



Your First Six Months

Questions ask about initial on-boarding practices

1. When you arrived for your first day of work, did you know what to expect?

2. Did you feel welcomed by your work team on your first day?

3. Did you feel welcomed by your supervisor or boss on your first day?

4. Did you have a chance to ask questions about things that were important to you within the first few days?

5. Was there a part of your initial on-boarding experience that was unique to your needs and interests?

6. How clear were you on what was expected in the first week of your role?

- Very Clear
- Clear
- Neutral/Somewhat clear
- Not Clear
- Totally unclear

7. How clear were you on what was expected in the first month of your role?

- Very clear
- Clear
- Neutral/Somewhat clear
- Not clear
- Totally unclear

8. How clear were you on what was expected in the first three months of your role?

- Very clear
- Clear
- Neutral/Somewhat clear
- Not Clear
- Totally unclear

9. How clear were you on what was expected in the first six months of your role?

- Very clear
- Clear
- Neutral/Somewhat clear
- Not clear
- Totally unclear

10. What could have made your initial job experience more satisfying within the first six months?

11. As you look back on your first six months, what skills, resources or support would have helped you to be more successful in your role?

12. Would you recommend this organization to others in your profession or role? (1 = Poor recommend; 5 = Excellent recommend)

13. How long have you worked for your current organization?

- > 10 years
- 6-10 years
- 1-5 years
- < 1 year

14. What is the website of your organization?