

Social Learning Readiness Assessment

This assessment may help you to determine if your learners are likely to engage with one another.

Rate each item on the following scale. Estimate ratings where you are unsure.

Score "0" if you are not even able to estimate a rating.

3 = to a great extent 2 = to some extent 1 = to little extent

Learner Readiness

To what degree do **learners** demonstrate:

- Knowledge of own strengths and weaknesses?
- Confidence / developmental mindset?
- Ability to set own goals?
- Motivation to learn in this arena?
- An ability to learn?
- Strong networking skills?
- Strong interpersonal skills?

Total: ___ / 21 = ___ %

Developer Readiness

To what degree do **developers** demonstrate:

- Knowledge of own strengths and weaknesses?
- Confidence / developmental mindset?
- Ability to set goals?
- Motivation to develop others in this arena?
- An ability to facilitate learning in others?
- Strong networking skills?
- Strong interpersonal skills?

Total: ___ / 21 = ___ %

Relational Readiness

To what degree does **the pair or group as a whole** demonstrate:

- Compatibility?
- Opportunity to get together?
- An atmosphere of trust that values authenticity?
- Willingness to engage in deep conversation with one another?
- Capability to be reflective in that relationship?
- Capability to give and receive candid developmental feedback within that relationship?

Total: ___ / 18 = ___ %

Organizational Readiness

To what degree does **the organization** exhibit:

- A culture that values and promotes learning and development?
- Real encouragement of sharing across the organization?
- A majority of people skilled at giving and receiving feedback?
- A structure that supports continuous improvement?

Total: ___ / 12 = ___ %

Please enter your totals on this survey for analysis in the session:

Use these percentages as a rough estimate of the degree of readiness in each of the areas that influence the formation of developmental relationships. Where the degree of readiness causes concerns, consider taking action to strengthen the weak items. This chapter should provide you with some ideas about what to do.

Note: This survey provides an indicator of developmental relationship readiness drawn from research-based factors, but it is not a validated instrument.