

# ONBOARDING FEEDBACK QUESTIONS

Please respond to the following statements using the rating scale

RECRUITMENT	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I was provided with accurate information about <i>(insert organisation name)</i> during the recruitment process					
I received timely communication about the status of my application					
Is there something we could have done to improve the recruitment process?					

INTERVIEW	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
During the interview process I was asked questions relevant to the role					
The interview enabled me to demonstrate how my skills, experience, and qualifications aligned with the role					
Is there something we could have done to improve the interview process?					

INDUCTION	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I received good training on the processes and systems relevant to my role					
I am confident using the processes and systems relevant to my role					
I understand what I still need to learn to do my role well					
I knew where to go to ask for help and felt comfortable doing so					
I have the tools I need to do my role well					

Were there any topics not covered during induction that you think should be included?

What is the most important information a new staff member should receive?

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**ONBOARDING EXPERIENCE**

Strongly  
Disagree

Disagree

Neutral

Agree

Strongly  
Agree

I feel welcome at *(insert organisation name)*

I received sufficient information during onboarding to undertake the duties of my role

I understand the requirements of my role and the expectations of me as a staff member

I feel like I am being productive

What is one thing we could have done differently to improve your onboarding experience?

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**ENGAGEMENT QUESTIONS**

Strongly  
Disagree

Disagree

Neutral

Agree

Strongly  
Agree

I am proud to work/volunteer for  
*(insert organisation name)*

I believe my input and ideas are valued

I rarely think about looking for another role elsewhere

I see myself working at *(insert organisation name)* in two years' time

*(Insert organisation name)* motivates me to go beyond the expectations of my role

I regularly receive useful feedback from my supervisor about my performance and progress

I have supportive co-workers and feel like I am part of a team

I would recommend *(insert organisation name)* as a great place to work

Do you have any further comments about your level of engagement at *(insert organisation name)*?

## ORGANISATIONAL ALIGNMENT

Strongly  
Disagree

Disagree

Neutral

Agree

Strongly  
Agree

The values of *(insert organisation name)*  
align with my personal values

I understand how my role contributes to the vision  
and mission of *(insert organisation name)*

My experience of the organisation has matched  
my expectations

Do you have any further comments about the values, vision or mission of *(insert organisation name)*?

## ROLE PERCEPTION

Strongly  
Disagree

Disagree

Neutral

Agree

Strongly  
Agree

My role matches my position description

I still feel my role is a great fit for my skills,  
experience, and aspirations

I understand how my work will be  
measured/evaluated

The workload required of me is achievable

I understand how my role contributes to the  
goals of *(insert organisation name)*

Do you have any further comments about your role?