**FIERCE INTEGRATION SUCCESS SUGGESTIONS**

The success of any training program involves significant communication and intentional questions of learners to gain a comprehensive understanding of the learner experience. Fierce Conversations provides clients with two surveys to gather input from participants: the Fierce Feedback Survey and the Fierce Benchmarking Survey.

* **Fierce Feedback Survey**: delivered at the end of a workshop, participants can rate the likelihood they would recommend this workshop, the confidence they have in utilizing the newly learned tools immediately, and the facilitators’ skills in delivering the Fierce content. This survey also has open-ended questions to enable participants to provide suggestions and input on their initial reactions after a workshop.
* **Fierce Benchmarking Survey**: delivered prior to the Fierce Foundations workshop and 90 days after their last Fierce workshop, this survey helps identify various factors around the culture of communication before and after Fierce programming. The factors assessed in this survey include decision-making, career growth, problem solving, feedback, accountability, and influence.

Beyond these two feedback loops, there are additional questions your learning team may be interested in asking employees post workshop. **Here are some suggestions to gather data on the quality of your Fierce learning experience.** These questions can be used in a survey, in a focus group, or through 1 on 1 interviews.

**Potential Survey Topics:**

*Participant Experience*

* How was the learning experience (did you learn something new?)
* Awareness of Fierce programming (preworkshop and post workshop offerings)
* Confidence in applying new learnings to daily work life
* Interest in learning more Fierce conversation tools (we offer 8 modules: Foundations, Team, Coach, Delegate, Feedback, Confront, Accountability, and Negotiations)

*Participant Work Environment (ability to apply trainings to daily work habits)*

* Team support and readiness to embrace new tools
* Managerial support to embrace new tools
* Team desire to utilize the new tools

*Participant Feedback Loop:*

* Suggestions for Fierce Integration with greater organization
* Suggestions for greater transferability of learning content
* What roadblocks will keep you for applying today's learnings in your daily work?
* What additional support could our learning team provide?

**Sample Survey Questions:**

**Participant Experience (some of these are already asked in the Fierce Feedback Survey)**

1. Prior to participating in the workshop, what did you expect?
2. How would you rate the quality of the training content?
3. How would you rate the quality of the trainer?
4. What was your biggest takeaway from the training?
5. How applicable was the learning content to your daily work activities?
6. What roadblocks will keep you for applying today's learnings in your daily work?
7. How likely are you going to apply the concepts to your workplace?
8. How likely would you recommend this training to your colleagues?
9. Did the training meet your expectations? Why or Why not?
10. How interested are you in learning other Fierce Conversations models (Coach/Team/Delegate/Feedback/Confront/Accountability/Negotiate)?

**Participant Work Environment**

1. How would you rate your team's readiness to embrace the Fierce concepts?
2. How would you rate your team’s supportiveness when you begin to experiment with some of your newly learned Fierce tools?
3. How often does your manager ask you questions related to your Fierce learnings?
4. How would you rate your manager’s supportiveness when you begin to experiment with some of your newly learned Fierce tools?
5. What additional support could our learning team provide?

**Participant Suggestions**

1. How would you rate your understanding of the Fierce programming series prior to attending a workshop?
2. What suggestions do you have to improve the Fierce learning experience?
3. What suggestions do you have on building community around the Fierce concepts in our organization – across departments?
4. What suggestions do you have to help our organization further integrate the Fierce concepts to our processes, procedures, etc.?