaluate **learning and adoption** through questions that assess the participants' level of **confidence** and **knowledge and skill acquisition** (Did individuals achieve the learning objectives for the training program?).

Here are some sample questions that could be included in a post-program survey to measure **reaction** (to evaluate the level of **satisfaction**):

	Very Much So	For the Most Part	Somewhat	Only Slightly	Not at All
Were the stated objectives met for this module?					
Was the content appropriate for your level of experience?					
Did you have sufficient opportunity during the session to effectively practice or apply the information/concepts presented?					

	Excellent	Good	Fair	Marginal	Poor
How would rate the overall effectiveness of...					
Instructor 1					
Instructor 2					

What were the most valuable aspects of the training in this module and why?

What aspects were missing or lacked clarity? Please be specific.

What is your level of confidence in your ability to execute on this area of work, based on the training you just completed?

Here are some sample questions that could be included in a post-program survey to measure **relevance** (to evaluate the level of **satisfaction**):

	Very Much So	For the Most Part	Somewhat	Only Slightly	Not at All	Not Applicable
Was the content appropriate for your level of professional/business experience?						
Is the content up to date regarding current practices in business, industry, and/or technology?						
Were the session activities reflective of on-the-job situations and tasks?						
Will you have the opportunity to apply what you learned when you return to your job?						

	75-100%	50-75%	25-50%	0-25%	Not at All	Not Applicable
What percent of the new knowledge and skills learned in this course do you estimate that you will directly use on-the-job immediately or in the near future?						

These questions could be used to measure **knowledge/skill acquisition** and **confidence** (to evaluate the level of **learning and adoption**):

	Very Much So	For the Most Part	Somewhat	Only Slightly	Not at All	Not Applicable
I have either learned new or significantly enhanced my knowledge and skills from this course.						
I am confident in my ability to do the following when I return to my job:						
<learning objective>						
<learning objective>						
<learning objective>						
<learning objective>						