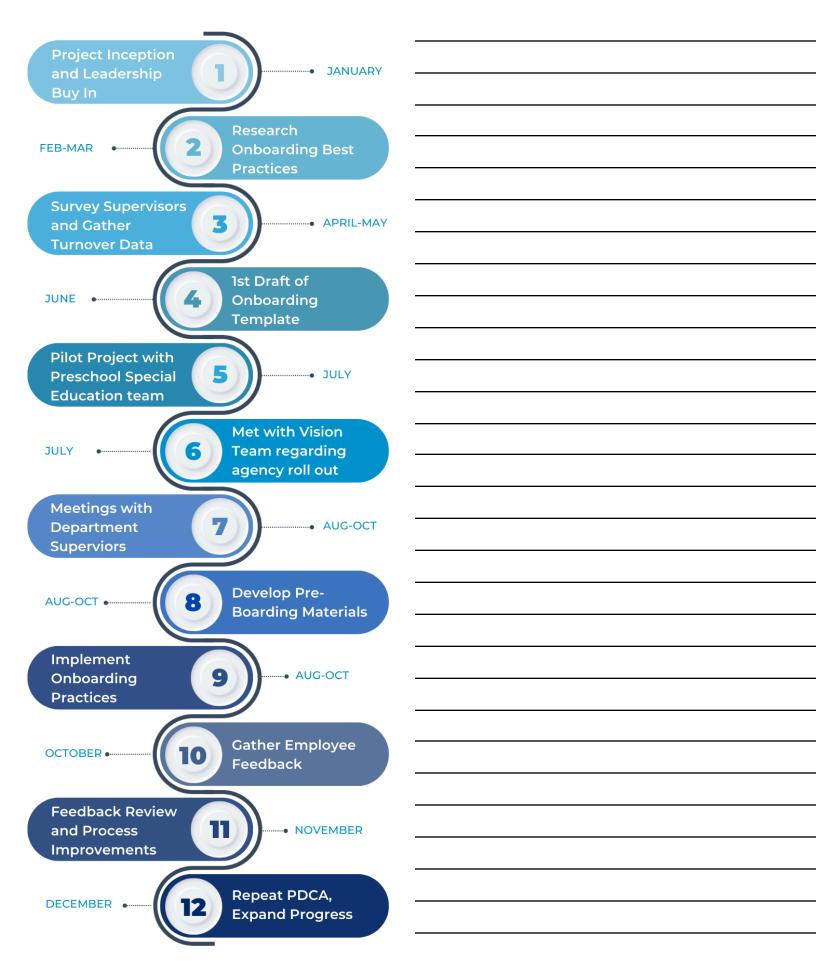
ONBOARDING OVERHAUL







Onboarding Reflection Questions

Purpose of Reflection Questions

- Relationship Building
- Assess Progress
- Training Support

Week 1 - Compliance & Clarification	Week 2 - Culture / Big Picture
 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? 	 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?