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.

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*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. ⭘ ⭘ ⭘ ⭘ ⭘