

## S1P5-1: Post-Implementation Survey – Example

### Purpose:

Gauge perceptions of fairness, usefulness, trust, and personal growth once the new appraisal process has been fully applied. Tracks long-term response, not just short-term participation.

### Survey Structure

#### Instructions:

Please rate your experience with the new appraisal system. Your responses will help us refine and improve the process going forward.

Statement	Score (0–10)	Comment (optional)
I understood the expectations set through the new process.		
The appraisal conversation supported my development and growth.		
I believe the scoring and feedback were fair and consistent.		
I trust the process will lead to action and follow-through.		
The process helped me connect my work to team or organisational goals.		
I felt seen, heard, and valued throughout the experience.		
Overall, how useful was this new approach to you?		

#### Open Questions:

1. What worked particularly well in this new system?
2. What part of the process didn't land for you — and why?
3. What should we keep, improve, or drop for the next cycle?

#### Usage Notes:

Run after all teams have completed one full appraisal cycle.  
Results feed directly into S1P5-2 (Improvement Tracker) and S1P5-4 (Governance Charter).  
Consider separate versions for managers vs. staff if needed.