

Onboarding Reflection Questions

Purpose of Reflection Questions

- Relationship Building
- Assess Progress
- Training Support

Week 1 - Compliance & Clarification

- What new skills or knowledge have you acquired in your first week?
- Were there any tasks or expectations that were unclear or unexpected? How did you handle them?
- What contributions or achievements are you most proud of from your first week?
- How would you describe your interactions and relationships with colleagues so far?
- Is there anything else you need or would like to discuss to help you settle into your new position more effectively?

Week 2 - Culture / Big Picture

- As you reflect on your second week here, how would you describe the cultural aspects of our organization that stood out to you?
- How do you see yourself fitting into and contributing to this culture?
- How well do you feel you understand your role and responsibilities?
- How have your initial expectations of this role matched up with the actual experience?
- Is there anything else you need or would like to discuss to help you settle into your new position more effectively?

Week 3 - Culture / Connection

- What aspects of the job have challenged you, and how did you approach overcoming these challenges?
- In what ways have you collaborated with team members?
- How do you plan to build on your experiences to continue your growth and success in this role?
- Is there anything else you need or would like to discuss to help you settle into your new position more effectively?

Week 4 - Connection / Impact

- Is there anyone in the team who has particularly supported or mentored you? How did they help?
- What aspects of the job do you feel confident in, and where do you think you might need more guidance or training?
- How do you think your work has contributed to the overall goals or mission of the organization or team?
- Is there anything else you need or would like to discuss to help you settle into your new position more effectively?