

Table 1. Participant Ratings on Pre-training Attitudes

<p>% Agree or Strongly Agree</p>

Items from Survey of Pre-training Attitudes

Clinical staff at your program needs guidance in –

1. assessing client needs.	77
2. using client assessments to guide clinical care and program decisions.	81
3. using client assessments to document client improvements.	86
4. matching client needs with services.	78
5. increasing program participation by clients.	72
6. improving rapport with clients.	67
7. improving client thinking and problem solving skills.	81
8. improving behavioral management of clients.	81
9. improving cognitive focus of clients during group counseling.	78
10. identifying and using evidence-based practices.	71

Your organization needs guidance in –

11. defining its mission.	25
12. setting specific goals for improving services.	53
13. assigning or clarifying staff roles.	47
14. establishing accurate job descriptions for staff.	36
15. evaluating staff performance.	58
16. improving relations among staff.	61
17. improving communications among staff.	67
18. improving record keeping and information systems.	58
19. improving billing/financial/accounting procedures.	22

You need more training for –

20. basic computer skills/programs.	25
21. specialized computer applications (e.g., data systems).	53
22. new methods/developments in your area of responsibility.	63
23. new equipment or procedures being used or planned.	56
24. maintaining/obtaining certification or other credentials.	53
25. new laws or regulations you need to know about.	56
26. management or supervisory responsibilities.	46

Current pressures to make changes in your program come from –

27. the people being served.	42
28. other staff members.	50
29. program supervisors or managers.	67
30. board members or overseers.	47
31. community groups.	19
32. funding agencies.	53
33. accreditation or licensing authorities.	47

Table 2. Participant Ratings on Post-training Evaluation

**% Agree or
Strongly Agree**

Items from Survey of Post-training Evaluation

Quality and Utilization

- | | |
|---|-----|
| 1. You were satisfied with the materials and ideas presented. | 94 |
| 2. The materials are relevant to the needs of your clients. | 100 |
| 3. You will feel comfortable using them with your clients. | 97 |
| 4. You expect the things you learned will be useful to you and your clients. | 97 |

Resources and Skills

- | | |
|---|----|
| 5. Your program has enough staff capacity to implement these materials. | 89 |
| 6. Your program has adequate office space and budget to implement these materials. ... | 72 |
| 7. You will have enough preparation time to use these materials. | 86 |
| 8. Most counselors in your program are not likely to implement these materials effectively. | 14 |
| 9. Counselors in your program have adequate background and training needed to use these materials. | 72 |

Training

- | | |
|---|----|
| 10. This training included effective practice sessions that give you confidence in using it. | 94 |
| 11. This training included good instructions and examples for adapting the materials to your client needs. | 94 |
| 12. Based on what you learned, you will be able to train others to use these materials. | 89 |
| 13. A follow-up training session will be needed to really use these materials. | 22 |

Support and Commitment

- | | |
|--|----|
| 14. Your program director (or clinical supervisor) will support and encourage use of these materials. | 94 |
| 15. Other staff at your program will be interested in learning to use these materials. | 77 |
| 16. Staff at your program like to help one another when using new materials like these. .. | 75 |
| 17. Your clients will benefit from and encourage your use of the materials. | 92 |
| 18. You can find a way to make these materials a regular and sustained part of your program. | 94 |

Barriers

You might not use these materials because –

- | | |
|---|----|
| 19. you have a lack of time. | 11 |
| 20. you already use things you like better. | 0 |
| 21. they do not fit with your counseling style. | 3 |
| 22. your agency does not have the time or resources needed. | 3 |
| 23. they will not work with your clients. | 0 |
| 24. you do not feel properly trained to use them. | 3 |
| 25. they seem cumbersome and difficult to use. | 0 |
| 26. they do not comply with the treatment philosophy at your agency. | 0 |