

ISES Questionnaire

* Required

1. Email *

2. Please re-enter your email address: *

Please rate the degree to which you agree with each of the following statements.

3. 1. By the time you were hired into your first serious job, your communication skills were as good as they needed to be.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

4. 2. I am frequently surprised by how much better some people are at communicating than me.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

5. 3. I would get promoted faster if I was able to communicate more effectively.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

6. 4. I am good at reading nonverbal signals about how people feel.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

7. 5. I don't know how to make a good first impression.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

8. 6. It is important to look for signs that other people understand me during conversations.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

9. 7. I am able to find ways to communicate important ideas to others even when they don't initiate or understand my point.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

10. 8. I often have no idea how I'm coming across to another person.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

11. 9. I have been told I am not good at communicating to people about work problems.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

12. 10. Sometimes I say things I think are funny, but no one laughs.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

13. 11. I don't know what to do when a conversation isn't going well.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

14. 12. I have more misunderstandings at work than I think I should.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

15. 13. I freeze up when I think a conversation is going badly.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

16. 14. It is important to try new things when a conversation is not going well.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

17. 15. I worry that looking at someone's face during a conversation will seem odd or uncomfortable to them.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

18. 16. I believe there are many ways people can be successful in making a good impression on others.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

19. 17. I find it difficult to explain how I feel to other people.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

20. 18. I am willing to provide feedback to someone even if it could be upsetting.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

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Post Alternative Leadership Conversation Survey

* Required

1. Please enter the learner's email address: *

2. Please re-enter the learner's email address: *

Please answer the following:

3. Following this conversation, how likely are you to try an alternative leadership style?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

4. In coming to a resolution, did you feel that your views were considered or did you feel dismissed?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely considered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely dismissed

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Post Alternative Leadership Conversation Survey

* Required

1. Please enter the same email address you used to participate in the simulation: *

2. Please re-enter your email address: *

Please answer the following:

3. Based on the conversation you just had with Helen, how likely is it that she will try an alternative leadership style?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

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Post Space Committee Conversation Survey

* Required

1. Please enter the learner's email address: *

2. Please re-enter the learner's email address: *

Please answer the following:

3. Based on this conversation, how likely are you to reconvene another meeting of the space committee to reconsider their recommendation?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

4. In coming to a resolution, the learner's negotiation tactics were reasonable.

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Strongly agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly disagree

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Post Space Committee Conversation Survey

* Required

1. Please enter the same email address you used to participate in the simulation: *

2. Please re-enter your email address: *

Please answer the following:

3. Based on this conversation, how likely is Erica to reconvene a meeting of the space committee?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

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Post Hygiene Conversation Survey

* Required

1. Please enter the learner's email address: *

2. Please re-enter the learner's email address: *

Please answer the following:

3. Following this conversation, how likely are you to make changes in your personal hygiene to be consistent with the norms of your colleagues?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

4. In coming to a resolution, did you feel that your views were considered or did you feel dismissed?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely considered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely dismissed

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Post Hygiene Conversation Survey

* Required

1. Please enter the same email address you used to participate in the simulation: *

2. Please re-enter your email address: *

Please answer the following:

3. Following this conversation, how likely is it that Tonya will improve her hygiene to be acceptable to her colleagues?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

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Post Bias Conversation Survey

* Required

1. Please enter the learner's email address : *

2. Please re-enter the learner's email address: *

Please answer the following:

3. Following this conversation, how likely are you to agree that bias may have influenced your ratings?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

4. In coming to a resolution, did you feel that your views were considered or did you feel dismissed?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely considered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely dismissed

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Post Simulation Experience Survey

* Required

1. Email *

2. Please re-enter your email address: *

Please answer the following:

3. 1. Based on the conversation, how likely is it that Sandya agrees that bias may have influenced her ratings?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

Post Simulation Experience

We would like to seek your thoughts on the overall simulation experience today.

4. 2. What did you like most about your simulation experience?

5. 3. What do you think could be improved about the simulation experience?

6. 4. What kind of data or feedback would you like to receive from this software after you have completed the simulation and why?

7. 5. In your opinion, how can this learning technology be used to improve the culture and productivity a workplace?

Please answer the following:

8. 6. If you experienced a difficult situation with a co-worker, how likely would you be to use this training tool to better handle the problem?

Mark only one oval.

	1	2	3	4	5	6	7	8	9	10	
Extremely likely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely unlikely

9. 7. Which one of the following, if any, forms of professional development do you prefer?

Mark only one oval.

- Self-help books
- Webinar or conference
- Video-based learning
- Traditional in-person training
- Interactive virtual training-- such as you just experienced
- Other: _____

10. 8. If you had the opportunity to repeatedly practice your communication skills in this type of environment, how much skill improvement do you think you would see over time?

Mark only one oval.

- Extremely significant improvement
- Significant improvement
- Minimal improvement
- No improvement

Please rate the degree to which you agree with each of the following statements.

11. 9. I feel confident about engaging in one-on-one conversations around topics that include providing difficult or awkward feedback to a coworker.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

12. 10. As a result of participating in the Mursion scenarios, I learned new skills that will help me achieve my goals in the workplace.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

13. 11. If asked, I would recommend that my company use the Mursion training tool.

Mark only one oval.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly Agree

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