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Nota di contenuto	Needs Assessment: Trends and a View Toward the Future; CONTENTS; EDITORS' NOTES; 1 A Primer on Needs Assessment: More Than 40 Years of Research and Practice; Introduction; Needs Assessment and Evaluation; Opposition to Needs Assessment and the Emergence of Hybrids; A Timeline for the Development of Needs Assessment; The Approaches of Witkin and Kaufman; Summary; References; 2 Needs: Defining What You Are Assessing; Introduction; Why Needs Are Important in Evaluation Practice; Searching for Meaning; Conceptualizing Needs; Needs Versus Solutions; Noun Versus Verb; Needs Versus Wants Absolute Versus Relative Needs Individual Versus Group Versus Societal Needs; Need Versus Type of Need; Influence of a Definition; Designing Your Assessment; Implementing Your Assessment; Making Recommendations Based on Your Assessment; Summary; References; 3 Needs Assessment: The Perspective From the Public Sector; Introduction; Background; What You Find in the Literature; Needs Assessment and Extension; One Example From the Extension Service;

Other Examples-Extension and Aging; Glass Half Full; Glass Half Empty; Lessons Learned; References; 4 Needs Assessments in the Private Sector

Background Common Business Practices; What's Missing?; Simple, Systemic, and Organic Needs Assessment; Wedman's Performance Pyramid; The Pyramid in the Private Sector: Real Performance Problems and Solutions; Example 1: Flip-Flops in the Workplace; Example 2: Too Much to Learn; Example 3: Human Systems Integration Not Integrated; Selling Needs Assessment and Performance Improvement; Linking Needs Assessment and Evaluation; Conclusion; References; 5 Needs Assessments to Determine Training Requirements; Orchestrating an Assessment; Assessment at Work in Ohio; Getting Started Gaps in Health and Human Services Addressing the Nontraining Needs; Analysis Leading to Competencies; Competencies Leading to Additional Analysis; Shifting Perspectives on Training; Implications for Workforce Development; Assessment Lessons and Considerations; The Assessment Process; The Assessment Levels; The Assessor and the Sponsor; The Assessor and Post assessment; Assessment in Harmony; References; 6 International Perspectives: Similarities and Differences Around the Globe; Introduction; Why Needs Assessment?; Are We on the Same Page?; Needs Assessment in International Settings Strategies for International Needs Assessments Needs Assessment Capacity; Summary; References; 7 Needs Assessment and Asset/Capacity Building: A Promising Development in Practice; An Introduction to Asset/Capacity Building; The Needs Assessment Counterpoint; Asset/Capacity Building and Needs Assessment: Definitions and Comparisons; Comparisons of Asset/Capacity Building and Needs Assessment; A Hybrid Needs Assessment and A/CB Framework; The Assets Rubric; Some Notes About Methods for Determining Assets; Case Studies of Hybrid Implementation; Across the Cases; A Few Points to Ponder; References
8 A Final Note About Improving Needs Assessment Research and Practice

Sommario/riassunto

Explore multiple practical and theoretical dimensions of needs assessment. This volume focuses exclusively on this essential topic for guiding decisions-examining subjects such as: the importance of defining needs,implementing assessments in public and private-sect organizations,aligning needs with assets and capacity assessments,how assessments factor into meaningful change at the organizational and society level show to apply needs assessments in culturally diverse contexts conducting international needs assessments, and the impact of technologies on needs assessment methods. This issue will help
