



# Onboarding Mutual Expectations

## How do Organisations Benefit?

Uphold culture

Ensure fair treatment

Recognise & reward good performance

Support quick decisions about poor performers

New  
Hire

## Types of Expectations

- Logistical - start time, dress code
- Behavioral - in-office, with clients, at events, in meetings
- Communication - how to communicate, norms, best practices
- Training - attendance, participation, accountability
- Team Code of Conduct: norms, practices, support
- Performance: skills development, shadows, application of feedback, KPIs, other metrics