**Pre-Test Questionnaire for Management, Leadership, Monitoring & Evaluation Training**

**Participant Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Designation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Facility Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ District: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Note:**

* Attempt all questions. (circle the correct answer)

1. A Lady Health Visitor in Upper Dir motivates her team to track high-risk pregnancies, mobilizes community support, and ensures early referrals. Which leadership approach is she demonstrating?

a) Transactional leadership  
b) **Transformational leadership**   
c) Autocratic leadership  
d) Bureaucratic leadership

1. A Basic Health Unit (BHU) manager ensures that all medicine stock data and budgets are displayed publicly for the community. Which governance principle does this best represent?

a) Accountability  
b) Participation  
c) **Transparency**   
d) Equity

1. During a dengue outbreak, a PHC in-charge reorganizes staff schedules, reallocates supplies, and coordinates with district health authorities to ensure a rapid response. Which leadership style is being used?

a) Participatory

b) Transformational

c) **Adaptive**

d) Laissez-faire

1. A PHC manager in Kohistan forms a community committee to review facility performance, identify service gaps, and plan outreach activities. This reflects which principle of good governance?

a) Transparency  
b) **Participation**   
c) Equity  
d) Accountability

1. The District Health Officer regularly reviews DHIS2 data with facility staff and uses findings to improve service delivery. Which management function is primarily being demonstrated?

a) Organizing  
b) Staffing  
c) **Monitoring and Evaluation**   
d) Supervising

1. During a staff meeting at a Rural Health Centre, two nurses disagree about patient triage priorities. The facility in-charge listens to both sides, encourages calm discussion, and guides them toward a mutually acceptable plan. Which principle of conflict competence is being demonstrated?

a) Emotional Regulation  
b) **Collaboration and Team Spirit**   
c) Accountability and Follow-up  
d) Self-Awareness

1. A District Health Officer mediates a dispute between a new Medical Officer and a senior Lady Health Visitor. The DHO listens impartially, helps both express their concerns, and steers them toward a shared solution. This best represents which conflict management step?

a) Explore the Need Behind the Want  
b) Build a Maximum Win–Win Solution  
c) **Attend to the Other Person First**   
d) Invite the Other’s Solution

1. During a coaching session, a PHC supervisor helps a technician reflect on his work challenges by asking open-ended questions rather than giving direct instructions. This approach demonstrates which principle?

a) Feedback through OALFA  
b) **Coaching to Support Others**   
c) Gaining Compliance  
d) Task Orientation

1. A District Health Officer uses DHIS2 data to identify low-performing BHUs and provides targeted support to improve immunization coverage. This is an example of which management role?

a) Resource Management  
b) **Data-Driven Decision-Making**   
c) Community Engagement  
d) Supervisory Leadership

1. A Lady Health Worker notices that patients from a nearby village are not visiting the BHU because of transportation issues. She raises the concern during a staff meeting and suggests outreach clinics. What leadership quality is reflected here?

a) Emotional Regulation  
b) **Proactive Problem-Solving and Equity Focus**   
c) Compliance  
d) Administrative Control

1. At a BHU in District Swat, the manager noticed that vaccination coverage dropped by 15% over two months. Upon investigation, the vaccinator had been transferred and not replaced. This example best illustrates which M&E function?

a) Evaluation  
**b) Monitoring**   
c) Supervision  
d) Planning

1. A health team in KP reviews data from DHIS2 to check whether maternal health goals were achieved after one year of program implementation.  
   What process are they performing?

a) Monitoring  
b) Supervision  
**c) Evaluation**   
d) Validation

1. During a routine data review, an M&E officer finds that the number of fully immunized children reported in DHIS2 is higher than that in the register. Which data quality principle is being assessed?

**a) Accuracy**   
b) Timeliness  
c) Completeness  
d) Reliability

1. A facility reports that “90% of pregnant women received at least four antenatal visits in the past quarter.” This statement refers to what type of indicator?

a) Input indicator  
b) Output indicator  
**c) Outcome indicator**   
d) Impact indicator

1. A district health manager uses DHIS2 dashboards to identify facilities with low immunization coverage and reallocates vaccinators accordingly.  
   This demonstrates which M&E-related leadership skill?

a) Data collection  
b) Reporting  
c) Validation  
**d) Evidence-based decision-making**

1. At a BHU in Swabi, the facility in-charge used DHIS2 data to identify low-performing villages and organized outreach visits, which improved ANC coverage from 55% to 78%.  
   Which leadership practice is best illustrated here?

a) Conflict management  
b) Delegation of authority  
c) **Data-driven decision-making**   
d) Financial management

1. During a supervision visit, the District Health Officer in Swat praises staff for maintaining accurate registers but notices stockouts of essential vaccines. He collaborates with the team to improve LMIS reporting and outreach scheduling. This is an example of:

a) **Supportive supervision**   
b) Routine inspection  
c) Performance appraisal  
d) Disciplinary monitoring

1. A PHC team in Haripur regularly holds meetings, discusses challenges and recognizes staff who meet performance targets. As a result, service coverage and motivation improve. Which leadership strategy does this reflect?

a) Authoritative management  
b) **Team motivation and recognition**   
c) Bureaucratic supervision  
d) Data verification

1. After reviewing facility data, the Medical Officer in Nowshera develops an action plan to raise immunization coverage from 65% to 85% within six months, assigning roles and setting monthly review meetings. What key management step is being applied?

a) Conflict resolution  
b) **Action planning and follow-up**   
c) Delegation  
d) Routine monitoring

1. Two LHVs at a facility in Swat have scheduling conflicts during outreach sessions. The facility in-charge holds a meeting, facilitates discussion and helps them agree on a shared timetable. This demonstrates which leadership skill?

a) Feedback provision  
b) Performance evaluation  
c) **Conflict resolution and communication**   
d) Monitoring and supervision