

# **30 60 90 Day Onboarding Survey Questions**

## **30 60 90 Day Onboarding Survey Questions: A Comprehensive Guide to Optimizing New Hire Experiences**

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### **Introduction:**

Effective onboarding is crucial for employee success and retention. A well-structured onboarding program significantly impacts an employee's productivity, engagement, and overall contribution to the organization. The 30 60 90 day onboarding process is a popular framework for structured onboarding, providing clear milestones and opportunities for feedback. A key component of this process is using targeted 30 60 90 day onboarding survey questions to gather critical insights into the new hire experience. This article will delve into the significance of these surveys, provide examples of effective questions, and discuss how to use the data gathered to improve your onboarding program.

### **The Importance of 30 60 90 Day Onboarding Survey Questions:**

Collecting feedback through 30 60 90 day onboarding survey questions is not just a "nice-to-have," it's a necessity for any organization serious about maximizing employee performance and retention. These surveys provide valuable data points at crucial stages of the onboarding process, allowing for proactive adjustments and improvements. By actively listening to new hires, organizations can identify bottlenecks, address concerns, and ensure a smoother transition into the company culture. The data collected directly impacts:

**Improved Employee Retention:** Addressing issues early on through the insights gained from the 30 60 90 day onboarding survey questions can significantly increase employee retention rates. New hires who feel supported and understood are far more likely to stay with the company.

**Enhanced Employee Engagement:** A positive onboarding experience directly correlates with higher levels of employee engagement. By soliciting feedback through carefully designed 30 60 90 day onboarding survey questions, companies can identify areas where engagement might be lagging and implement corrective measures.

**Increased Productivity:** A streamlined and effective onboarding process, informed by feedback from 30 60 90 day onboarding survey questions, leads to faster ramp-up times and increased productivity from new hires.

**Stronger Company Culture:** The feedback collected from the surveys helps identify areas where the company culture might not be clearly communicated or where new hires experience disconnect. Addressing these issues strengthens the overall company culture.

**Data-Driven Onboarding Improvements:** Using data from the 30 60 90 day onboarding survey questions allows organizations to move beyond anecdotal evidence and make data-driven improvements to their onboarding programs. This ensures continuous improvement and optimization.

#### Crafting Effective 30 60 90 Day Onboarding Survey Questions:

Designing effective 30 60 90 day onboarding survey questions requires careful consideration of the information you want to gather at each stage. The questions should be concise, clear, and easy to understand. Consider using a mix of question types, including:

**Multiple-Choice Questions:** These are efficient for gathering quick, quantifiable data. Examples: "How satisfied are you with the clarity of your job description?" (Scale of 1-5). "Did you receive the necessary training materials?" (Yes/No).

**Rating Scales (Likert Scales):** These allow for nuanced feedback on specific aspects of the onboarding experience. Examples: "How well did your manager support you during your first 30 days?" (Strongly Disagree - Strongly Agree). "How confident are you in your ability to perform your job duties?" (Not at all confident - Extremely confident).

**Open-Ended Questions:** These provide valuable qualitative data and allow new hires to express their thoughts and feelings more freely. Examples: "What has been the most challenging aspect of your onboarding experience so far?" "What suggestions do you have for improving the onboarding process?"

#### Example 30 60 90 Day Onboarding Survey Questions:

##### 30-Day Survey:

How satisfied are you with the clarity of your job description and expectations?

Did you receive all the necessary equipment and access to systems?  
How comfortable do you feel reaching out to your colleagues and manager with questions?  
What has been the most helpful aspect of your onboarding experience so far?  
What could be improved during your first 30 days?

#### 60-Day Survey:

How well are you able to perform your key responsibilities?  
Have you received the necessary training to perform your job effectively?  
How supportive and inclusive has your team been?  
Do you feel integrated into the company culture?  
What additional support or resources do you need at this stage?

#### 90-Day Survey:

How confident are you in your ability to successfully contribute to the company's goals?  
Have your initial goals and expectations been met?  
Are there any aspects of your role that you find particularly challenging?  
Would you recommend working here to others?  
What can the company do to better support your ongoing growth and development?

#### Analyzing and Utilizing the Data:

Once you've collected the data from your 30 60 90 day onboarding survey questions, it's crucial to analyze it effectively. This involves:

**Quantitative Analysis:** Examine the numerical data from multiple-choice and rating scale questions to identify trends and patterns. Look for areas where scores are consistently low, indicating potential problems.

**Qualitative Analysis:** Carefully review the open-ended responses to gain a deeper understanding of the new hires' experiences and perspectives. Look for recurring themes or issues.

**Actionable Insights:** Based on your analysis, identify specific areas for improvement in your onboarding process. This could involve revising training materials, improving communication channels, or adjusting the support provided to new hires.

#### Conclusion:

Implementing a structured feedback mechanism through well-crafted 30 60 90 day onboarding survey questions is a critical step towards creating a positive and productive onboarding experience. By actively listening to new hires and utilizing the data to continuously improve the onboarding process, organizations can significantly improve employee retention, engagement, and overall success. Remember that the goal isn't just to collect data, but to use that data to build a more effective and welcoming onboarding experience for every new employee.

## FAQs:

1. How often should I administer these surveys? The 30-60-90 day framework is a common guideline, but you might adjust the timing based on your specific onboarding process.
2. How should I ensure anonymity and confidentiality? Use anonymous survey platforms and clearly communicate the purpose and confidentiality measures to build trust.
3. What if I receive overwhelmingly negative feedback? Don't panic. Use the feedback to identify problem areas and develop solutions proactively.
4. How can I encourage higher participation rates? Offer incentives, make the surveys short and easy to complete, and clearly communicate the value of their feedback.
5. What software can I use for administering these surveys? SurveyMonkey, Typeform, Qualtrics, and Google Forms are popular options.
6. How long should the surveys be? Keep them concise - aim for no more than 10-15 minutes to avoid survey fatigue.
7. Should I share the results with new hires? It's good practice to share an anonymized summary of the results and explain how the feedback will be used.
8. How can I ensure the survey questions are relevant to my specific company? Tailor the questions to reflect your company culture, industry, and specific onboarding process.
9. What if I don't have a dedicated HR department? Even small businesses can benefit from using simple surveys; delegate the task to a manager or team leader.

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large-scale business-to-business solutions. The authors' study found that every sales rep in the world falls into one of five distinct profiles, and while all of these types of reps can deliver average sales performance, only one—the Challenger—delivers consistently high performance. Instead of bludgeoning customers with endless facts and features about their company and products, Challengers approach customers with unique insights about how they can save or make money. They tailor their sales message to the customer's specific needs and objectives. Rather than acquiescing to the customer's every demand or objection, they are assertive, pushing back when necessary and taking control of the sale. The things that make Challengers unique are replicable and teachable to the average sales rep. Once you understand how to identify the Challengers in your organization, you can model their approach and embed it throughout your sales force. The authors explain how almost any average-performing rep, once equipped with the right tools, can successfully reframe customers' expectations and deliver a distinctive purchase experience that drives higher levels of customer loyalty and, ultimately, greater growth.

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for review time but will also be instrumental in creating job descriptions and development plans as well as monitoring performance, progress, and problems year-round.

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The fifth section goes beyond the organizational newcomer to examine socialization in special contexts. The sixth section expands on practice-related issues and walks the reader through two case studies, one in an academic setting and another in a corporate setting. The final chapters provide a best practices approach, based on the highest quality research, summarize the state of the field, and offer an agenda for future research as well as suggestions for potential research-practice partnerships. Unique and thorough in its approach, *The Oxford Handbook of Organizational Socialization* is a useful single source of information across the range of research relevant to organizational socialization.

**30 60 90 day onboarding survey questions:** *Why Startups Fail* Tom Eisenmann, 2021-03-30 If you want your startup to succeed, you need to understand why startups fail. “Whether you’re a first-time founder or looking to bring innovation into a corporate environment, *Why Startups Fail* is essential reading.”—Eric Ries, founder and CEO, LTSE, and New York Times bestselling author of *The Lean Startup* and *The Startup Way* Why do startups fail? That question caught Harvard Business School professor Tom Eisenmann by surprise when he realized he couldn’t answer it. So he launched a multiyear research project to find out. In *Why Startups Fail*, Eisenmann reveals his findings: six distinct patterns that account for the vast majority of startup failures. • **Bad Bedfellows.** Startup success is thought to rest largely on the founder’s talents and instincts. But the wrong team, investors, or partners can sink a venture just as quickly. • **False Starts.** In following the oft-cited advice to “fail fast” and to “launch before you’re ready,” founders risk wasting time and capital on the wrong solutions. • **False Promises.** Success with early adopters can be misleading and give founders unwarranted confidence to expand. • **Speed Traps.** Despite the pressure to “get big fast,” hypergrowth can spell disaster for even the most promising ventures. • **Help Wanted.** Rapidly scaling startups need lots of capital and talent, but they can make mistakes that leave them suddenly in short supply of both. • **Cascading Miracles.** Silicon Valley exhorts entrepreneurs to dream big. But the bigger the vision, the more things that can go wrong. Drawing on fascinating stories of ventures that failed to fulfill their early promise—from a home-furnishings retailer to a concierge dog-walking service, from a dating app to the inventor of a sophisticated social robot, from a fashion brand to a startup deploying a vast network of charging stations for electric vehicles—Eisenmann offers frameworks for detecting when a venture is vulnerable to these patterns, along with a wealth of strategies and tactics for avoiding them. A must-read for founders at any stage of their entrepreneurial journey, *Why Startups Fail* is not merely a guide to preventing failure but also a roadmap charting the path to startup success.

**30 60 90 day onboarding survey questions:** *Proving the Value of Soft Skills* Patricia Pulliam Phillips, Jack J. Phillips, Rebecca Ray, 2020-08-04 A Step-by-Step Guide to Showing the Value of Soft Skill Programs As organizations rise to meet the challenges of technological innovation, globalization, changing customer needs and perspectives, demographic shifts, and new work arrangements, their mastery of soft skills will likely be the defining difference between thriving and merely surviving. Yet few executives champion the expenditure of resources to develop these critical skills. Why is that and what can be done to change this thinking? For years, managers convinced executives that soft skills could not be measured and that the value of these programs should be taken on faith. Executives no longer buy that argument but demand the same financial impact and accountability from these functions as they do from all other areas of the organization. In *Proving the Value of Soft Skills*, measurement and evaluation experts Patti Phillips, Jack Phillips, and Rebecca Ray contend that efforts can and should be made to demonstrate the effect of soft skills. They also claim that a proven methodology exists to help practitioners articulate those effects so that stakeholders’ hearts and minds are shifted toward securing support for future efforts. This book reveals how to use the ROI Methodology to clearly show the impact and ROI of soft skills programs. The authors guide readers through an easy-to-apply process that includes: business alignment design evaluation data collection isolation of the program effects cost capture ROI calculations results communication. Use this book to align your programs with organizational strategy, justify or enhance budgets, and build productive business partnerships. Included are job aids, sample plans,

and detailed case studies.

**30 60 90 day onboarding survey questions: Blueprints for a SaaS Sales Organization**

Jacco Van Der Kooij, Fernando Pizarro, *Winning by Design*, 2018-03-14 An updated version of the must-have book for SaaS sales teams, which *The SaaS Sales Method* defines to include Marketing, Sales, and Customer Success. Because of their very nature, SaaS companies live and die on revenue growth. And once the service is ready there is a very small window in which to scale. Missing that window is the difference between massive success and mediocrity. With such high stakes, it is crucial to get a sales team and process in place that will scale. Yet most early stage companies build their sales teams by the seat of their pants. This book distills the authors' years of building high performance SaaS teams into a set of highly detailed instructions that will allow sales leaders to design, implement and execute all around sales plans. *Blueprints for a SaaS Sales Organization* provides detailed guidance for SaaS sales leaders on how to build an sales organization that works together across the entire customer relationship. It builds on the concepts in *The SaaS Sales Method* and provides detailed information on how to structure teams so that they apply fundamental sales skills during Moments That Matter.

**30 60 90 day onboarding survey questions: Sales Manager Survival Guide**

David Brock, 2016-05-17 Finally! The definitive guide to the toughest, most challenging, and most rewarding job in sales. Front Line Sales Managers have to do it all - often without anyone showing them the ropes. In addition to making your numbers your job calls upon you for: Constant coaching, training, and team building Call, pipeline, deal, territory, one-on-ones, and other reviews that drive business performance Recruiting, interviewing, hiring, and onboarding top talent Responding to shifts in the marketplace - and in your company Dealing with, turning around, or terminating problem employees Analyzing and acting upon metrics to correct performance Managing the business and executive expectations Leveraging sales systems, tools, and processes Conducting performance reviews and setting expectations And more All this and making the numbers! *Sales Manager Survival Guide* addresses each of these issues, and many others, clearly, honestly, and in-depth. Drawing upon decades of experience in sales, sales management, and sales executive positions from small companies to giant corporations, David Brock gives you invaluable insight, wisdom, and above all practical guidance in how to handle the wide array of challenges and responsibilities you'll face as a Front Line Sales Manager. If you're a sales manager, or want to become one, this book shows you how to survive-and thrive. And if you want to be a great sales manager, this book shares the secrets, tools, and best practices to help you climb to the top-and beyond. This is THE go-to resource for sales management! Mike Weinberg, author of *Sales Management Simplified*

**30 60 90 day onboarding survey questions: Learning for the Long Run**

Holly Burkett, 2016-11-22 Providing seven proven practices businesses use to ensure continuity in learning and development, this practical book demystifies how to earn credibility and grow the learning function into a mature enterprise that will weather today's frequent business disruptions. --

**30 60 90 day onboarding survey questions: Connectable: How Leaders Can Move Teams From Isolated to All In** Ryan Jenkins, Steven Van Cohen, 2022-03-01 WALL STREET JOURNAL BESTSELLER & FINANCIAL TIMES BOOK OF THE MONTH Connect your workforce, improve engagement, and drive productivity to undreamed-of levels Feelings of loneliness among employees are on the rise with 72% of global workers suffering from it. This sense of isolation is contributing to a real and growing mental health problem that affects both individuals and organizations. In *Connectable*, you'll learn how tackling the issue of worker loneliness head on can transform an isolated workforce into one that's happier, more engaged, and more productive. With more than a decade of experience spent helping companies lessen worker loneliness, Ryan Jenkins and Steven Van Cohen distill their methodology, showing you what's causing today's loneliness, the role inclusion plays in solving it, and how you can decrease loneliness and increase belonging, engagement, and performance with employees at every level—including yourself. You'll learn how to: Identify lonely or burned out employees Build psychological safety within a team Create environments of belonging and inclusion Cultivate meaningful connections across team members (in

person or remote) Build committed, driven, and high-performing organizations using the authors' proprietary 4-step Less Loneliness Framework™ Jenkins and Van Cohen provide the perfect balance of science, statistics, stories, and strategies to help you move everyone on your team from isolated to all-in. Discover what ATMs, cocaine, Red Sox fans, and time travel have to do with moving teams from disconnected to connected. Connectable delivers the information, insights, and actionable strategies needed to awaken a renewed sense of connection throughout your organization.

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**30 60 90 day onboarding survey questions: Stop Settling, Settle Smart** Dana Look-Arimoto, Dana Shaw-Arimoto, 2018-12-10 Work-life balance is a myth. Throughout our lives we've been sold a bill of goods that we can have it all, by being our all, by doing it all. There are limits to what we may achieve at one time and throughout our lives that require conscious trade-offs. We are simply not super-human. There are situational and relative life events that change how we live our lives, and therefore, how we navigate. This is why we must settle more and settle less, which is the key to settling smart! Drawing upon decades of managing, mentoring, coaching and developing thousands of individuals and leadership teams, along with a sense of strong advocacy for helping others, Dana exposes the mismatch in terms of what people want for themselves at work and in their relationships throughout their busy lives. It is time to learn how to close that gap for ourselves as unique and contributing people by design while aligning our core values and desires with workplaces who embrace them. This rare book shares insights, tools, tips, stories and interviews to go along with a fun and simple 5-minute quiz that reveals to you instantly, where you are and where you want to be consciously and knowingly across the five key life facets: Career Generations Circle Society Vitality Stop Settling(R) is a method, a mindset, and a movement that helps you understand who you are, what's important to you, and make conscious choices about where you want to spend your time so that you are able to communicate that to others around you not only at work, but in all key life facets. Remember, It's not about balance. It is about harmonious integration powered by what it is that you really want. Harmony beats balance every time! It's all about knowing how to Settle Smart.

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of leaders, helping them to accelerate their transitions. These leaders posed challenging questions on how to apply the basic principles in real-life situations. The truth that emerged: the First 90 Days framework can be applied in every transition, but the way you apply it is entirely different when you have been promoted to a higher level than it is when you are joining a new organization or taking a role in a different country. Master Your Next Move answers a distinct need, focusing on the most common types of transitions leaders face and the unique challenges posed by each. Based on years of research, and now with a new introduction, this indispensable book explores eight crucial transitions virtually everyone encounters during their career, including promotion, leading former peers, onboarding into a new company, making an international move, and turning around a business in crisis. With real-world examples and many practical models and tools, Master Your Next Move is your guide to surviving and thriving as you make your next move . . . and every one after that.

**30 60 90 day onboarding survey questions:** Mastering the Rockefeller Habits Verne Harnish, 2023-09-20 A Detailed Roadmap for Companies at Various Stages of Development on How to Get to the Next Level. Leaders and employees of growing firms want ideas and tools they can implement immediately to improve some aspect of their business. Verne Harnish, serial entrepreneur, advisor, and venture investor, brings to business leaders the fundamentals that produce real wealth—the same habits that typified American business magnate John D. Rockefeller's disciplined approach to business. Harnish masterfully intertwines the legendary business philosophy of Rockefeller with lessons to be learned from ten extraordinary organizations. Aiming to empower present-day business leaders, this remarkably successful book includes invaluable lessons from real-world case studies. A treasure trove of practical situations teeming with insights and actionable recommendations, Mastering the Rockefeller Habits will help you unlock the secrets to scaling up your enterprise while simultaneously sidestepping the pitfalls that plague new ventures. From seasoned industry titans to ambitious start-up founders, anyone can swiftly implement these teachings for immediate impact.

**30 60 90 day onboarding survey questions:** Change Your Questions, Change Your Life Adams Marilee, 2010-05 The first edition of Marilee Adams's book introduced a surprising, life-altering truth: any of us can literally change our lives simply by changing the questions we ask, especially those we ask ourselves. We can ask questions that open us to learning, connection, satisfaction, and success. Or we can ask questions that impede progress and keep us from getting results we want. Asking "What great things could happen today?" creates very different expectations, moods, and energy than asking "What could go wrong today?" Many readers reported that they found themselves asking better questions before they even finished reading the book! This is the key insight that the book's hero, Ben Knight, learns from his executive coach as the story of his transformative journey unfolds, eventually leading to breakthroughs that save his career as well as his marriage. His success rests on having become a "question man" and an inquiring leader rather than a judgmental, know-it-all answer man. In this extensively revised second edition, Adams has made the story even more illuminating and helpful, adding three new chapters as well as three powerful new tools. Change Your Questions, Change Your Life is practical yet simple, giving readers an entertaining, step-by-step guide to a technique that will transform their personal and professional lives. Great results really do begin with great questions - Marilee Adams shows you how to ask them!

**30 60 90 day onboarding survey questions:** The Seven Pillars of Customer Success Wayne McCulloch, 2021-04-27 As a customer success leader, whose insight do you rely on for success? Your field is still maturing, yet your profession is one of the fastest growing in the world. There are tons of books and blogs written by success professionals sharing their experiences and strategies, but how do you know what will work for your specific situation? Whose advice is the expertise you can trust? Wayne McCulloch has more than 25 years of experience in the software industry—years spent in training, adoption, and customer experience, the building blocks for customer success. Now he's sharing what he knows as a chief customer officer leading global success functions. In The Seven Pillars of Customer Success, Wayne provides an adaptable framework for building a strong customer success organization. From customer journey actions to the development of transformation advisors,

you'll read detailed examples of how companies have put these seven pillars to the test. To create a culture of customer success and stand out in the marketplace, you need a proven framework and knowledgeable perspective-this book provides both, and more.

**30 60 90 day onboarding survey questions: My Way or the Highway** Harry E. Chambers, 2004-11-01 By the author of the bestselling *Bad Attitude Survival Guide* (more than 40,000 copies sold), named one of the top business books of 1998 by *Executive Book Summaries* Everyone thinks they know what micromanagement is, but this book presents a specific, detailed definition illustrated with concrete examples Offers successful strategies for overcoming your own micromanaging behavior and for responding when you are being micromanaged Micromanagement is one of the most widely condemned managerial sins, and one of the most common employee complaints. It results in significant direct, indirect, and hidden costs to organizations, contributing to low morale, high turnover, inefficiency, instability, and lack of continuity. And being perceived as a micromanager can have a significant negative impact on your career. But what, precisely, is micromanagement? More importantly, what can be done about it? In *My Way or the Highway*, Harry Chambers proves that micromanagement can be objectively identified and successfully resisted, both by those who (often unknowingly) inflict it and by those who are its victims. In an informal, entertaining style Chambers describes five specific defining traits of micromanagers: placing their own self interest above everything else; controlling and manipulating time; attempting to determine exactly how everything must be done; requiring elaborate approval processes; and establishing dysfunctional monitoring and reporting requirements. He even provides a Micromanagement Potential Indicator test so you can see whether (and to what extent) you might be a micromanager. He then devotes a chapter to each trait, providing real-world examples of the trait in action and an analysis of the damage it does. But this is not just a book of diagnosis-Chambers provides treatment as well. He devotes several chapters how to respond if you are the micromanagee (a victim of micromanagement), how to eliminate your own micromanaging behaviors, and what to do if you have to manage a micromanager. Avoiding micromanagement should be a major goal of every manager, would-be manager, team member, or collaborative peer. *My Way or the Highway* offers detailed, actionable, field-tested strategies that will eliminate the damage that overcontrolling behavior causes and increase creativity, risk-taking, productivity, and initiative in any organization.

**30 60 90 day onboarding survey questions: Product-Led Onboarding** Ramli John, 2021-06-04 When you borrow a plate from grandma, does she ask you to pay a deposit? Of course not. Likewise, blocking your non-paying (freemium) customers from the core experience of your product, is like chopping your own leg off while running a marathon. Yet, this is just one of the crucial mistakes that most SaaS companies make right off the bat. Think about it. Do YOU have... Stalled accounts taking up valuable space? Sub-par clients who only expect freebies and don't ever use the full features of your product? Low conversion from free accounts to paid? Then, you might have a shot-yourself-in-the-foot problem. In this book, you'll find the easy, 6-step formula you can apply to your operations today that can change absolutely everything. You'll be able to count your company among giants like Mixpanel, Ubisoft, and Outsystems when you: Captivate clients' attention from the get-go. Make it easier for clients to get good at using your software so they are more likely to use it. Create a fool-proof checklist to make your product go viral. Match services with behaviors, and get users addicted to your product. Win rave reviews by making clients feel like VIPs. Use this strategy at each level in your team to supercharge its effect. Rinse and repeat, and watch your business grow while you sleep. In short, you'll discover why putting your customer first is the ultimate secret to growing your company. And how you can achieve astronomical conversions and customer loyalty without even trying. Check out what others are saying:

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