



Expero4care

A model to assess the quality of the learning outcome in  
Healthcare

## **TC – Questionnaire**

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TC Questionnaire aims to monitor the values and meanings attribute to Training and Learning. It explores three dimensions: individual level, team level and organizational level.

The same items are proposed to all the categories of stakeholders (learners, colleagues, trainers and all the persons surveyed/interviewed in Expero4care model) , in order to compare their perception.

They are invited to choose from the proposed list the labels that better describe their opinion, the opinion of their team and the opinion of the management. Then, they have to assign them a numerical value (0-100). The not chosen labels are automatically set on 0 (null).

The leadership fills in a similar questionnaire answering about the values and the meanings that trainings should have.





How do YOU consider the Training/learning?			
Choose the item you feel important to describe YOUR opinion about the training/Learning and assign them a score 0 -100 (not chosen item are set on 0)			level (0-100)
1	IA	Individual opportunity to acquire new competencies	
2	IA	Individual opportunity to improve my work/job	
3	IA	Opportunity to transfer what I learnt	
4	IA	Opportunity to reflect on my own work dimension	
5	IA	Useful for my career development	
6	IB	Planned considering individual needs (inside/outside working hours)	
7	IC	An individual duty	
8	IC	An individual choice	
9	GA	Opportunity to grow for the whole team	
10	GA	Opportunity to improve team work processes	
11	GA	Opportunity to offer a better service	
12	GA	Opportunity to grow also for the colleagues	
13	GB	Planned considering team needs	
14	GB	Chosen and shared with the team	
15	GB	A risk of inefficiencies when people is in training session	
16	GB	A risk to create workload for the remaining colleagues	
17	GC	Useless	
18	GC	Demanding	
19	GC	A waste of time	
20	OA	A strategy to improve the whole organization	
21	OA	A strategy to get excellence in the whole organization	
22	OA	A strategy to organizational learning	
23	OA	A strategy to HRM valorization	
24	OB	Shared with all the employees	
25	OB	Planned for the long period	



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26	OB	Based on an appropriate need analysis	
27	OC	A normative requirement	
28	OC	A waste of money	
<b>How does YOUR TEAM consider the Training/learning?</b>			
Choose the items you feel important to describe the opinion of YOUR TEAM about the training/Learning and assign them a score 0 -100 (not chosen item are set on 0)			level (0-100)
1	IA	Individual opportunity to acquire new competencies	
2	IA	Individual opportunity to improve my work/job	
3	IA	Opportunity to transfer what I learnt	
4	IA	Opportunity to reflect on my own work dimension	
5	IA	Useful for my career development	
6	IB	Planned considering individual needs (inside/outside working hours)	
7	IC	An individual duty	
8	IC	An individual choice	
9	GA	Opportunity to grow for the whole team	
10	GA	Opportunity to improve team work processes	
11	GA	Opportunity to offer a better service	
12	GA	Opportunity to grow also for the colleagues	
13	GB	Planned considering team needs	
14	GB	Chosen and shared with the team	
15	GB	A risk of inefficiencies when people is in training session	
16	GB	A risk to create workload for the remaining colleagues	
17	GC	Useless	
18	GC	Demanding	
19	GC	A waste of time	
20	OA	A strategy to improve the whole organization	
21	OA	A strategy to get excellence in the whole organization	
22	OA	A strategy to organizational learning	
23	OA	A strategy to HRM valorization	



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24	OB	Shared with all the employees	
25	OB	Planned for the long period	
26	OB	Based on an appropriate need analysis	
27	OC	A normative requirement	
28	OC	A waste of money	

<b>How does the MANAGEMENT of your organization consider the Training/learning?</b>			
Choose the items you feel important to describe the opinion of the MANAGEMENT about the training/learning and assign them a score 0 -100 (not chosen item are set on 0)			level (0-100)
1	IA	Individual opportunity to acquire new competencies	
2	IA	Individual opportunity to improve my work/job	
3	IA	Opportunity to transfer what I learnt	
4	IA	Opportunity to reflect on my own work dimension	
5	IA	Useful for my career development	
6	IB	Planned considering individual needs (inside/outside working hours)	
7	IC	An individual duty	
8	IC	An individual choice	
9	GA	Opportunity to grow for the whole team	
10	GA	Opportunity to improve team work processes	
11	GA	Opportunity to offer a better service	
12	GA	Opportunity to grow also for the colleagues	
13	GB	Planned considering team needs	
14	GB	Chosen and shared with the team	
15	GB	A risk of inefficiencies when people is in training session	
16	GB	A risk to create workload for the remaining colleagues	
17	GC	Useless	
18	GC	Demanding	
19	GC	A waste of time	
20	OA	A strategy to improve the whole organization	



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21	OA	A strategy to get excellence in the whole organization	
22	OA	A strategy to organizational learning	
23	OA	A strategy to HRM valorization	
24	OB	Shared with all the employees	
25	OB	Planned for the long period	
26	OB	Based on an appropriate need analysis	
27	OC	A normative requirement	
28	OC	A waste of money	