

*Thank you*

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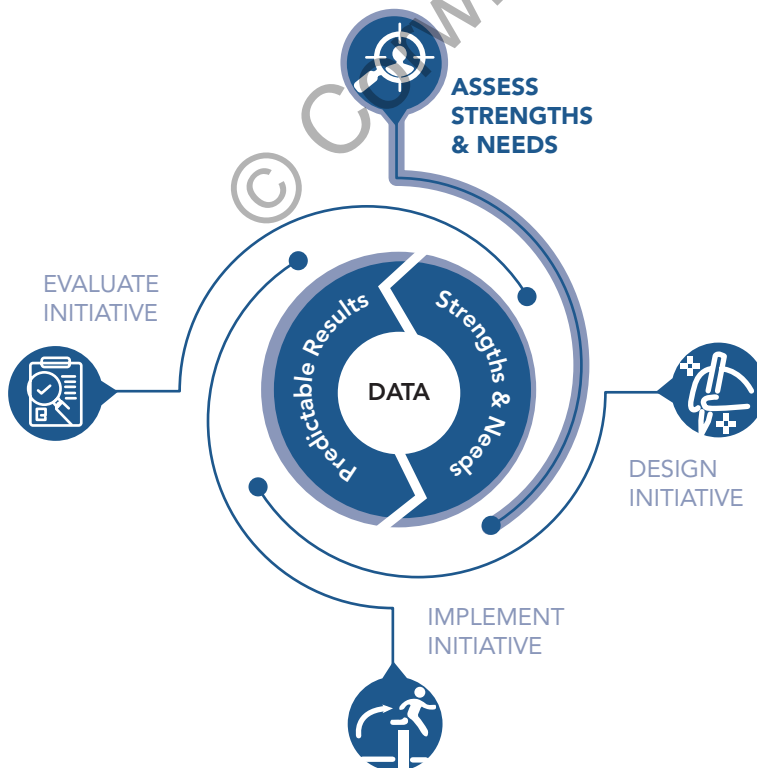
Please enjoy this complimentary excerpt from *Right From the Start*.

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# Getting Smart Through Needs Assessment

What would you think, if upon walking into your doctor's office, she took one look at you and handed you a prescription? Unthinkable. And yet, when we launch into initiative design without taking time to understand the people involved, we are blindly prescribing without a proper diagnosis . . .



## Self-Assessment: Conducting Needs Assessment

Use this quick self-assessment to help you determine your prior knowledge for topics covered in Part I.

HOW MUCH DO YOU KNOW ABOUT . . .	A LOT	A LITTLE	NOT AT ALL	UNSURE
<ul style="list-style-type: none"> <li>• How to assess needs</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Opportunity gaps</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Appreciative inquiry</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• Performance drivers for successful initiatives</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• When and how to gather quantitative and qualitative data</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<ul style="list-style-type: none"> <li>• The value of assessing needs</li> </ul>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>