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#### TEI Training-Evaluation-Inventory

Ritzmann, S., Hagemann, V. & Kluge, A. (2020)

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#### *In English:*

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All information and materials about the measure can be found at:  
<https://www.testarchive.eu/en/test/9007914>

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## Training-Evaluation-Inventory (TEI)

Before conducting the training, the fields in the questionnaire marked by square brackets must be adapted to the respective course type (e.g. training, seminar, workshop, ...) and its contents.

	I do not agree	I rather not agree	Neither nor	I rather agree	I agree very much
Overall, I liked the [DESCRIPTION OF COURSE TYPE – e.g. training].					
The learning atmosphere was agreeable.					
The learning was fun.					
At the beginning of the [DESCRIPTION OF COURSE TYPE – e.g. training], the objectives which were to be achieved through the [DESCRIPTION OF COURSE TYPE – e.g. training] were announced.					
I find the [DESCRIPTION OF COURSE TYPE – e.g. training] useful for my job.					
Investing time in this [DESCRIPTION OF COURSE TYPE – e.g. training] was useful.					
I can apply the content of this [DESCRIPTION OF COURSE TYPE – e.g. training] in my job.					
I derive personal use from this [DESCRIPTION OF COURSE TYPE – e.g. training].					
The contents were comprehensible.					
The language (foreign words and technical terms) was comprehensible.					
I kept up thematically in [DESCRIPTION OF COURSE TYPE – e.g. training].					
The time was sufficient for the themes covered.					

I have the impression that my knowledge has expanded on a long-term basis.					
I will be able to remember the new themes well.					
I would recommend this [DESCRIPTION OF COURSE TYPE – e.g. training] to my colleagues.					
I will apply what I learned to my day-to-day work.					
I find it good that [THEME/CONTENT – e.g. teamwork] were imparted and/or discussed.					
I think I will still be able to report what I learned some time after the [DESCRIPTION OF COURSE TYPE – e.g. training].					
First of all, problems were addressed, and by working on them, I consequently learned the themes.					
I was able to bring my own knowledge into the [DESCRIPTION OF COURSE TYPE – e.g. training].					
Contents were illustrated with concrete examples.					
I was able to work on real problems and therein consolidate the previously learned contents.					
I was able to bring my previous professional experiences.					
Real incidents from [ <i>FIELD OF WORK – e.g. aviation</i> ] were presented, and through the independent development of solutions, I consolidated the themes.					
The trainer made it clear what the central points of the discussed themes were.					
Situations from day-to-day work were presented and I					

had to find out how they were linked to [ <i>THEME – e.g. teamwork abilities</i> ].					
I was able to bring my own professional knowledge on [ <i>THEME – e.g. teamwork abilities</i> ] into the seminar/training.					
My previous experiences regarding the themes covered were addressed.					
Problematic Situations from day-to-day work were presented and I had to find through which abilities/knowledge the situation could have been improved.					
I was aware of learning objectives.					
The learning objectives were achieved.					
The media employed (PPT, video, posters etc.) were helpful for my understanding.					
In the [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ], situations were presented which we then considered in more detail in terms of [ <i>THEMATIC ASPECTS – e.g. aspects of teamwork</i> ].					
I was able to practice what I had learned in [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ].					
In the [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ] I received feedback on my behavior/my performance.					
I was able to implement the feedback and work on my behavior/my performance in the [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ].					
The media employed (PPT, video, posters etc.) were					

suitable for presenting the contents.					
It became clear to me how I can apply the themes covered in day-to-day work.					
The trainer invited me to bring my own knowledge and experiences from my day-to-day work regarding [ <i>THEME – e.g. teamwork abilities</i> ].					
The feedback from the [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ] helps me to work further on what I learned.					
Contents were consolidated in discussions.					
In the discussion, I discovered that colleagues have different views on the theme covered.					
I had the opportunity to reflect on what I had learned.					
In the [ <i>DESCRIPTION OF COURSE TYPE – e.g. training</i> ], I had the opportunity to try out things which I should later implement in my work.					
I know the importance of the individual themes for different situations.					

## Evaluation guide

In the evaluation of the TEI, an average value is calculated for each of the five outcome variables and the five aspects of training design across all data of the participants of a training program and interpreted separately. The dimensions are interpreted on the content level. For example, with regard to the training outcome dimensions, a high overall value for the scale usefulness is desirable, while the level of difficulty should be kept low.

Means (M), standard deviation (SD), skewness and kurtosis of the TEI dimensions (for the German sample)

Dimension	M (SD)	Skewness	Standard error of skew	Kurtosis	Standard error of kurtosis
Training outcome					
Subjective fun	4.11 (0.64)	-0.594	.075	0.385	.151
Perceived usefulness	4.01 (0.77)	-0.751	.075	0.262	.151
Perceived difficulty	4.45 (0.50)	-0.838	.077	0.524	.153
Subjective knowledge growth	3.66 (0.75)	-0.494	.075	0.389	.150
Attitude towards training	3.92 (0.76)	-0.674	.076	0.475	.152
Training design					
Problem-based learning	3.89 (0.62)	-0.427	.079	-0.042	.159
Activation	3.86 (0.68)	-0.476	.077	0.335	.154
Demonstration	4.31 (0.50)	-0.585	.077	0.239	.155
Application	3.12 (0.88)	-0.117	.079	-0.368	.158
Integration	3.85 (0.59)	-0.357	.077	0.255	.154

## Items for each dimension of TEI

Items	Dimension
<b>Training outcome</b>	
Overall, I liked the [DESCRIPTION OF COURSE TYPE – e.g. training].	
The learning atmosphere was agreeable.	Subjective fun
The learning was fun.	
I find the [DESCRIPTION OF COURSE TYPE – e.g. training] useful for my job.	
Investing time in this [DESCRIPTION OF COURSE TYPE – e.g. training] was useful.	
I can apply the content of this [DESCRIPTION OF COURSE TYPE – e.g. training] in my job.	Perceived usefulness
I derive personal use from this [DESCRIPTION OF COURSE TYPE – e.g. training].	
The contents were comprehensible.	

The language (foreign words and technical terms) was comprehensible.

I kept up thematically in [*DESCRIPTION OF COURSE TYPE – e.g. training*].

Perceived difficulty

The time was sufficient for the themes covered.

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I have the impression that my knowledge has expanded on a long-term basis.

I will be able to remember the new themes well.

Subjective knowledge growth

I think I will still be able to report what I learned some time after the [*DESCRIPTION OF COURSE TYPE – e.g. training*].

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I will apply what I learned to my day-to-day work.

I find it good that [*THEME/CONTENT – e.g. teamwork*] were imparted and/or discussed.

Attitude towards training

I would recommend this [*DESCRIPTION OF COURSE TYPE – e.g. training*] to my colleagues.

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### Training design

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First of all, problems were addressed, and by working on them, I consequently learned the themes.

I was able to work on real problems and therein consolidate the previously learned contents.

Real incidents from [*FIELD OF WORK – e.g. aviation*] were presented, and through the independent development of solutions, I consolidated the themes.

Situations from day-to-day work were presented and I had to find out how they were linked to [*THEME – e.g. teamwork abilities*].

Problem-based learning

Problematic Situations from day-to-day work were presented and I had to find through which abilities/knowledge the situation could have been improved.

In the [*DESCRIPTION OF COURSE TYPE – e.g. training*], situations were presented which we then considered in more detail in terms of [*THEMATIC ASPECTS – e.g. aspects of teamwork*].

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I was able to bring my own knowledge into the [*DESCRIPTION OF COURSE TYPE – e.g. training*].

My previous experiences regarding the themes covered were addressed.

I was able to bring my own professional knowledge on [*THEME – e.g. teamwork abilities*] into the seminar/training.

Activation

I was able to bring my previous professional experiences.

The trainer invited me to bring my own knowledge and experiences from my day-to-day work regarding [*THEME – e.g. teamwork abilities*].

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Contents were illustrated with concrete examples.

I was aware of learning objectives.

The learning objectives were achieved.

The trainer made it clear what the central points of the discussed themes were.

At the beginning of the [*DESCRIPTION OF COURSE TYPE – e.g. training*], the objectives which were to be achieved through the [*DESCRIPTION OF COURSE TYPE – e.g. training*] were announced.

Demonstration

The media employed (PPT, video, posters etc.) were helpful for my understanding.

The media employed (PPT, video, posters etc.) were suitable for presenting the contents.

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I was able to practice what I had learned in [*DESCRIPTION OF COURSE TYPE – e.g. training*].

In the [*DESCRIPTION OF COURSE TYPE – e.g. training*] I received feedback on my behavior/my performance.

I was able to implement the feedback and work on my behavior/my performance in the [*DESCRIPTION OF COURSE TYPE – e.g. training*].

Application

In the [*DESCRIPTION OF COURSE TYPE – e.g. training*], I had the opportunity to try out things which I should later implement in my work.

The feedback from the [*DESCRIPTION OF COURSE TYPE – e.g. training*] helps me to work further on what I learned.

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Contents were consolidated in discussions.

I had the opportunity to reflect on what I had learned.

In the discussion, I discovered that colleagues have different views on the theme covered.

Integration

I know the importance of the individual themes for different situations.

It became clear to me how I can apply the themes covered in day-to-day work.

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