

Learning Pathways feedback form

Please provide feedback on your experience with the learning pathways process.

This form will take about 15-20 minute and your feedback will be used to improve the Learning Pathway experience.

Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☒ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

It was challenging/difficult to go through the process in the IFRC Learning Platform for following reasons:

Instructions on what will follow next were unclear in the Learning Platform. I had to go back to the original email. The fonts too small and too diverse - it was difficult to read and grasp all information even without having any existing conditions that would challenge it. When requesting the selected role, I was not sure whether my request went through.

---> the system should be more intuitive and detailed instructions and next steps should be clearly presented in the Learning Platform itself. Preferably accessibility considerations also in choosing the fonts, sizes and their colors.

When I received the learning plan, it was unclear how to actually see the content and edit it. Also, it was unclear which of the proposed learning opportunities are face-to-face trainings and which online etc. Later I realized that the ones marked with "material" referred to face-to-face trainings, such as ETL and CAP. This does not make sense to me.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

The exercise itself was useful, assessing my competencies against the required competencies for the selected role profile.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Why is there the 24 hours long wait after having requested the selected role profile?

Did the learning pathway tool meet your expectations?

The exercise itself was good, however the user experience and the offered learning opportunities did not meet my expectations. There would be some work to do on the user experience side. I also expected more diverse learning opportunities, such as reading suggestions, podcasts etc, not only e-learning on IFRC learning platform and face-to-face trainings that do not currently take place due to the pandemic.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

I was already familiar with the system so I didn't have that many questions.

Did you face any challenges in joining the IFRC Rapid Response System?

Access to the suggested face-to-face trainings

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Very good!

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Good

Any additional comments on the competencies?

.....

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

It is not very user friendly...

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I edited slightly the plan and started doing the e-learning courses (motivational factor in completing the self-assessment). However, I was surprised that the suggested learnings included only face-to-face trainings and e-learning courses, I expected also other suggestions for developing competencies.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

The development plan could offer also tips for reading on one's own, podcasts to listen etc. Not only Red Cross courses.

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Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☐ NS

☐ ICRC

☒ Other: International reserve delegate

If you are with an NS, please specify which one.

Finland

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
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Overall experience

Please grade your overall experience with the Learning Pathway pilot *

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Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

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Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

I think there was quite well listed different kind of options where to answer.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

Open answers will give most information for reader

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

I felt everything was important to answer

Did the learning pathway tool meet your expectations?

Yes. It was more satisfied to so my knowledge, than what I thought

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

How can I use my answers to learn more or getting hired ?

Did you face any challenges in joining the IFRC Rapid Response System?

No, I didn't

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☒ ☐ ☐

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Is it good to maybe later on send some links to person who answer that what she/he can do to have more accepted to join for example to missions ?

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

This was easy for me to answer, but it might be difficult to someone.

Any additional comments on the competencies?

no

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

It was working finely.

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Would be nice to go through my answers with NS training officer to see what kind of support they might give me about my learning process.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

How much theory have to learn before field work ??

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Please state your age *

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☒ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finland

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
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- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

I received the material concerning learning pathway and instructions of how to use it. I feel that technically the process was smooth and all worked well. I made my self evaluation and then I was proposed a learning path. I had few questions as there were multiple pathways to be selected. I sent a message to Dorottya and she replied very fast and clarified my questions. Maybe in the instructions could be added that a student may apply to multiple pathways. Now I have completed many online courses but the questions is what is schedule for the NS to give info on the face-to face trainings. I was bit confused as the pathway stated that some trainings were not open yet to me.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

Training is always beneficial. I feel that the courses proposed on the pathway were all good for my learning curve.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

As the pathway is planned as a complete program I feel that all of those courses were beneficial from my personal growth point of view.

Did the learning pathway tool meet your expectations?

This I do not know yet as there were courses that were not open to me but so far so good. Hope that I would be accepted to further training and face-to-face trainings by IFRC and NS.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

From training point of view I already stated my questions in previous answers. I received Rapid Response training from NS as well so I was already quite familiar with the system.

Did you face any challenges in joining the IFRC Rapid Response System?

Of course the joining of the system must come from the needs of IFRC and NS so I am just grateful that the movement sees potential in me to be trained further.

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Assesing own abilities is always difficult. I was trying to make slight deviation in my replies so that my strengths and weaknesses could be made apparent. Just rating one's abilities by numbers is quite hard.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

I refer to my answer above. From competency point of view it is easier to reflect my abilities and what I think I know and what not. Behavior is again more difficult. While watching multiple online courses of management and leadership I could easily see my strengths and weaknesses while communicating with others. The good part is that I think I know where I could improve my behaviour and also what kind of situations brng out the best in me.

Any additional comments on the competencies?

.....

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

At first I tried to familiarize myself with the system and the pathway. I could easily see how the self evaluation was connected to the learning opportunities of the pathway. I did not actually add more courses but decided to complete the ones on hand and now I am eagerly waiting for the possibility of the face-to-face courses.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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General Information

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☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☐ 40-50

☒ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☐ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

Based on the assessment, no learning pathway was suggested.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

.....

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Did not get any particular information.

.....

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Better explanations of ratings would be useful

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I did not get any plan

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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Please state your age *

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☐ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Japanese Red Cross

How would you rate your English language skills? *

☐ Beginner

☒ Intermediate

☐ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☐ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

No technical issues to use the Learning Platform since I am already familiar to the platform.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

"Development plan" which is customised to myself was very useful.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

The course of "Material type" was not really useful because it was difficult to measure my understanding.

Did the learning pathway tool meet your expectations?

Yes

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Did you face any challenges in joining the IFRC Rapid Response System?

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☐ ☐ ☒

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

It was helpful since it helped me understand which area is my strong/weak one to improve.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Any additional comments on the competencies?

I think each NS should adjust the competencies to their own training system (including JRCS).

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

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Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
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Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I have gone through by myself.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

Some courses are already finished before joining the learning pathways. I expect to take additional courses specially made for the program.

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☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

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If you are with an NS, please specify which one.

Finnish

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- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

.....

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

The bar chart generated after the questionnaire was clear illustration on gaps.

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

Yes it did. It clearly identified the areas with knowledge gaps and generated the course listing

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Did you face any challenges in joining the IFRC Rapid Response System?

None

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☐ ☐ ☒

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

It was easier to select a lesser score as some of the questions were hard to relate to without having had real life exposure. But safer to select lesser current competencies than inflate my own capabilities. Even if there comes learning content which is already known, I take it as refresher

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Taking very realistic approach on my competencies to ensure I get a holistic and complete course selection

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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Google Forms

Learning Pathways feedback form

Please provide feedback on your experience with the learning pathways process.

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Japanese Red Cross Society

How would you rate your English language skills? *

☐ Beginner

☒ Intermediate

☐ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

I haven't experienced any technical issues on the process! Because the Learning Platform has been already familiar for me, for the red cross members for longtime, I rather say the process was quite easy.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

Suggesting its tailor made plan for me from millions of courses of IFRC Learning Platform was great. Before the Pathway, I just picked this and that by my interest because there are so many webinars on the web so it is bit hard to choose right ones.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

If evaluation function, ex. test results ratio for each competencies, is added in the Pathway, I suppose I am more motivated to complete the courses. Otherwise I likely to be happy only with making my own course plan, then I tend not to have much attention to complete the courses.

Did the learning pathway tool meet your expectations?

Yes partially. It was mentioned on the message you gave us at the beginning of this process, I should consider broadening my approach to learning not only on the website. According to the 70-20-10 Model, we obtain only 10% of our knowledge from formal educational activities. That means I still have to find out much of my educational opportunity at the workplace. However, the leaning pathway gave me much help. Thank you.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

.....

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

It made clear about my skills and competencies. Though, I wish it can identify on PSS competencies also.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

as above

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

It was fine, thanks.

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Haven't received any additional support so far.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

Thanks team, the plan was very helpful for me getting lost in a webinar-wood. Just one thing, if the development plan also prioritizes the courses, it is much appreciated.

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Learning Pathways feedback form

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Australia

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☐ Fluent

☒ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

After the self assessment, initially it was unclear how I was to access the trainings because I felt it was referred to immediately but then I couldn't see it. Once I received the email and visited the site again at a later date I understood how to access it.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

There are so many courses online and I didn't know where to start. I thoroughly enjoy having a goal (I am goal driven by nature) and a practical layout of what I need to do to help me work towards an end state. The counting down of % is fantastic, I can choose the courses as my mood takes me.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Not being able to access two of the courses I suspect because there are per-cursor training or nominations is fine but one is listed right on the top and so the first course I tried to do I couldn't and it slightly detracted from my first attempt at participating. For these I would recommend they sit at the end so expectations are in better alignment.

Did the learning pathway tool meet your expectations?

Yes it did

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

n/a

Did you face any challenges in joining the IFRC Rapid Response System?

My apologies but I don't recall having yet accessed the information

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

From a native english speaker the structure of the self assessment made me feel that if I didn't do well I would be viewed negatively rather than actually feeling empowered to be honest with the outcome being to support me. Firstly the ratings starting negative to positive, if switched around, would immediately make you feel more positive about your rating rather than negative. I also felt the questionnaire was from the perspective of a manager/external source rather than a self assessment. The wording could be more personal. For example this statement: Not enough demonstration of the attitude and behavior to agree or disagree with the statement. You could reword to: In the past I have not demonstrated the attitude or behaviour... Furthermore, I also think that the rating descriptions miss the element of capability of the individual and/or opportunity. Instead I suggest that at the top of each section you have a standard phrase of 'how much do you agree with your value related to etc and then the 1-7 ranking is completely agree or disagree, or how much did you demonstrate or participate, whichever is more relevant. Overall it felt rather negative and may lead to biased results as a more positive. I would also recommend if n/a is selected that an option is displayed so you can type in the reason why. Sometimes you have the skill/behaviour but due to life circumstances haven't had an opportunity to demonstrate it. Some additional commentary:

T3.10 - Community Engagement and Accountability

Establishes systems and procedures that ensure minimum commitments, actions and good practices are followed to enable strategic direction to be driven by community engagement and accountability.

This sentence doesn't flow, I wasn't clear on the outcome/requirement

T3.11 - Protection, Gender and Inclusion

Establishes systems and procedures that ensure that minimum standards and good practice are followed to allow for the dignity, access, participation and safety of specific groups or individuals.

Are we promoting minimum? Or do we want to rephrase to 'at a minimum'

Wording for some other questions were a little difficult to grab at a first instance and I had to give them some more thought.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

As above, I struggled to relate the 7 points

Any additional comments on the competencies?

Some context for each of the competency areas would have helped me to better understand what you were after.

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

Appraisal summary screen - the diamond doesn't appear that shows target rating

"You can also access your personalized learning plan, based on your answers, generated automatically from the measurable "gaps" between your current competencies and the competencies for the role profile you have selected."

What does this mean? Do I type in the numbers? Exactly how is this done?

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I had previously spoken to my NS and expressed an interest in becoming an Ops Manager. They supported me to attend CAP training in Bulgaria but unfortunately thanks to COVID that hasn't taken place. I feel supported but also unclear on how one can expand their profile.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

I understand that the courses are there to help you be a more enlightened leader. I'm curious to know how/when I could access Managing IFRC Operations and Emergency Team Leader Training. There isn't any directions as to when and/or if it will be available. Is there a plan as to next steps once all the training has been done? Acknowledging this is a pilot and it's not a given we are accepted but perhaps some clear understanding of next steps would help provide ongoing context.

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Learning Pathways feedback form

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finland

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☐ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

.....

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

.....

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

.....

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

.....

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

.....

Any additional comments on the competencies?

.....

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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Google Forms

Learning Pathways feedback form

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☒ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☒ IFRC

☐ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

.....

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

Overall its good and the pre-evaluation would might be broader and using any different methods would be an advantage.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

List of competencies and training. its always the challenging part.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Nothing

Did the learning pathway tool meet your expectations?

Yes

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Provides information timely.

Did you face any challenges in joining the IFRC Rapid Response System?

No

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Its covered all the competencies and skills which required to perform in the mission.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Most of the competencies i applied practically in the field. I strongly believe that good coordination with stakeholders and with NS are the vital part in any mission.

Any additional comments on the competencies?

The competencies which are listed are most important and basic understandings to any international missions.

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

It is an excellent learning plan. It will organize my future path and will give more knowledge and will be an starting point to begin my path through my desired role.

The self-assessment helped to identify my weaker area and which part have to improve.

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Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☐ 40-50

☒ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnisjh Red Crposs

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☐ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

The way the ratings were done ended up with no suggested learning activities. That was really a negative experience indicating that the learning tools are not for experienced professionals.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

None. See above.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Did the learning pathway tool meet your expectations?

NO

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *



Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

The information could have been more detailed to allow better competency assessment

Did you face any challenges in joining the IFRC Rapid Response System?

Yes. My profile was linked to my earlier job address and some of the correspondence went to it.

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

More detailed explanation of the roles and tasks

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

It is somehow difficult to assess if my understanding of the indicators is the same as others'

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

None suggested

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Learning Pathways feedback form

Please provide feedback on your experience with the learning pathways process.

This form will take about 15-20 minute and your feedback will be used to improve the Learning Pathway experience.

Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

Regarding technical issues: when I opened the first window of the Learning pathway exercise, it took a while for me to understand that I needed to scroll down to find the link to start the exercise. The window was empty without any sign on how to proceed. It took me a while to realize what I needed to do and to find the button to start the process. To improve the user experience, I would have liked to do the exercise for the second time, with a possibility to change my answers. However, I am not sure if that was possible. I would also have appreciated information on how to register to the recommended trainings. I am not sure if this info was provided or not.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

It was useful to get the analysis of results with recommended trainings listed in it. However, it would have been useful to receive a list of all the possible trainings that could be taken, also those that were not assessed to be part of my learning pathway, with detailed description of content of those trainings. I'd like to know the content of the training, to be able to reassess if I have all the knowledge already provided in that training or not.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

I was not happy to just receive a list of recommended trainings without knowing how to apply and participate in Those trainings and what is the exact content of the training proposed.

Did the learning pathway tool meet your expectations?

Yes, mostly

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

1 2 3 4 5

Not satisfied at all ☒ ☐ ☐ ☐ ☐ Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

I dont feel that I have been provided much info on IFRC rapid response system at all. Only about my competencies and how they could be improved and requirements for each role.

Did you face any challenges in joining the IFRC Rapid Response System?

Not sure what this question means...

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

I think it would be helpfull if the participant would be provided even more info on what each having a certain competency or not having it means in practice, so that its easier to rate whether one is really the compent or not

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

As stated above, it would have been usefull to explain more in detail how each competency that ls rated shows in practice. So I guess I was not fully satisfied with the indicators. How do you know if you have the competency or not?

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I just tried to estimate if I had. Competency or did not have it. It was difficult to wstimate it yourself without any help from outside.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

It would be usefull to know how to apply for the recommended trainings

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Learning Pathways feedback form

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☒ IFRC

☐ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

.....

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☐ Fluent

☒ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☐ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

.....

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

.....

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

.....

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

.....

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

.....

Any additional comments on the competencies?

.....

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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Learning Pathways feedback form

Please provide feedback on your experience with the learning pathways process.

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Bangladesh Red Crescent Society

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

an induction meeting can be arraigned with all participants and facilitators. need more clear instructions.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

involving with continues learning process and system.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

still i am not clear, what need to do and the end result/ what we want to achive.

Did the learning pathway tool meet your expectations?

medium level

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☐ ☒ ☐

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

still i am waiting for my personal appraisal for the mission of KL, Mongolia and Afghanistan

Did you face any challenges in joining the IFRC Rapid Response System?

no

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

still try to understand this learning pathway system.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Presently i am working with response and recovery operation. in county i have completed 17 operations of emergency response and recovery. also playing role as Cash Focal of NS. I have experienced also international mission for different type of disaster. i am confidant to lead any type of emergency response and recovery operation. still learning new things and adapting new tools and technology.

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

i feel confidence to use technology as response tools.

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

i need mentor support specially a briefing for the learning pathway. how can i mange time, where i will give effort etc.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

there are lot of options/ room to improve my self. its a very good opportunity that i can improve my skill and confidence.

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Learning Pathways feedback form

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

I thought the initial self-assessment phase was not very good. I did not think that the Technical Skills & Competencies statements I was asked to rate my experience against were very useful the way they were formulated, or at least they were not enough to reflect the broad experience needed for the position in question. Not much focus was on technical knowledge and skills or on existing work experience, while much effort was put into different management, teamwork, communication and leadership competencies, which I would call soft skills. The position (Operations Manager) I did the self-assessment for requires significant work experience from the field in multicultural teams, and experience in overall humanitarian coordination, which was not reflected in the competencies. I would thus put more focus into refining the Technical Skills & Competencies statements so that they fully mirror the Job Description expectations of each profile.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

It was beneficial to get a list of proposed training courses with which I could further develop my skills. However, the system gave me direct proposals only in the case of collaboration, teamwork, communication, leadership etc. categories. It would have been very useful if the system would have automatically offered further learning opportunities to me under each category of competencies. For example, I got automatic proposals on numerous collaboration, teamwork, communication leadership and management soft skills training courses, but none related IFRC emergency operations (such as the courses: Managing IFRC Operations, IFRC Approach for Emergency Needs Assessments, Contingency Planning (English), Coordination Assessment and Planning). I had to find the latter on my own from the catalogue of existing courses in the Learning platform. You are definitely going in the right direction with this initiative; and I understand it is work in progress.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

The initial self-assessment phase needs to be developed further. See comment above. Also, the way the system proposes further learning opportunities and training courses from within Learning platform needs to be much more focused so that available training courses are matched with the relevant competencies for each position.

Did the learning pathway tool meet your expectations?

I was a little bit disappointed, so no.

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

I do not think I received any information on this.

Did you face any challenges in joining the IFRC Rapid Response System?

N/A

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☒ ☐ ☐

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

See previous comments

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

The competencies and behavioral indicators were very broad and thus they were easy to match with my background.

Any additional comments on the competencies?

The way the competency statements are formulated do not meet the full criteria for the job Description of the position in question. Please put more effort into specifying the required experience; i.e. number of years of work experience, language skills, experience from humanitarian coordination etc.

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

No

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

I went through all the available training courses within the Learning Platform, and selected the ones which I feel would be useful for me.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

As commented above, the list of learning opportunities offered to me was very limited. I wonder why no courses were offered to me within IFRC emergency operations, which should be the main focus of the position (Operations Manager)

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Learning Pathways feedback form

Please provide feedback on your experience with the learning pathways process.

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Please note that not all questions are obligatory to answer, however, we welcome as much feedback as you can provide.

Your feedback will be anonymous.

General Information

Please state your gender *

☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Japanese Red Cross Society

How would you rate your English language skills? *

☐ Beginner

☒ Intermediate

☐ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

.....

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

Thanks to the Learning Pathway process, I recognized several study materials in the IFRC learning platform which had been quite unfamiliar to me.

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

Partially, yes.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

.....

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

In my opinion, it is challenging to assure the quality of self-assessment undertaken by individual personnel. Peer assessment also required.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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Your feedback will be anonymous.

General Information

Please state your gender *

☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☒ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

The self-assessment was a bit daunting at first, just a big bunch of questions to answer, not much of an introduction or guidance. No technical issues. It feels like the learning platform has improved a lot recently.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

The assessment report was quite detailed, provided good insight in skills I need to develop.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Did the learning pathway tool meet your expectations?

.....

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☐ ☒ ☐

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

I like very much the Rapid Response service catalogue, the role descriptions with their lists of required competencies. It makes the system and a selection process more transparent and trustworthy.

.....

Did you face any challenges in joining the IFRC Rapid Response System?

A small timetable issue due to the delay in starting the pathway combined with my overseas job and leave schedule.

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

The questionnaire was a tad daunting at first, not all sections were easy and clear to understand. On the other hand, I guess these sections are the ones I need improvement in.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

This kind of assessment with behavioral indicators was new to me, it took some getting used to, to be able to reflect on own experiences and achievements and mirror them to the questions.

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

Very nice that the questionnaire automatically saved the answers between sessions, before finally submitting it!

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

Seems to be quite spot-on with the assessment report. However, ETL and CAP courses are listed in my development plan, but when I open them, I get a message saying they are not available to me.

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☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finland

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☐ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

Good way to proceed in planning own career and identify ways to proceed in acquiring new skills

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

Suitable training courses identified to move forward in learnign new skills

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

Did the learning pathway tool meet your expectations?

.....

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Clear

Did you face any challenges in joining the IFRC Rapid Response System?

.....

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☐ ☒ ☐

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Calibrating own competence level always difficult. Good indeed to have clarity on how what each competence level mean in practise

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

Good

Any additional comments on the competencies?

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

None

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☒ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Japanese

How would you rate your English language skills? *

☐ Beginner

☒ Intermediate

☐ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

Due to the technical issue such as lack of the column of choosing role at first, I needed to bother technical team several time.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

It is beneficial that we can learn what kinds of e-learning we are recommended to take to aim the respective role.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

All the recommendation is based on the self-assessment. It would be useful if there are some questions to take evaluate my current level not only by self-assessment but also by the third eyes.

Did the learning pathway tool meet your expectations?

Somehow yes, but still there is some parts ideally to be improved as mentioned above.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *



Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Sorry but I do not recognize the system.

Did you face any challenges in joining the IFRC Rapid Response System?

Same as above

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

Not satisfied at all 1 2 3 4 5 Extremely satisfied

☐ ☐ ☒ ☐ ☐

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

Same as mentioned above.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

It is clear and relevant

Any additional comments on the competencies?

It would be useful if there is organigram since I am not familiar with the IFRC's organizational structure and system.

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

None

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

N/A

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

It is great to have each development plan. It would be also helpful to have general info of e-learning which all staff who aims to each respective role ideally needs to complete.

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☒ Female

☐ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

☒ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☒ IFRC

☐ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

.....

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

The development objective part is consisted of series of competencies learning, for all competencies. I think the objective should be based on our self assessment on which competencies that we would like to develop only, not all.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

The training are beneficial, but in my opinion it should be titled as "objectives"

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

all are useful

Did the learning pathway tool meet your expectations?

not fully

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

it is helpful

Did you face any challenges in joining the IFRC Rapid Response System?

no

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

It was a bit confusing especially on the grading the competencies because I had been deployed in the emergency response and all are applied but doesn't mean I have competencies on that. Maybe rephrasing the questions?

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

I understood about my competencies but grading it was another thing. there should be more clear indicators on the grade

Any additional comments on the competencies?

n/a

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

n/a

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

no additional support

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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☐ Female

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☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☒ 30-40

☐ 40-50

☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Australian Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☐ Fluent

☒ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☒ Previously deployed in an IFRC emergency operation
- ☒ Previous experience in domestic emergency response
- ☒ Previous experience in international emergency response
- ☐ Previous experience with other international humanitarian organisations
- ☒ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

No issues, although some examples to assist in reflection would be of benefit as it was a somewhat generic self-reflection on key points that may not always be accurate when assessed from the point of IFRC HR.

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

It caused me to reflect on what I need to do in the meantime with my ongoing career, in order to one day be considered for IFRC Ops Manager positions.

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

I think more explanation of what experience counts as sufficient would be beneficial, as it was a little too reliant on the participant providing a reasonable self reflection on their own skillsets and experiences.

Did the learning pathway tool meet your expectations?

Yes

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *



Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

There needs to be more engagement in this period, and means of staying engaged when training opportunities have been limited and deployment opportunities also limited.

Did you face any challenges in joining the IFRC Rapid Response System?

No, it was a great experience joining from the back of an IFRC operation as a delegate, however it is becoming harder to stay engaged due to travel restrictions.

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

The self assessment is always going to be biased through the desire of a participant to meet the criteria. There should be some further practical advice as to what counts as sufficient experience in meeting any deficiencies identified in this exercise.

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

It works, and has caused me to realise the need to diversify from specialisation to generalist in order to work toward Operations Manager roles.

Any additional comments on the competencies?

No.

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

Please keep experimenting and finding ways to keep us all engaged. Many thanks for the opportunity to participate and well done.

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

There is very little support for developing at this point in time. I feel my NS is somewhat disengaged and I have largely become a name on a roster (for understandable reasons ie. no deployments!). It would be a shame for many delegates to drop out of the system through disengagement simply because of covid.

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

Specific online events or information streams coordinated from specialised IFRC sections to Rapid Response delegates in these areas would greatly help engagement.

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Your feedback will be anonymous.

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☐ Female

☒ Male

☐ Prefer not to say

☐ Other:

Please state your age *

☐ 20-30

☐ 30-40

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☐ 50-60

☐ 60 and older

☐ Other:

Please choose your organisation *

☐ IFRC

☒ NS

☐ ICRC

☐ Other:

If you are with an NS, please specify which one.

Finnish Red Cross

How would you rate your English language skills? *

☐ Beginner

☐ Intermediate

☒ Fluent

☐ Native

☐ Other:

Please select your previous experience in surge (select all that apply) *

- ☐ Previously deployed in an IFRC emergency operation
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- ☒ Previous experience in international emergency response
- ☒ Previous experience with other international humanitarian organisations
- ☐ Already a member of an IFRC surge register
- ☐ No emergency response experience
- ☐ Other:

Overall experience

Please grade your overall experience with the Learning Pathway pilot *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please grade your overall user experience using the IFRC learning platform for the Learning Pathway process *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Do you have any feedback on your experience using the IFRC Learning Platform for the Learning Pathways process? Any comments on how we can improve the user experience? Were there any technical issues that you have faced while completing the process?

.....

What were the elements of the Learning Pathway process that were useful or beneficial for you? Why?

.....

What were the elements of the Learning Pathway process that were not useful or not beneficial for you? Why?

.....

Did the learning pathway tool meet your expectations?

No it didn't. I honestly have no clue how this will guide or improve my career prospects. The whole tool like hangs up in the air, without any connection to anything.

IFRC Rapid Response System

Please grade your overall experience on the information shared on the IFRC Rapid Response System *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the information shared on the IFRC Rapid Response System. What was helpful and what could be improved? What were your main questions?

Did you face any challenges in joining the IFRC Rapid Response System?

Self-assessment

How useful did you feel the self assessment questionnaire was in helping you identifying your strengths and weaknesses against your chosen role profile? *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide feedback on the Self-Assessment. What was helpful and what could be improved? What were your main questions?

.....

What was your experience with understanding and applying competencies and behavioral indicators to your own background and development?

.....

Any additional comments on the competencies?

.....

Please rate your experience with the technology/system used for the self assessment on the IFRC learning platform

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Extremely satisfied

Any additional comments on the technology/system used for the self-assessment?

.....

Development plan

Please grade your overall experience with the development plan (the learning opportunities offered to you after the self-assessment). *

	1	2	3	4	5	
Not satisfied at all	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please add details of the process you went through in developing your learning pathway. Please mention if you have received additional support besides this exercise (for example from your NS, a mentor, a line manager, a technical expert etc.)

Please grade your satisfaction with the list of learning opportunities offered to you. *

	1	2	3	4	5	
Not satisfied at all	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely satisfied

Please provide any additional feedback on the development plan (the learning opportunities offered to you after the self-assessment). What was helpful and what could be improved? What were your main questions?

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