



Questions for SUPERVISOR

1. What are the strengths and weaknesses of the developmental/CPC-in-training?
2. How did you discover them?
3. What actions were taken to correct them?
4. When and how did you recognize there might be a problem with the training?
5. Did you communicate with the training team?
6. Did the team identify any problem areas?
7. What action was taken?
8. Did you encourage the developmental/CPC-in-training to give feedback?
9. Was there consistent training? Why or why not?
10. How long have you been the employee's supervisor?
11. Is there anything you wish you could have provided?
12. How was the work environment for the developmental/CPC-in-training?
13. Did you recommend skill enhancement training? Why or why not?
14. Who developed the enhancement training?
15. Are you aware of any personal issues that may have impacted training?
16. Would a change of RDOs or FLMs help?
17. How was their attitude?
18. Can the developmental/CPC-in-training do the job? I like to ask it this way: *"If you had the luxury of training the student for 1,000 hours, could they do the job?"* If the answer is yes, I say *"Clearly we don't have that resource. How many hours would it take?"* Don't let a "NO" answer catch you off guard!