Onboarding Perception Survey

SAMPLE QUESTIONS

Goal: The goal of the perception survey is to get a quick read on overall staff satisfaction.

Suggested New Hire Survey Questions:

Hiring/Onboarding specific:

1. "Someone contacted me to share their excitement about me joining the _____ team"
2. "I had all of the information I needed before school started"
3. "During my onboarding process, my principal and colleagues made me feel welcomed"
4. "During my onboarding process, network employees made me feel welcomed"
5. "The onboarding sessions at my school provided me with key information regarding my work"
6. "The onboarding sessions at the network provided me with key information regarding the organization and my work"
7. "I started the school year with a clear sense of what is expected of me at work"

Current state:

8. "In the last seven days, I have received recognition or praise for doing good work"
9. "In the last two weeks, someone at work has talked to me about my progress"
10. "I would recommend working at _____" (net promoter score – scale of 1-10)

Potential Questions to Consider

Overall satisfaction

"I would recommend working at _____" (net promoter score – scale of 1-10)

"I feel a strong sense of job satisfaction"

"Does the mission/purpose of my organization make me feel my job is important?"

"At work, do you have the opportunity to do what you do best every day?"

Relationships

"I have a best friend at work"

"I feel appreciated by my principal/manager/supervisor"

"In the last seven days, have I received recognition or praise for doing good work?"

"Does my supervisor or someone at work seem to care about me as a person?"

"In the last six months, has someone at work talked to me about my progress?"

"This last year, have I had the opportunity at work to learn and grow?"

"Is there someone at work who encourages your development?"

"Are your associates (fellow employees) committed to doing quality work?"

"At work, do your opinions seem to count?"

Hiring/Cultivation

"The hiring process was streamlined and easy to navigate"

"I felt valued by _____ throughout the hiring and cultivation process"

"Someone contacted me to share their excitement about me joining the _____ team"

Onboarding/Orientation

"I had all of the information I needed before school started"

"My principal and colleagues made me feel welcomed"

"Network employees made me feel welcomed"

"The onboarding sessions at my school provided me with key information regarding my work"

“The onboarding sessions at the network provided me with key information regarding the organization and my work”

“I started the school year with a clear sense of what is expected of me at work”

Management

“Do you know what is expected of you at work?”

“Do you have the materials and equipment to do your work right?”