

90-Day Onboarding Survey Template

All questions are optional. Select one answer for each choice question.

Write your answers to the open questions in the space provided.

Please reflect on your first three months and the support you need next. This questionnaire prepares a conversation about onboarding and ongoing work. You may skip any question.

1. Which ongoing responsibilities do you now understand best?

2. How clear are the results expected from you during the next three months?

- ☐ Not at all clear
- ☐ Slightly clear
- ☐ Moderately clear
- ☐ Very clear
- ☐ Extremely clear
- ☐ These expectations have not been discussed

3. How clear is the boundary between decisions you can make and decisions you should discuss first?

- ☐ Not at all clear
- ☐ Slightly clear
- ☐ Moderately clear
- ☐ Very clear
- ☐ Extremely clear

90-Day Onboarding Survey Template

All questions are optional. Select one answer for each choice question.

Write your answers to the open questions in the space provided.

4. Do you have an agreed way to get feedback after the onboarding period?

- ☐ Yes
- ☐ Partly
- ☐ No
- ☐ Not sure

5. Which part of your role still needs more training or supported practice?

6. What has been different from the role you expected when you joined?

90-Day Onboarding Survey Template

All questions are optional. Select one answer for each choice question.

Write your answers to the open questions in the space provided.

7. What should we introduce earlier for the next person joining this role?

8. What would you like to work toward next, and what support would help?
