Team Reflection: Onboarding Mindset

The exercise below is meant to get you and your team in the onboarding mindset. It doesn't require you to record your answers but is for the purpose of reflection and discussion.

How strong is your company onboarding mindset?
Highlight the questions representing areas that would be most impactful for your company to address during the employee onboarding process.

1. Does the new hire feel like a part of the team before their first day?

2. Is our onboarding process something we have control over, or is it left to chance?

3. Are we keeping newly hired employees that should be managed out of the organization sooner?

4. Is our onboarding process based on best practices and science to deliver maximum impact?

5. Are we spending more time than needed to get new hires up to maximum productivity?

6. Are we struggling to attract the best talent due to employer branding issues?

7. Are managers and HR spending too much time on mundane and repetitive tasks during onboarding and not enough on high-value tasks like training?

8. Are our managers and other stakeholders doing their part to give new hires a flying start?

9. Do we receive feedback on the onboarding experience from new hires, and do we iterate and improve after learning what could be improved? If not, how do we use this information?

10. Are we using the right tools to onboard our employees? What are these?

11. Do we have metrics established for the first weeks and months of employment? If so, how do we measure and track them?

12. Do new hires receive information during recruiting that is contradictory to what they learn in the onboarding process?

13. Are the recruiting and onboarding processes coordinated with a central staffing plan?

14. Is there a clear onboarding timeline with specified milestones? If so, does it include the transition to on-the-job, permanent, productive work?

Do you want to know how to create an onboarding culture for your company?

Click here to book a call with our onboarding experts