Pre-training Needs and Attitudes (WEVAL)

The following information is requested by our funding source for demography purposes only:

**Are you:** ⭘ Male ⭘ Female **Your Birth Year: |\_\_\_|\_\_\_|\_\_\_|\_\_\_|**

**Are you Hispanic or Latino?** ⭘ No ⭘ Yes

**Are you:** [mark one]

⭘ American Indian/Alaska Native ⭘ White

⭘ Asian ⭘ More than one race

⭘ Native Hawaiian or Other Pacific Islander ⭘ Other (specify):

⭘ Black or African American

**Your Discipline/Profession?** [check one that most generally describes your duties]

 ⭘ *Training Director/Coordinator/Evaluator*

 ⭘ *Program Director/Assistant Director/Manager*

 ⭘ *Clinical Supervisor/Manager*

 ⭘ *Counselor/Case Worker*

 ⭘ *Probation/Parole Officer*

 ⭘ *Other (specify)*

**We will be using the anonymous linkage code below to match data from different evaluation forms without needing your name or other identifying information.**

**Please complete the following items for your anonymous code:**

First letter in mother’s first name: |\_\_\_| First letter in father’s first name: |\_\_\_|

First digit in your social security number: |\_\_\_| Last digit in your social security number: |\_\_\_|

**Example:** My mother’s first name is Dorothy and my father’s first name is Ken. My social security number is 123-45-6789. My unique identification code would be: DK19.

**Pre-training Needs and Attitudes (WEVAL)**

*Please fill in the circle that shows your answer to each item*

 ***Disagree Agree***

 ***Strongly Disagree Undecided Agree Strongly***

 ***(1) (2) (3) (4) (5)***

**PART A**

**Clinical staff at your program needs guidance in –**

 1. assessing client needs. ⭘ ⭘ ⭘ ⭘ ⭘

 2. using client assessments to guide clinical care
and program decisions. ⭘ ⭘ ⭘ ⭘ ⭘

 3. using client assessments to document
client improvements. ⭘ ⭘ ⭘ ⭘ ⭘

 4. matching client needs with services. ⭘ ⭘ ⭘ ⭘ ⭘

 5. increasing program participation by clients. ⭘ ⭘ ⭘ ⭘ ⭘

 6. improving rapport with clients. ⭘ ⭘ ⭘ ⭘ ⭘

 7. improving client thinking and problem
solving skills. ⭘ ⭘ ⭘ ⭘ ⭘

 8. improving behavioral management of clients. ⭘ ⭘ ⭘ ⭘ ⭘

 9. improving cognitive focus of clients during
group counseling. ⭘ ⭘ ⭘ ⭘ ⭘

 10. identifying and using evidence-based
practices. ⭘ ⭘ ⭘ ⭘ ⭘

**Your organization needs guidance in –**

 11. defining its mission. ⭘ ⭘ ⭘ ⭘ ⭘

 12. setting specific goals for improving services. ⭘ ⭘ ⭘ ⭘ ⭘

 13. assigning or clarifying staff roles. ⭘ ⭘ ⭘ ⭘ ⭘

 14. establishing accurate job descriptions
for staff. ⭘ ⭘ ⭘ ⭘ ⭘

 15. evaluating staff performance. ⭘ ⭘ ⭘ ⭘ ⭘

 16. improving relations among staff. ⭘ ⭘ ⭘ ⭘ ⭘

 17. improving communications among staff. ⭘ ⭘ ⭘ ⭘ ⭘

 18. improving record keeping and information
systems. ⭘ ⭘ ⭘ ⭘ ⭘

 19. improving billing/financial/accounting
procedures. ⭘ ⭘ ⭘ ⭘ ⭘

 ***Disagree Agree***

 ***Strongly Disagree Undecided Agree Strongly***

 ***(1) (2) (3) (4) (5)***

**You need more training for –**

20. basic computer skills/programs. ⭘ ⭘ ⭘ ⭘ ⭘

 21. specialized computer applications (e.g.,
data systems). ⭘ ⭘ ⭘ ⭘ ⭘

 22. new methods/developments in your area of
responsibility. ⭘ ⭘ ⭘ ⭘ ⭘

 23. new equipment or procedures being used
or planned. ⭘ ⭘ ⭘ ⭘ ⭘

 24. maintaining/obtaining certification or
other credentials. ⭘ ⭘ ⭘ ⭘ ⭘

 25. new laws or regulations you need to
know about. ⭘ ⭘ ⭘ ⭘ ⭘

 26. management or supervisory responsibilities. ⭘ ⭘ ⭘ ⭘ ⭘

**Current pressures to make changes in**

**your program come from –**

27. the people being served. ⭘ ⭘ ⭘ ⭘ ⭘

 28. other staff members. ⭘ ⭘ ⭘ ⭘ ⭘

 29. program supervisors or managers. ⭘ ⭘ ⭘ ⭘ ⭘

 30. board members or overseers. ⭘ ⭘ ⭘ ⭘ ⭘

 31. community groups. ⭘ ⭘ ⭘ ⭘ ⭘

 32. funding agencies. ⭘ ⭘ ⭘ ⭘ ⭘

 33. accreditation or licensing authorities. ⭘ ⭘ ⭘ ⭘ ⭘

**PART B**

 1. Some staff members seem confused about
the main goals for your program. ⭘ ⭘ ⭘ ⭘ ⭘

 2. The heavy staff workload reduces the
effectiveness of your program. ⭘ ⭘ ⭘ ⭘ ⭘

 3. You frequently hear good ideas from other
staff for improving treatment. ⭘ ⭘ ⭘ ⭘ ⭘

 ***Disagree Agree***

 ***Strongly Disagree Undecided Agree Strongly***

 ***(1) (2) (3) (4) (5)***

 4. Treatment planning decisions for clients
in your program often get revised by a
counselor supervisor. ⭘ ⭘ ⭘ ⭘ ⭘

 5. The general attitude in your program is to
accept new and changing technology. ⭘ ⭘ ⭘ ⭘ ⭘

 6. More open discussions about program issues
are needed where you work. ⭘ ⭘ ⭘ ⭘ ⭘

 7. Ideas and suggestions in your program get
fair consideration by management. ⭘ ⭘ ⭘ ⭘ ⭘

 8. Staff members at your program work together
as a team. ⭘ ⭘ ⭘ ⭘ ⭘

 9. Your duties are clearly related to the goals
for your program. ⭘ ⭘ ⭘ ⭘ ⭘

 10. You are under too many pressures to do
your job effectively. ⭘ ⭘ ⭘ ⭘ ⭘

11. Counselors in your program are given broad
authority in treating their clients. ⭘ ⭘ ⭘ ⭘ ⭘

 12. Your program staff is always kept well
informed. ⭘ ⭘ ⭘ ⭘ ⭘

 13. Novel treatment ideas by staff are discouraged
where you work. ⭘ ⭘ ⭘ ⭘ ⭘

14. Mutual trust and cooperation among staff in
your program are strong. ⭘ ⭘ ⭘ ⭘ ⭘

15. Your program operates with clear goals
and objectives. ⭘ ⭘ ⭘ ⭘ ⭘

16. Staff members at your program often show
signs of high stress and strain. ⭘ ⭘ ⭘ ⭘ ⭘

 17. It is easy to change procedures at your
program to meet new conditions. ⭘ ⭘ ⭘ ⭘ ⭘

 ***Disagree Agree***

 ***Strongly Disagree Undecided Agree Strongly***

 ***(1) (2) (3) (4) (5)***

18. Counselors in your program can try out
different techniques to improve their
effectiveness. ⭘ ⭘ ⭘ ⭘ ⭘

19. Staff members at your program get along
very well. ⭘ ⭘ ⭘ ⭘ ⭘

20. Staff members are given too many rules
in your program. ⭘ ⭘ ⭘ ⭘ ⭘

21. Staff members at your program are quick
to help one another when needed. ⭘ ⭘ ⭘ ⭘ ⭘

22. The formal and informal communication
channels in your program work very well. ⭘ ⭘ ⭘ ⭘ ⭘

23. There is too much friction among staff
members you work with. ⭘ ⭘ ⭘ ⭘ ⭘

 24. Staff members at your program understand
how program goals fit as part of the
treatment system in your community. ⭘ ⭘ ⭘ ⭘ ⭘

25. Some staff in your program do not do
their fair share of work. ⭘ ⭘ ⭘ ⭘ ⭘

 26. Management fully trusts professional
judgments of staff in your program. ⭘ ⭘ ⭘ ⭘ ⭘

 27. Staff members always feel free to ask questions
and express concerns in your program. ⭘ ⭘ ⭘ ⭘ ⭘

 28. Staff frustration is common where you work. ⭘ ⭘ ⭘ ⭘ ⭘

 29. Management for your program has a
clear plan for its future. ⭘ ⭘ ⭘ ⭘ ⭘

30. You feel encouraged to try new and different
techniques. ⭘ ⭘ ⭘ ⭘ ⭘