

How MindTickle Measures The Impact Of Your Training

The Kirkpatrick model is the benchmark framework for measuring the impact of training. MindTickle has been developed to address each of the key components of the Kirkpatrick model, here's how:

Level	Kirkpatrick model	How MindTickle measures this
Level 1: Reaction The degree to which participants find the training favorable, engaging and relevant to their jobs	Customer Satisfaction The degree to which participants were satisfied with the training.	Survey and polls are conducted to collect feedback at all three levels - content, module and program.
	Engagement The degree to which participants are actively involved in and contributing to the learning experience.	Learning completion rates and gamification track each second participants are engaged and monitor how involved they were in the learning experience.
	Relevance The degree to which training participants will have the opportunity to use or apply what they learned in training on the job.	Role-based learning paths cater to the unique needs of the learners and the requirements of their specific roles.
Level 2: Learning The degree to which participants acquire the intended knowledge, skills, attitude, confidence and commitment based on their participation in the training	Knowledge <i>"I know it."</i>	Knowledge Certification
	Skill <i>"I can do it right now."</i>	Skill Certification
	Attitude <i>"I believe this will be worthwhile to do on the job."</i>	Program Certification
	Confidence <i>"I think I can do it on the job."</i>	Task Evaluation Missions Demo Missions
	Commitment <i>"I intend to do it on the job."</i>	Task Evaluation Missions Demo Missions
Level 3: Behaviour The degree to which participants apply what they learned during training when they are back on the job	Required Drivers Processes and systems that reinforce, encourage and reward performance of critical behaviors on the job.	Manager driven evaluations look at both confidence and commitment. Gaps are identified and learning reinforcement is automated to address these.
Level 4: Results The degree to which targeted outcomes occur as a result of the training and the support and accountability package	Leading Indicators Short-term observations and measurements suggesting that critical behaviors are on track to create a positive impact on desired results.	CRM data is correlated with MindTickle data to track improvements in productivity. Executive dashboards also allow managers to determine the capabilities of their organization.