

DEPARTMENT OF JUSTICE
LEARNING AND DEVELOPMENT NEEDS ANALYSIS

SURVEY

This is a survey that is designed to determine your learning and development needs in relation to competencies for the position occupied. The results of this survey will be used in designing the learning and development curriculum for NPS support staff.

The first part of the survey asks you to rate yourself in relation to the competencies described. Please rate yourself using the following rating scale:

- 1 – Almost Never = rarely acts in this manner
- 2 – Occasionally = sometimes acts in this manner
- 3 – Frequently = regularly acts in this manner and I can provide recent examples
- 4 – Almost Always = always behaves in this way and I can illustrate with many recent examples.

Please check the box that corresponds to your answer.

The second part of the survey asks you to indicate whether or not it is important to develop the behavior now. You may check “Yes” or “No” in the appropriate box.

	How often do you demonstrate this competency now?				Important to develop now?	
	Almost never	Occasionally	Frequently	Almost always	Yes	No
	1	2	3	4		
A. Dedication to the mission and values of the NPS						
B. Professionalism						
C. Integrity						
C. Self Mastery						

D. Analytical Thinking						
E. Building Collaborative Relationship						
F. Verbal Communication						
G. Written Communication						
H. Janitorial Skills						
I. Adapability						
J. Attention to Detail						
K. Commitment to Quality						