Manager CORE
Supervisor Follow-up Survey (4 & 7 months)

INSTRUCTIONS: Please read the following statements and mark the response that most closely reflects your opinion about the statement.

Your Name: _____________________________________________

Strongly Disagree = SD   Disagree = D   Agree = A   Strongly Agree = SA

<table>
<thead>
<tr>
<th>AGENCY/WORK ENVIRONMENT</th>
<th>SD</th>
<th>D</th>
<th>A</th>
<th>SA</th>
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<tbody>
<tr>
<td>1. In my organization…</td>
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<tr>
<td>a. People and teams are rewarded for learning and helping others to learn.</td>
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<td>b. There is a climate that supports and recognizes the importance of learning.</td>
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<td>c. Management is open to changing the way things are done.</td>
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<td>d. Staff members are supported when they attempt to make changes to improve the organization.</td>
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<td>e. Management provides opportunities for professional growth and advancement.</td>
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<td>f. Pursuit of opportunities to increase skills and address career development needs is encouraged.</td>
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</table>

INSTRUCTIONS: Please briefly reflect upon the performance of the Manager CORE graduate that you supervise. We are interested in learning about changes in his/her work since completion of the series. For the following questions #2 through #5, try to list two specific examples of changes you have seen. Please provide enough detail so that the specific example will be clear.

WORK RESPONSIBILITIES
Here are some examples of the ways various Manager CORE graduates’ work responsibilities have changed:

[Examples from participants’ follow-up surveys inserted here]

2. Has your graduate’s work responsibilities and/or scope of work increased since participation in Manager CORE?
   □ Yes   □ No

   If so please provide examples below.
QUALITY OR QUANTITY OF WORK
Here are some examples of the ways various Manager CORE graduates’ quality or quantity of work have improved:

[Examples from participants’ follow-up surveys inserted here]

3. Has the quality or quantity of work produced within areas of your graduate’s responsibility improved since participation in Manager CORE?
   □ Yes □ No

If so please provide examples below.
a.


b.

PERFORMANCE AS A LEADER
Here are some examples of the ways various Manager CORE graduates’ performances as leaders have improved:

[Examples from participants’ follow-up surveys inserted here]

4. Has your graduate’s performance as a leader improved since participation in Manager CORE?
   □ Yes □ No

If so please provide examples below.
a.
b.

MANAGEMENT PERFORMANCE
Here are some examples of the ways various Manager CORE graduates’ management performance have improved:

[Examples from participants’ follow-up surveys inserted here]

5. Has your graduate’s management performance improved since participation in Manager CORE?
   ☐ Yes   ☐ No

   If so please provide examples below.

a.

b.

6. What recommendations do you have regarding how to engage graduates in helping to transfer learning from the Manager CORE training back at the agencies?

Thank you for taking time out of your busy schedule to share your thoughts with us.