

Self-Evaluation: Qualities of a Great Trainer

Complete the assessment below to see where you currently stand. Read each statement carefully and use the rating scale provided to show how strongly you identify with it. *(Adapted Worksheet from the RO Learning Course: Train-the-Trainer: The Journey to Impactful Training)*

1 = Never 2 = Rarely 3 = Sometimes 4 = Usually 5 = Always

Quality	Statement	Rating (1-5)
Knowledge/Expertise	I understand the information trainees need to learn and can confidently and accurately perform the task(s) myself.	1 2 3 4 5
Patience	I am able to remain calm and composed in the face of disruptions or unexpected obstacles without becoming frustrated or agitated.	1 2 3 4 5
Integrity	My words and actions align. I am honest, treat everyone with respect, and uphold ethical standards.	1 2 3 4 5
Adaptability	I can navigate any unexpected changes during the training process. For example, I can easily modify training sessions to match a trainee's learning speed or navigate any sudden time restrictions.	1 2 3 4 5
Brand Ambassador	I clearly understand and support my restaurant's vision and mission. I can relate what a trainee is learning to the restaurant's vision and mission. I am passionate and take pride in my role as a trainer.	1 2 3 4 5
Communication Skills	I am with the trainee every step of the way. I set clearly defined training objectives, make sure the trainee knows I am there to help, tell the trainee what to do before I let them practice, guide the learning process step-by-step, and offer regular feedback on their progress.	1 2 3 4 5

Review your results:

- **Look at any qualities you scored a 4 or 5.** These are likely your current strengths. You may also want to ask a trusted coworker if they see the same strengths in you.
- **Circle any qualities you scored 1–3.** These are your growth opportunities—important areas to focus on as you build your training skills. Strengthening these traits will help you become a more versatile and impactful trainer.