

## Training Session Feedback Tool

This evaluation form functions as an evaluation of the training experience you have just completed and also as a self-evaluation opportunity. Before responding to these items, consider the kind of thinking you have been doing in this training experience and while completing any associated discussions, assignments, projects, assessments. Now respond to the following items by indicating the extent to which you agree or disagree regarding these descriptions of the work you have done. Finally, reflect on your responses and be thoughtful about your personal goals for future training opportunities aimed at improving your reasoning skills and mindset.

- |                       |                       |                       |   |
|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 1. I have learned new strategies for approaching complex issues.  |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 2. I found myself actively engaged in thinking about difficult questions for which we still need to find answers.         |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 3. When I made a decision, I rarely had to explain my thinking process.   |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 4. Understanding the problem was as important as finding a solution.  |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 5. I was required to give sound reasons for my opinions and conclusions.  |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 6. I have improved my ability to evaluate the quality of new information.   |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 7. There was little encouragement of in-depth and thoughtful exploration of key ideas.                                    |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 8. This experience led me to see important implications and consequences.   |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 9. I've learned that it is not important to be focused and systematic.  |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 10. As a result of this learning experience, I find that I am more fair-minded.   |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 11. The work assignments led me to think things through in order to determine what to believe or do in a given situation. |
| Agree                 | Disagree              | Not Applicable        |   |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | 12. I got everything this training experience had to offer in terms of improving my strength in thinking and reasoning.   |
| Agree                 | Disagree              | Not Applicable        |   |

Reflecting on my thinking and learning in this training experience, two goals I would make for myself are:

1)

2)

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## Stronger Reasoning & Decision Making: Training Tools and Techniques

### Training Session Feedback Tool

Optional suggestions for use and scoring.

**The Training Session Feedback tool** functions as both a self-evaluation tool for the trainee and an evaluation of the training program itself. The exercise of completing the form asks the trainee to reflect specifically on their thinking and problem solving experiences related to the training opportunity.

#### **Option 1: Use for the learner's self-evaluation:**

This tool works well as an ongoing self-assessment measure when the trainee is engaged in a continuing educational offering (professional development program or degree program), and can be presented to the learner within an existing learning management system. Responses for each of the individual items are informative, and as a collection they serve as a subjective report of the trainee's experience in being guided to use critical thinking skills in the training activity. High self-assessment scores indicate that the learner experienced the learning opportunity as a strong critical thinking learning experience. Self-awareness of having practiced and improved thinking skills is important to developing a thinking mindset. However, self-assessments of strength of thinking skills are not reliable measures of actual strength of thinking skills. Self-assessments of critical thinking ability have been shown to be falsely positive in many cases. For this reason [Insight Assessment](#) recommends that objective instruments, independently scored, be used as measures of actual ability.

Scoring Guideline: Responses of "Not Applicable" are neutral responses. The face validity of this tool may be all that is needed for the learner to consider the meaning of his or her responses, but to assure accurate interpretation, the following text can be made available.

"If this learning opportunity achieved its intended objectives, your responses to items 1, 2, 4, 5, 6, 8, 10, and 11 would be "Agree," and your responses to items 3, 7, and 9 would be "Disagree." Each "Not Applicable" response indicates that an intended objective of this learning opportunity was not achieved. Item 12 invites you to assess the effort you contribute. Learner effort is always an essential element, for it enables the learning to get the full value out of any learning opportunity."

#### **Option 2: Use to evaluate the training opportunity:**

This is not a direct measure of the objective quality of the training experience, as trainees may have failed to use the training experience optimally, regardless of its quality. However, this tool has excellent value as a measure of the degree to which you have achieved your objectives of engaging the trainees in the active use of their critical thinking.

Scoring Guideline: The highest possible score is 11 (eleven). Responses for items 1 through 11 of "Not Applicable" should be considered as "Negative/not engaging of critical thinking" (score '0'). Items 1, 2, 4, 5, 6, 8, 10, and 11 should be scored positively (score '1') when the response is "Agree" and negatively (score '0') when the response is "Disagree" Items 3, 7, and 9 should be reversed scored: when the response is "Disagree" score '1' and when the response is "Agree" score '0'. Item 12 should not be scored as this item is a self-evaluation item only, intended to ask the learner about the honesty of their own effort.

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