

6Ds™ *Learning Transfer and Application Scorecard*

Use this tool to evaluate the readiness of a program to deliver results. For each of the items below, check the box that best describes the program using the following key:

1 = Not at all 2 = To a small extent 3 = Somewhat 4 = To a large extent 5 = To a very great extent

	1	2	3	4	5	
1. The business needs are well understood. Anticipated on-the-job results of the training are clearly defined and measurable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Define
2. The design covers the <u>entire</u> process from invitation to on-the-job application and measurement of results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Design
3. The relevance of learning to the business is explicitly stated; expectation for transfer and application is stressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Deliver
4. A robust process and sufficient time are provided for participants to set strong goals, plan for action, and prepare communications to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. After the course, participants are reminded periodically of their objectives and their opportunity to apply what they learned.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Drive
6. Participants' managers are actively engaged during the post-course period. They review and agree on objectives and expect and monitor progress.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Participants continue to learn from each other after the course. Materials and advice are available to help them accomplish their goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Deploy
8. Participants can easily engage coaches for feedback and advice. Progress is tracked and supported during the application phase.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. On-the-job results are measured and compared to the outcomes the course was designed to produce.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Document
10. Results are used in a continuous improvement process to strengthen preparation, learning, transfer, and follow-through.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Total Score: _____

Scoring Instructions

Add the numeric value (1 to 5) of the boxes you selected. The maximum possible score is 50. Use the table below to assess the readiness of your program to deliver optimal results.

Points	Assessment
> 45	Excellent likelihood of measurable results and return on investment. Action: Continue disciplined approach to learning; strengthen lowest scoring items.
33 - 44	Moderate likelihood for positive results, but return may be less than desired. Action: Strengthen weakest items to raise score to > 44.
< 32	Valuable results and adequate return on investment is less likely. Action: Revise learning initiative in a systemic way.