

OPTIMIST PRACTICAL TOOL

L&D; System Health Diagnostic

A 15-question check for L&D; and business leaders who want learning investment to build useful capability and workplace application.

15 questions

5 focus areas

10-15 minutes

How to use this diagnostic

For each statement, circle one score. Use the score that most closely reflects current practice, not the intended process.

1	2	3	4	5
Not in place	Inconsistent	Partly established	Usually effective	Consistently strong

#	Focus area	Statement	Score
1	Business alignment	Learning priorities are linked to a current business or capability requirement.	1 2 3 4 5
2	Business alignment	Business leaders can describe the result expected from major learning investments.	1 2 3 4 5
3	Business alignment	L&D; reviews its portfolio when strategic priorities or operating conditions change.	1 2 3 4 5
4	Capability focus	Capability needs are defined through role, performance and stakeholder evidence.	1 2 3 4 5
5	Capability focus	The organisation distinguishes a capability issue from a process, role or resource issue.	1 2 3 4 5
6	Capability focus	Priority capabilities are described in observable workplace terms.	1 2 3 4 5
7	Learning design	Learning experiences use realistic practice, reflection and application.	1 2 3 4 5
8	Learning design	Participants receive tools they can use in everyday work, not only course material.	1 2 3 4 5
9	Learning design	Development journeys are designed for the audience, context and level of readiness.	1 2 3 4 5
10	Manager involvement	Managers know what to reinforce before and after learning activity.	1 2 3 4 5
11	Manager involvement	Participants have an opportunity to apply learning to a live work situation.	1 2 3 4 5
12	Manager involvement	Manager feedback is used to strengthen transfer and follow-through.	1 2 3 4 5

#	Focus area	Statement	Score
13	Measurement	Measures extend beyond attendance and participant satisfaction where proportionate.	1 2 3 4 5
14	Measurement	L&D; tracks capability, behaviour or business signals agreed at the outset.	1 2 3 4 5
15	Measurement	Findings influence future design, investment and portfolio choices.	1 2 3 4 5

Interpret your score

Add the 15 scores. The total is a starting point for a focused conversation, not a formal audit result.

15-35	Needs attention	The current system or practice may be unclear, inconsistent or difficult to use. Start with the essential conditions before adding more activity.
36-55	Developing	Useful elements are present, but application is likely to vary. Identify the weak links and strengthen the practical management rhythm.
56-75	Established	The foundation is working. Focus on calibration, continuous improvement and the conditions that will keep the practice useful as the business changes.

Three practical next steps

01. Select one priority capability and define the business result it should support.
02. Review one programme for practice, manager involvement and workplace application.
03. Agree two leading measures and one outcome measure before the next learning cycle.

Need a clearer starting point?

OptiMist helps organisations make the underlying issue clearer and design a practical response around real operating conditions.

Write to teams@optimistindia.in to discuss your starting point.