

Employee Onboarding Survey

An open resource from HR Chief



Our vision is to make work engaging, equitable, and impactful. We empower people leaders like you to make a positive difference in their roles. **We put people first.**

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Employee Onboarding Survey

Surveys at work can be a great way to collect feedback from employees and understand the employee experience of a team. By understanding what employees are thinking and feeling, employers can discover opportunities to improve while also identifying problems before they become larger issues.

Additionally, surveys can help to build trust and improve communication between employees and management.

When a new employee starts at a company, it's important to ensure that they have a positive onboarding experience. Employee onboarding is the process of getting new hires acclimated to their new role and team.

A positive onboarding experience can lead to increased employee engagement and retention, while a negative experience can lead to frustration and a higher likelihood of turnover.

To ensure that your company is providing a positive onboarding experience, consider conducting an employee onboarding survey. This type of survey will equip you with valuable feedback to improve the employee's experience as well as the overall onboarding process for future new hires.

When creating an employee onboarding survey, consider what information would be most useful in understanding the onboarding experience. To make this process easier, we've assembled a list of employee onboarding survey questions based on industry best practices.

This template is intended to help teams create an effective and informative onboarding survey. It is important to remember that state and federal laws may place additional requirements on this process. This policy should be reviewed by legal counsel prior to implementation.

To save your own copy, click File > Make a Copy, create a new title, and choose where you'd like to save it in your own Google Drive.

Employee Onboarding Survey Questions

Please rate the following questions on a scale of 1 to 5, with 1 meaning you Firmly Disagree with the statement and 5 meaning you Firmly Agree with the statement.

1. I feel satisfied with my onboarding experience thus far

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

2. On my first day, I received adequate support and information

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

3. I feel welcome at this organization

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

4. My job role is well-defined

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

5. I understand the organization's mission, vision, and core values

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

6. My tools and workspace allow me to work productively

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

7. I understand how my job performance will be measured

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

8. I've started building relationships with members of my direct team

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

9. My manager was prepared for my onboarding process

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

10. My manager regular checks in to answer my questions

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐

11. My role matches expectations set from the recruiting experience

Firmly Disagree	Disagree	Neutral	Agree	Firmly Agree
☐	☐	☐	☐	☐



Please type your answers in the boxes below

12. What was the best part of your onboarding experience?

13. How could we improve our organization's onboarding process?



About HR Chief

HR Chief is a community dedicated to improving the Human Resources/People Operations space. We strive to make work engaging, equitable, and impactful. We empower people leaders to make a positive difference in their roles. We put people first.

As experts, we're here to help answer your questions and equip you to further your career. Whether you're looking for the latest HR trends, exploring new ways to solve problems for your team, or searching for a new position, let HR Chief guide you. The Human Resources/People Operations space isn't always easy to understand, so we're dedicated to creating the right kind of educational content that's clear, concise, and useful.

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