

Training Systems Assessment



Reflect back to determine how frequently your organization practices each of the following best practices and check the corresponding box. When finished, add the point value of all your responses and use the scale at the bottom to determine your organization's effectiveness in this particular area.

	STRONGLY AGREE	AGREE	SLIGHTLY AGREE	DISAGREE	STRONGLY DISAGREE	
1 We have a consistent pre-training process we use every time.						
2 We hold new recruits accountable to completing all pre-training requirements.						
3 We have a written checklist that identifies all the requirements that need to be completed during the pre-training process.						
4 We have "check-in" points to connect with new recruits between the acceptance and initial training.						
5 We conduct a pre-training day or "check-in" to ensure all new recruits are on the same page prior to initial training.						
6 Our new recruits come into training with a written marketing plan based on their natural market.						
7 Our new recruits are well prepared once they begin initial training.						
8 We have a faculty approach to initial training where multiple people are involved in teaching new recruits.						
9 Our training faculty are considered role models in our organization.						
10 Our training faculty takes time to prepare prior to facilitating a session						
11 We incorporate multiple learning methods (other than lecture) in our training programs that appeal to various learning styles.						
12 We incorporate field days into our initial training schedule.						
13 We encourage joint work for field days during initial training.						
14 We model good work habits during our initial training (daily phoning time, consistent start/stop times, etc.)						
15 We have a clearly defined ongoing training program following initial training.						
16 Our first year training curriculum contains a good blend of product knowledge and sales skills.						
17 We do a good job of promoting home office schools and training workshops.						
18 We provide consistent training for our advisors after the first year in the business.						
19 We have a program in place to help advisors to obtain advanced designations.						
20 We provide quality training for our veteran advisors.						
©2006 HOOPIS PERFORMANCE NETWORK	TALLY TOTALS	5 POINTS EACH	4 POINTS EACH	3 POINTS EACH	2 POINTS EACH	1 POINT EACH
GRAND TOTAL						

100-92= HIGHLY EFFECTIVE | 91-75= VERY EFFECTIVE | 74-46= EFFECTIVE | 45-29= SLIGHTLY EFFECTIVE | 28-20= INEFFECTIVE