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Is your training really working -why training fails

How training is viewed in your organisation when completing the questionnaire, tick one of the three choices shown

Why training fails	Yes	No	Don't know
Viewed as education			
Viewed as a fringe benefit			
Quick fix mentality by managers			
Programme / course mentality			
Duration fixed			
Classroom mentality			
Erroneous assumption			
Delegation of responsibility for training to trainers			
Lack of management commitment			
Low expectations of training			
Reluctance to hold training / HR department accountable			
Wrong concept of training quality			
Failure to correct management misconceptions			
Hit and run approach			
Dumping			
Failure to establish real training needs			
Failure to focus on high priority needs			
Training is not seen as instrumental			
Training is not job relevant			
Focuses on behaviour only			
Superficial training			
Too much emphasis on development and delivery			
Creating a dependent relationship with clients			
No consulting relationship established			
Lack of performance based evaluation			
Too much content is covered			
Focusing on knowledge based competencies only			
Inappropriate trainees			
Over emphasis on individual training needs			
No critical mass reached			
Poor instruction			
Not using new skills on the job			
Lack of practice			
Lack of aids to transfer learning			
Lack of follow up after training			
Lack of supervisory support			
Poorly designed jobs			

Go back over the boxes you have ticked yes and highlight the five most important responses for your organisation to solve