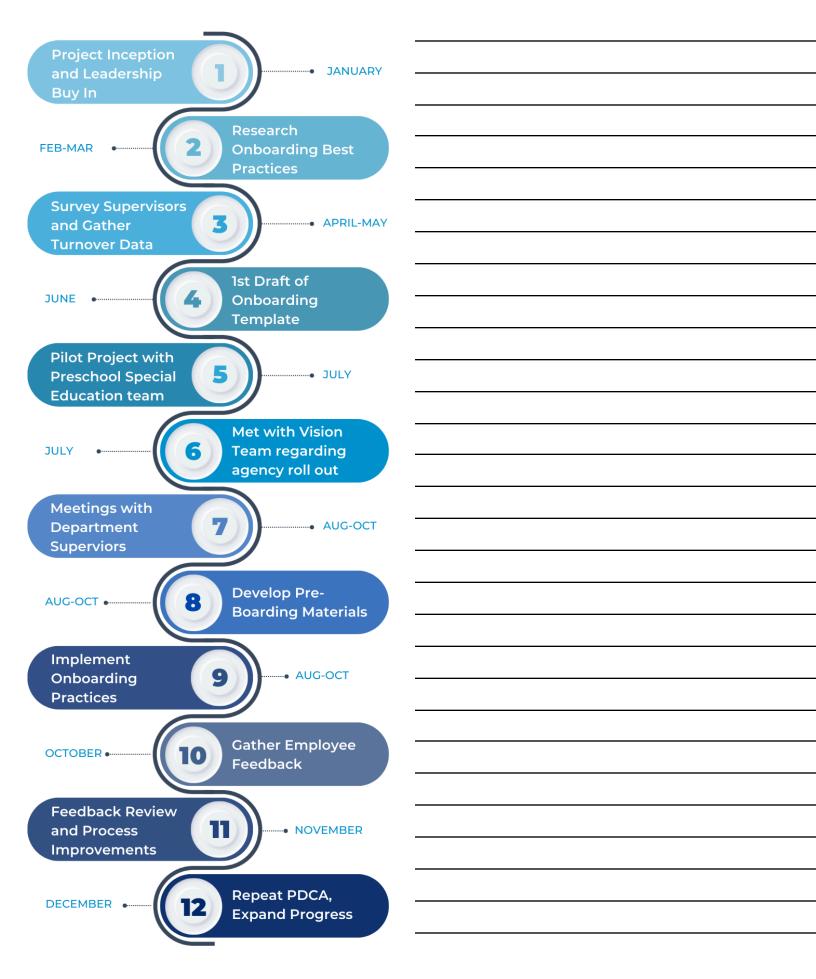
ONBOARDING OVERHAUL







## **Onboarding Reflection Questions**

## **Purpose of Reflection Questions**

- Relationship Building
- Assess Progress
- Training Support

Week 1 - Compliance & Clarification	Week 2 - Culture / Big Picture
<ul> <li>What new skills or knowledge have you acquired in your first week?</li> <li>Were there any tasks or expectations that were unclear or unexpected? How did you handle them?</li> <li>What contributions or achievements are you most proud of from your first week?</li> <li>How would you describe your interactions and relationships with colleagues so far?</li> <li>Is there anything else you need or would like to discuss to help you settle into your new position more effectively?</li> </ul>	<ul> <li>As you reflect on your second week here, how would you describe the cultural aspects of our organization that stood out to you?</li> <li>How do you see yourself fitting into and contributing to this culture?</li> <li>How well do you feel you understand your role and responsibilities?</li> <li>How have your initial expectations of this role matched up with the actual experience?</li> <li>Is there anything else you need or would like to discuss to help you settle into your new position more effectively?</li> </ul>
<ul> <li>Week 3 - Culture / Connection</li> <li>What aspects of the job have challenged you, and how did you approach overcoming these challenges?</li> <li>In what ways have you collaborated with team members?</li> <li>How do you plan to build on your experiences to continue your growth and success in this role?</li> <li>Is there anything else you need or would like to discuss to help you settle into your new position more effectively?</li> </ul>	<ul> <li>Week 4 - Connection / Impact</li> <li>Is there anyone in the team who has particularly supported or mentored you? How did they help?</li> <li>What aspects of the job do you feel confident in, and where do you think you might need more guidance or training?</li> <li>How do you think your work has contributed to the overall goals or mission of the organization or team?</li> <li>Is there anything else you need or would like to discuss to help you settle into your new position more effectively?</li> </ul>