



# Needs Assessment Basics (Atd Training Basics)

*Beth McGoldrick, Deborah Tobey*

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## **Go from order-taker to valued performance consultant.**

You may be pressured to give an immediate yes to a training request. Resist. Instead, start playing an essential role in driving your organization forward by using needs assessment to target your training programs to support critical business goals.

Organizations need staff to be efficient and effective. That calls for training programs that get to the core of performance issues. A needs assessment ensures that you understand the root of problems like knowledge gaps, performance issues, and product quality and gives you the tools to resolve them. This second edition of *Needs Assessment Basics* starts with the initial training request and guides you all the way through data collection and making training recommendations. A progressive case study illustrates the seven phases of a needs assessment plan to reinforce each chapter's content.

Part of ATD's Training Basics series, *Needs Assessment Basics* will help you develop a foundation that will ensure the training programs you design and deliver will help the organization succeed.



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