

KIRKPATRICK[®] PROGRAM SELECTION TOOL

The Kirkpatrick[®] Program Selection Tool is intended to help you choose which of your training programs merit a full four-level evaluation.

List each of your training programs in the lefthand column. To be considered for full evaluation effort and resources, both strategic areas should have a “yes” response.

For all programs that meet the strategic criteria, total up the number of tactical “yes” responses to determine which program has the best chance of coming to fruition and making an impact on your organization’s highest-level results.

Programs with the highest totals are the ones on which you should consider focusing the most resources on evaluating.

Program	Strategic		Tactical				Total tactical “Yes” responses	Comments
	Potential strategic impact	Executive interest / sponsorship / support	Managerial reinforcement and support	Availability of data (especially Level 4)	Access to training graduates	Realistic scope		
<i>Ex. Leadership at Acme</i>	Yes	Yes	Yes	Yes	Yes	No	3	