

Is Your Training Working? A 10-Question Self-Check

Five minutes to see where your training stands

Organizations spend real money and staff time on training, yet many can't say whether it changed anything. In more than 20 years, from delivering training in the room to leading L&D programs, I've found that the problem is rarely the content. It's usually the planning around it: unclear goals, no manager support, and no follow-up.

This self-check takes about five minutes. Answer honestly for one program or for your training overall.

The 10 Questions

Score each statement: **2 = Yes, consistently** · **1 = Sometimes or partly** · **0 = No or not sure**

#	Statement	Score (0-2)
1	Every training program starts from a clear business or performance need, not just a request.	
2	We can name the specific behavior we expect to change after training.	
3	Learners understand why the training matters to their daily work.	
4	Training includes practice, not just presentation of information.	
5	Managers know what their staff learned and how to reinforce it.	
6	Learners get tools or job aids they can use on the job afterward.	
7	We collect feedback beyond "Did you enjoy it?"	
8	We check whether behavior actually changed 30 to 90 days later.	
9	Our training data (completions, results) is easy to find and use.	
10	We regularly retire or update training that isn't working.	
Total		___ / 20

What Your Score Means

16–20: Strong foundation

Your training is purposeful and connected to the work. Focus on measuring impact and sharing results with leadership.

10–15: Good intentions, uneven results

Some programs work; others are checking a box. The biggest gains usually come from manager involvement and follow-up after training.

0–9: Time for a reset

Training may be costing more than it returns. Start by redesigning one priority program around a clear need and a measurable outcome.

Three Quick Wins You Can Start This Month

1. **Before your next training, write one sentence:** "After this, people will be able to ____." If you can't finish it, the training isn't ready.
2. **Brief managers in advance.** Send a short note on what their team will learn and two questions to ask afterward.
3. **Follow up at 30 days.** A three-question survey to learners and managers will tell you more than any end-of-class evaluation.

Want a Clearer Learning Strategy?

Nieves Learning and Development helps organizations connect training to the outcomes that matter, through needs assessments, program design, LMS reviews, and evaluation planning. Coming soon: *Building an Effective Training Organization*, a practical handbook for L&D leaders.

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