

Developmental Readiness Evaluation

Developmental Readiness is characterized by:

- a) Willingness to learn, e.g. high motivation to learn from others, natural curiosity, demonstrates ability to think critically (e.g. asking good questions)
- b) Self-directed learning, not reliant on others to learn, e.g. reading and reflecting, taking classes on own initiative
- c) Is in the right space to learn (e.g. not unduly burdened occupationally or personally, not having psychological issues, etc)
- d) Is supported by parent organization to learn (e.g. supportive bosses, work cycle in organization is not at peak)

There are 2 parts to evaluating Developmental Readiness. The first part filters out those who are not motivated or mentally equipped to learn. The second part identified candidate concerns which may hinder their learning. Only those who pass through the first part should be allowed to proceed to the second part.

Part 1 – Self Report

Please get the participant to answer the following questions.

To what extent do you agree with the following statements:

1-----2-----3-----4-----5-----6-----7
Very **Neither** **Very**
Strongly **Agree** **Strongly**
Disagree **Nor Disagree** **Agree**

1. Developing myself is important to me
2. I receive satisfaction when I learn new skills
3. I am always motivated to get better as a person
4. I am willing to put effort into my own personal development
5. I like to spend time reflecting on my development
6. Being a good leader is important to me
7. I enjoy getting feedback about my leadership
8. I like to take on challenges, even if I might fail
9. When I make mistakes, I try again
10. I actively pursue opportunities to grow as a person
11. I am more concerned about learning than what others may think if I fail
12. I am at my best when taking on challenging tasks
13. I am always striving to do better than the last time
14. I am willing to stretch myself even if I fail at times
15. I can easily learn new skills

