Organisation induction: quick review

Does your organisation's induction programme achieve its purpose?

Most induction programmes set out to achieve a similar purpose. Take a moment to review your organisation's induction programme.

From a new employee's perspective, how well does your induction programme help them to:	Not at all 0	1	2	3	Very well 4
Revalidate their decision to join this organisation	○	○	○	○	○
Feel proud of the organisation and what it stands for	○	○	○	○	○
Fit in quickly, by developing a sense of belonging and connection	○	○	○	○	○
Become aligned with organisational goals and expectations	○	○	○	○	○
Easily find what they need, when they need it	○	○	○	○	○
Feel confident and competent quickly	○	○	○	○	○
Total	_____ / 24			_____ %	

From your organisation's perspective, how well does your induction programme:	Not at all 0	1	2	3	Very well 4
Make employees feel welcome	○	○	○	○	○
Reflect the organisation's culture and brand	○	○	○	○	○
Ensure consistency of induction experience across the organisation	○	○	○	○	○
Streamline compliance requirements to minimise risk relating to health & safety, wellbeing, legal matters and ethical issues	○	○	○	○	○
Develop early and ongoing engagement	○	○	○	○	○
Minimise new employee frustration and/or confusion	○	○	○	○	○
Achieve faster productivity and performance	○	○	○	○	○
Make it easy and efficient for leaders	○	○	○	○	○
Reduce employee turnover in the first 6–12 months	○	○	○	○	○
Total	_____ / 36			_____ %	

Your rating

Add up the total for each section and turn it into a percentage. This gives you a quick feel for how effective your induction programme is, from both a new employee's and the organisation's perspective.

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