Transfer Climate Questionnaire

Each statement below describes an aspect of the work environment which may determine how effectively you are able to use the skills learned during formal training received off the job in your organisation. Please indicate whether you agree or disagree with each statement using the scale below as a guide:

Please complete the box with a number from the scale below, that best describes your response.

1	2	3	4	5	6	7
Strongly Disagree	Moderately Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Moderately Agree	Strongly Agree

Supervisors give employees the chance to try out their training on the job immediately	
Supervisors at this location oppose the use of techniques learned in training that staff bring back to their jobs	
Employees have so little chance to use some of the skills learned in training, that they probably couldn't perform them later	
Supervisors pay only lip service to the value and usefulness of training	
Supervisors appreciate employees who do their jobs as taught in training	
Supervisors give poor performance reports to those who do the job the way it is taught in training instead of his/her way	
Work at this location is designed so that employees can do the work the way they were trained	
Supervisors help employees set realistic goals for performing their work as a result of their training	
When employees fail to use their training, they can expect to be reprimanded	
Supervisors commend employees publicly when they return from training	
Employees could do a better job if someone would tell them what's going on	
There is never enough time to do the job the way we are taught in training	
Job aids are available on the job to support what employees learned in training	
Tools/equipment needed to do the job the way we were taught in training are usually available	
Employees can count on getting answers from supervisors to questions about the use of training on the job	
Supervisors don't tell employees whether they're doing their job correctly or incorrectly	
Supervisors couldn't care less whether employees use their training	
Supervisors expect employees to use their training on the job	
Supervisors meet regularly with employees to work on problems they may have in trying to use their training	
Employees' jobs are more interesting because of their training	
When employees arrive from training, supervisors encourage them to share what they've learned with other employees	
Supervisors know how employees are taught to do the job in training	
In this district, following the procedures and policies taught in training results in employees being told they are not performing correctly	
Fellow employees appreciate employees who do their jobs as they were taught in training	

When employees use their training, jobs are easier	
The materials needed by employees to use what they learned in training are readily available	
Supervisors don't care if employees use their training, as long as they get the job done	
Supervisors meet with employees to set goals following training	
Supervisors at this location do not notice employees who use their training	
When employees arrive from training, there is usually a pile of work to catch up on before they can try to use what they learned in training	
Employees at this location help each other resolve difficult problems relating to the use of training on the job	
The equipment here is the same as we are trained on in training	
Employees could do their jobs better if there weren't so many interruptions	
The employees at this location do the job the way they are taught in training	
More experienced employees ridicule the use of methods taught in training	
Doing the job the way they are trained helps employees in their careers with this organisation	
The equipment at this location allows employees to use the skills gained in training	
Senior staff are made aware of employees who do not use techniques taught in training	
Supervisors at this location refuse to accept statements or actions from employees that are different from those learned in training	
Supervisors set goals for new employees that encourage them to use their training	
Supervisors pay no attention to how employees do their jobs	
Employees at this location expect new employees to do the job the way they it was done in training	
Employees who use their training are given preference for promotion at this location	
Supervisors at this location don't seem to care whether employees use their training	
Employees are not aware of the contribution of training to their advancement at this location	
When supervisors tell employees how to do something, they do it the same way it was done in training	
Other employees at this location have the technical knowledge to help new employees use what they learned in training	
Supervisors set performance goals for new employees consistent with their training	
Supplies needed to do the job the way we were taught in training are usually available	
Employees won't get promoted unless they do the job the training way	
Supervisors treat employees better when they use their training	
When new employees use the techniques taught in training, experienced employees at this location think they are being ineffective	
Supervisors use the same terminology as used in training	
Supervisors praise employees when they use their training	
Supervisors at this location let new employees know that they are doing a good job when they use what they were taught in training	
If employees do the job their own way rather than the training way, other employees get angry with them	

Thank you for completing this questionnaire.