

Onboarding

Pulse Survey

Sample Questions

Overview

The timing of each pulse survey is flexible and can adapt to your internal tooling. If you can automate surveys through triggers, such as after 5 business days, or something else, then use what is easiest for you.

The following questions use a 1–5 scale, where 1 = strongly disagree and 5 = strongly agree, unless otherwise indicated.

Week 1

1. I have the access and tools I need to do my job.
2. I understand what's expected of me this week.
3. I know where to find information and who to ask when I'm stuck.
4. I feel welcomed by my team and manager.
5. My first week met my expectations.
6. What would have made your first week easier? (Open Text)

Day 30

1. I understand the priorities and goals of my role.
2. I can complete my core workflows with confidence.
3. I have received enough feedback to know how I'm performing.
4. I feel like a contributing member of my team.
5. I have what I need to keep developing in this role.
6. What's still unclear or harder than it should be? (Open Text)

Day 90

1. I understand what success looks like in my role over the next quarter.
2. I have the skills and knowledge to perform my core responsibilities independently.
3. I receive feedback that helps me improve.
4. I feel connected to the team and understand how my work contributes to the business.
5. I see a path forward for my development here.
6. What's one thing that would have set you up better in your first 90 days? (Open Text)

Review results by cohort, role, and manager. When a question scores consistently low across a group, identify who owns that part of the experience and follow up directly.