

APPENDIX B

Power of Ten: Leadership Development Programs *Impact Assessment*

Final Questionnaire

Power of Ten Impact Assessment

Background

1) Which veterinary medical association (VMA) organized the P10 that you attended?*

- ☐ Alabama VMA
- ☐ Arkansas VMA
- ☐ Colorado VMA
- ☐ Florida VMA
- ☐ Georgia VMA
- ☐ Illinois VMA
- ☐ Indiana VMA
- ☐ Iowa VMA
- ☐ Kansas VMA
- ☐ Kentucky VMA
- ☐ Louisiana VMA
- ☐ Maine VMA
- ☐ Maryland VMA
- ☐ Michigan VMA
- ☐ Minnesota VMA
- ☐ Missouri VMA
- ☐ Montana VMA
- ☐ Nebraska VMA
- ☐ New Mexico VMA
- ☐ New York State VMS
- ☐ Oklahoma VMA
- ☐ Oregon VMA
- ☐ Pennsylvania VMA
- ☐ Portland VMA
- ☐ South Dakota VMA
- ☐ Southern California VMA
- ☐ Tennessee VMA
- ☐ Texas VMA
- ☐ Virginia VMA
- ☐ Washington VMA
- ☐ West Virginia VMA

2) What year did you complete the Power of Ten (P10) program?

- ☐ 2012
- ☐ 2013
- ☐ 2014
- ☐ 2015
- ☐ 2016
- ☐ 2017
- ☐ 2018
- ☐ 2019
- ☐ 2020

Logic: Show/hide trigger exists.

3) In which sector of the veterinary profession were you primarily employed when you started P10? (choose the one best answer)

- ☐ Clinical Practice - Associate
- ☐ Clinical Practice - Owner
- ☐ Shelter medicine
- ☐ State/local government
- ☐ Federal government
- ☐ Uniformed services
- ☐ Industry
- ☐ Academia
- ☐ Other - Write In: _____

Logic: Hidden unless: #3 Question "In which sector of the veterinary profession were you primarily employed when you started P10? (choose the one best answer)" is one of the following answers ("Clinical Practice - Associate", "Clinical Practice - Owner")

4) What type of practice were you employed at?

- ☐ Companion animal
- ☐ Equine
- ☐ Food animal

Logic: Show/hide trigger exists.

5) In which sector of the veterinary profession are you currently primarily employed? (choose the one best answer)

- ☐ Clinical Practice - Associate
- ☐ Clinical Practice - Owner
- ☐ Shelter medicine
- ☐ State/local government
- ☐ Federal government
- ☐ Uniformed services
- ☐ Industry
- ☐ Academia
- ☐ Other - Write In: _____

Logic: Hidden unless: #5 Question "In which sector of the veterinary profession are you currently primarily employed? (choose the one best answer)" is one of the following answers ("Clinical Practice - Associate", "Clinical Practice - Owner")

6) What is the type of practice you are currently employed at?

☐ Companion animal

☐ Equine

☐ Food animal

Organized Veterinary Medicine

Please describe the impact, if any, that P10 participation has had on your veterinary medical association (VMA) engagement by answering the following questions.

7) Since you completed P10, and because of your P10 participation, has the frequency of your:

	The Same	Increased	Decreased
membership on VMA committees and/or task forces been	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
leadership of VMA committees and/or task forces been	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
participation in any other volunteer VMA activities been	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Logic: Show/hide trigger exists.

8) Since you completed P10, have you accepted a position on the VMA Board?

☐ Yes

☐ No

Logic: Hidden unless: #8 Question "Since you completed P10, have you accepted a position on the VMA Board?" is one of the following answers ("Yes")

9) Did participation in P10 influence your decision?

☐ Yes

☐ No

Logic: Show/hide trigger exists.

10) Since you completed P10, have you accepted an executive leadership position in your VMA?

☐ Yes

☐ No

Logic: Hidden unless: #10 Question "Since you completed P10, have you accepted an executive leadership position in your VMA?" is one of the following answers ("Yes")

11) Did participation in P10 influence your decision?

☐ Yes

☐ No

12) In the future, because of your P10 participation, will the likelihood

	No Different	Increased	Decreased
of your membership on VMA committees and/or task forces be	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
of your leadership of VMA committees and/or task forces be	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
of you pursuing/accepting a position on the VMA Board be	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
of you pursuing/accepting an executive VMA leadership position be	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
of you participating in any other volunteer VMA activities be	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Logic: Show/hide trigger exists.

13) Thinking *only* of your VMA engagement, has your P10 participation had an impact on your leadership behaviors/competencies that spans across all your VMA positions/roles?

☐ Yes

☐ No

Logic: Hidden unless: #13 Question "Thinking *only* of your VMA engagement, has your P10 participation had an impact on your leadership behaviors/competencies that spans across all your VMA positions/roles?"

14) Please briefly explain:

Logic: Show/hide trigger exists.

15) What impact, if any, has your P10 participation had on your overall view of your VMA?

- ☐ No Different
- ☐ Positive
- ☐ Negative

Logic: Hidden unless: #15 Question "What impact, if any, has your P10 participation had on your overall view of your VMA?" is one of the following answers ("Positive","Negative")

16) Please briefly explain:

Employment/Career

Please describe the impact, if any, that P10 participation has had on your employment and/or career.

Logic: Show/hide trigger exists.

17) Have you changed employers since starting P10?

- ☐ Yes
- ☐ No

Logic: Hidden unless: #17 Question "Have you changed employers since starting P10?" is one of the following answers ("Yes")

18) Did participation in P10 influence your decision?
() Yes

() No

Logic: Hidden unless: #17 Question "Have you changed employers since starting P10?" is one of the following answers ("Yes")

19) Did a P10 colleague identify the employment opportunity?
() Yes

() No

Logic: Show/hide trigger exists. Hidden unless: #17 Question "Have you changed employers since starting P10?" is one of the following answers ("No")

20) Have you received a promotion since starting P10?
☐ Yes

☐ No

Logic: Hidden unless: #20 Question "Have you received a promotion since starting P10?" is one of the following answers ("Yes")

21) Did participation in P10 help you achieve the promotion?
() Yes

() No

22) Please rate your level of agreement with the following: “Prior to participation in P10...”

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I had a clear vision of my career goals	()	()	()	()	()	()
I knew what it would take to reach my career goals	()	()	()	()	()	()

I believed I had all of the necessary tools to reach my career goals	()	()	()	()	()	()
I viewed myself as a leader	()	()	()	()	()	()
I believed I had the necessary skills to be an effective leader	()	()	()	()	()	()
I believed participation in P10 would expand my professional network	()	()	()	()	()	()
I believed participation in P10 would help me reach my career goals	()	()	()	()	()	()

23) Please rate your level of agreement with the following: “Because of my participation in P10...”

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I modified my career goals	()	()	()	()	()	()
I gained a better sense of what it would take to reach my career goals	()	()	()	()	()	()
I gained more and better tools to reach my career goals	()	()	()	()	()	()

I learned new skills to help me be a more effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have gained greater confidence in my ability to be an effective leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expanded my professional network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I either have reached or am on the right path to reach my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24) Please briefly share any other substantial impact your participation in P10 has had on your employment/career.

Logic: Show/hide trigger exists.

25) Did you participate in any formal leadership development programs BEFORE your participation in P10?

☐ Yes

☐ No

Logic: Hidden unless: #25 Question "Did you participate in any formal leadership development programs BEFORE your participation in P10?" is one of the following answers ("Yes")

26) How would you compare the professional usefulness of P10 to the other program(s) you've participated in before P10?

☐ Much more useful

☐ Slightly more useful

- ☐ Equally useful
- ☐ Slightly less useful
- ☐ Much less useful

27) Overall, how helpful was P10 in preparing you to achieve your personal and professional development goals?

- ☐ Not helpful
- ☐ Slightly helpful
- ☐ Moderately helpful
- ☐ Very helpful
- ☐ Extremely helpful

Community

Please describe the impact, if any, that P10 participation has had on your engagement in the local community in which you live/practice (e.g., volunteering for community organizations, serving on school board or philanthropic organization committee, leadership role in a faith community).

28) Since you completed P10, and because of your P10 participation, has the level of your community engagement been

- ☐ The same
- ☐ Increased
- ☐ Decreased

29) In the future, because of your P10 participation, is it likely that the level of your community engagement will be

- ☐ No different
- ☐ Increased
- ☐ Decreased

Logic: Show/hide trigger exists.

30) Thinking *only* of your community engagement, has your P10 participation had an impact on your leadership behaviors/competencies that spans across all your community engagement positions/roles?

- ☐ Yes
- ☐ No

Logic: Hidden unless: #30 Question "Thinking *only* of your community engagement, has your P10 participation had an impact on your leadership behaviors/competencies that spans across all your community engagement positions/roles?" is one of the following answers ("Yes","No")

31) Please briefly explain:

Personal

Please describe the impact, if any, that P10 participation has had on your personal life.

32) Please respond to each of the following regarding the impact that participation in P10 has had in various realms of your personal life

	Strongly Negative	Somewhat Negative	Neutral	Somewhat Positive	Strongly Positive
Work/life integration	()	()	()	()	()
Relationships	()	()	()	()	()
Self confidence	()	()	()	()	()
Self advocacy	()	()	()	()	()
Communication skills	()	()	()	()	()
Understanding myself	()	()	()	()	()
Understanding others	()	()	()	()	()
Plans for the future	()	()	()	()	()
Outlook for the future	()	()	()	()	()
Overall life satisfaction	()	()	()	()	()

Closing Questions

33) What changes, if any, would you recommend to the topics/curriculum of P10?

34) What changes, if any, would you recommend to the P10 delivery model?

35) Were you aware that support from Elanco enabled the creation of P10 programs nationally?

☐ Yes

☐ No

Logic: Show/hide trigger exists.

36) What impact, if any, has your participation in P10 had on your view of Elanco?

☐ No Different

☐ Positive

☐ Negative

Logic: Hidden unless: #36 Question "What impact, if any, has your participation in P10 had on your view of Elanco?" is one of the following answers ("Positive","Negative")

37) Please briefly explain:

38) In final reflection, if there is anything else you would like to share about your P10 experience, please do so!

Demographic Questions

To provide added context, please tell us about yourself

39) What year did you graduate from veterinary medical college?

40) Are you Hispanic/Latinx?

☐ Yes

☐ No

Logic: Show/hide trigger exists.

41) How do you describe your race? Please check all that apply.

☐ African American/Black

☐ Asian/Asian American

☐ American Indian/Alaskan Native

☐ Native Hawaiian/Pacific Islander

☐ White/Caucasian (inclusive of Middle Eastern ethnicities)

☐ I prefer to self-describe:: _____

☐ I prefer not to answer

Logic: Hidden unless: #41 Question "How do you describe your race? Please check all that apply." is one of the following answers ("American Indian/Alaskan Native")

42) Please indicate Tribal affiliation:

43) How do you express your gender identity?

☐ Male

☐ Female

☐ Nonbinary

☐ I prefer to self-describe:: _____

☐ Prefer not to answer

44) Do you consider yourself on the transgender spectrum?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

45) Below are terms often used to describe sexual identity. Please select the one that you feel best describes you:

- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Queer
- ☐ Questioning
- ☐ I prefer to self-describe: : _____
- ☐ I prefer not to say

Thank You!

Thank you! Your completion of this survey is greatly appreciated and immensely helpful to making the Power of Ten even more impactful.
