

Questionnaires **continued**

5D Impact of library staff development programmes

Target group:	Health library staff; adaptable for library staff in other sectors where there is a strong focus on professional development
Method:	Part of a questionnaire focused on self-awareness of professional/personal development needs and on the effectiveness of organizational support in these areas

Q1 How strongly do you agree or disagree with the following statements? *Please tick one column only in each row.*

	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
(a) It is important to identify my personal development needs.					
(b) It is important to work on my personal development needs.					
(c) It is important to identify my professional development needs.					
(d) It is important to work on my professional development needs.					
(e) I can readily identify my own development needs.					
(f) I take advantage of available development opportunities.					
(g) Most training activities that I attend are valuable.					
(h) Most training activities that I attend are worth the time spent.					
(i) I know the current priorities of my organization.*					
(j) I know how the library services contribute to meeting the current priorities of my organization.*					
(k) I can develop my skills to meet the needs of the organization.					
(l) I can develop my abilities to meet the needs of the organization.					
(m) I use the organization's professional development framework to help identify and meet my development needs.					
(n) I take time to prepare for my [annual] appraisal interview.					

(o) I take an active part in my appraisal interview.					
(p) I actively follow-up on the results of my appraisal.					
(q) I have a clear view of how to make progress in my career.					

* *specific organization should be named*

Q2.1 Which of the answers to question 1 are you most sure about? Why is this?

Q2.2 Which of the answers to question 1 are you least sure about? Why is this?

Q3 Do you currently need to develop any skills or abilities to meet the priorities of your organization? If so, what skills or abilities?

Q4 What sorts of development activities have you taken up over the past two years (e.g. courses, job exchange, job shadowing, mentoring, e-learning)?
Please list all the main development activities, including any that you are about to start:

Q4.1 Which of these activities was the most useful to you? Why was this?

Q4.2 Are there any things that stop you participating in development opportunities? If so what are these?