

# Sample Kirkpatrick L1-4 Assessment

<b>L1: Reaction</b>	Strongly Disagree	Somewhat Disagree	Neither agree nor disagree	Somewhat Agree	Strongly Agree
I was satisfied with my training experience.	1	2	3	4	5
This course enhanced my knowledge of safety practices.					
This course is relevant to what I am expected to do as a crew member.					
This course provided content that is relevant to my job.					
I would recommend this course to others.					
<b>L2: Learning</b>					
I understand the risks associated with unsafe work practices.					
I know how to use a “safety mindset” when evaluating safety conditions.					
I have the skills I need to use safe practices when handling tools and equipment.					
I believe I have the knowledge and skills needed to keep myself safe.					
I believe I have a role in keeping others safe.					
I believe I can effectively challenge an unsafe practice with a co-worker.					
I believe I can effectively discuss safety issues with my crew leaders and managers.					
I believe I can refuse an unsafe task without fear.					
I believe I can modify a task request to improve safety.					
I know how to report an accident or injury.					
I am committed to reporting accidents and injuries.					
I am confident I can apply what I learned on the job.					

I am committed to applying what I learned on the job.					
I have a greater appreciation for the importance of safety compliance in my daily work.					

### Level 3: Behavioral Assessment Strategies

Design		
	Pre and post	(See related needs assessment instrument)
Data Collection Source		
	Self-Reported	
	Peer Evaluation	
	Manager Evaluation	
Data Collection Method		
	Embedded in Introductory Training	
	Survey	
	Interview	
	Observed	
Metrics/Indicators		
	Competency Based behaviors	
	Knowledge, Skills	
	Attitudinal, Dispositional, Beliefs	

### Level 4: Business Outcomes

#### Financial Performance

- 70% reduction in costs associated with training per fiscal year. (Saving in managerial time to onboard and retrain employees).
- 20% reduction in incident and accident reports per year.  
(Note: An initial uptick in reporting might be observed with greater awareness and commitment to reporting. However, crew ability to effectively problem solve and modify tasks should result in reduced incident reports over time.)
- 20% reduction in annual turnover. (annual cost savings of more than \$10,000)

#### Culture and Employee Engagement, Morale

Improved morale (tracked by performance appraisal, new rewards structures, and survey).

#### References

Kirkpatrick J. and Kirkpatrick W. (2016). *The Importance of Learner Confidence and Commitment*. Retrieved from <https://www.kirkpatrickpartners.com/Portals/0/Storage/New%20world%20level%202%207%2010.pdf>  
[http://www.phf.org/programs/preparednessresponse/evaluationrepository/Pages/Evaluation\\_Strategies.aspx](http://www.phf.org/programs/preparednessresponse/evaluationrepository/Pages/Evaluation_Strategies.aspx)  
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