
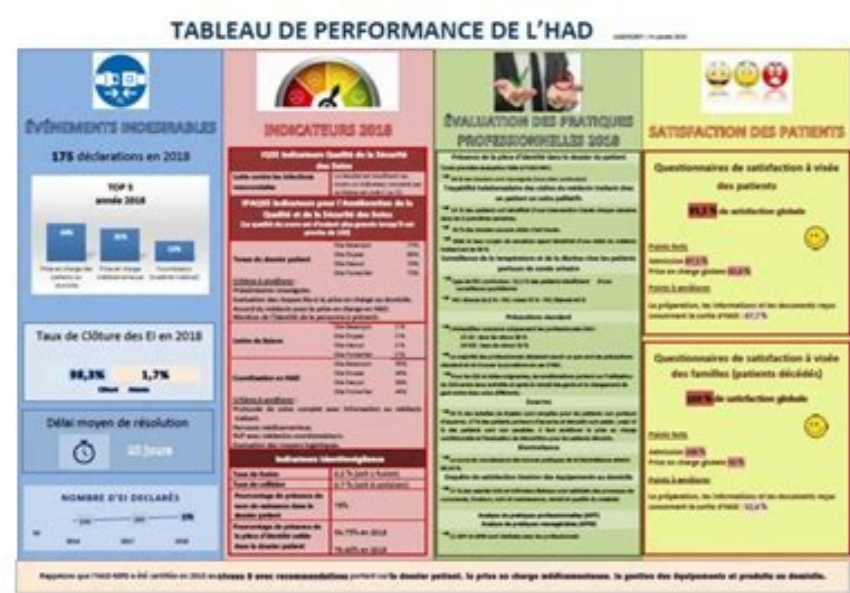


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Open



1. Évaluation « à chaud »
juste après la formation

2. Évaluation « à froid »
quelques mois plus tard

- Envoi des questionnaires à chaud par e-mail aux formés
- Relances éventuelles
- Traitement des retours
- Annonce des thèmes de l'évaluation à froid et des objectifs aux responsables hiérarchiques

- Envoi des questionnaires à froid par e-mail aux formés et à leurs responsables hiérarchiques
- Relances éventuelles
- Traitement des retours
- Envoi d'un rapport simplifié aux répondants

3. Synthèse régulière des évaluations et tableau de bord de synthèse

Rapport d'évaluation intermédiaire

Rapport d'évaluation complet

Motivation contrôlée		Motivation autonome	
Motivation extrinsèque	Motivation introjectée	Motivation identifiée	Motivation intrinsèque
Agit par conformité, en vue d'une récompense externe ou pour éviter des sanctions.	Agit pour atteindre une performance qui démontre qu'on a de la valeur.	Agit par conviction personnelle parce qu'on estime que c'est important pour soi ou que cela correspond à ses valeurs.	Agit par plaisir, par la satisfaction procurée par l'activité.
Principal moteur : - l'argent - la peur	Principal moteur : - l'égo - la performance	Principal moteur : - une cause - ses valeurs	Principal moteur : - le pur plaisir



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