



## 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 <b>new employee’s</b> perspective, how well does your induction programme help them to:	Not At All					Very Well				
Revalidate their decision to join this organisation	0	1	2	3	4	0	1	2	3	4
Feel proud of the organisation and what it stands for	0	1	2	3	4	0	1	2	3	4
Fit in quickly, by developing a sense of belonging and connection	0	1	2	3	4	0	1	2	3	4
Become aligned with organisational goals and expectations	0	1	2	3	4	0	1	2	3	4
Easily find what they need, when they need it	0	1	2	3	4	0	1	2	3	4
Feel confident and competent quickly	0	1	2	3	4	0	1	2	3	4
<b>TOTAL =</b>						___ / 24		___ %		

From <b>your organisation’s</b> perspective, how well does your induction programme:	Not At All					Very Well				
Make employees feel welcome	0	1	2	3	4	0	1	2	3	4
Reflect the organisation’s culture and brand	0	1	2	3	4	0	1	2	3	4
Ensure consistency of induction experience across the organisation	0	1	2	3	4	0	1	2	3	4
Streamline compliance requirements to minimise risk relating to health & safety, wellbeing, legal matters and ethical issues	0	1	2	3	4	0	1	2	3	4
Develop early and ongoing engagement	0	1	2	3	4	0	1	2	3	4
Minimise new employee frustration and/or confusion	0	1	2	3	4	0	1	2	3	4
Achieve faster productivity and performance	0	1	2	3	4	0	1	2	3	4
Make it easy and efficient for Leaders	0	1	2	3	4	0	1	2	3	4
Reduce employee turnover in the first 6-12 months	0	1	2	3	4	0	1	2	3	4
<b>TOTAL =</b>						___ / 36		___ %		

### Rating:

Add up the total for each of the sections, and turn them into a percentage. This will give you a quick feel for how effective your Induction programme is from both a new employee’s and the organisation’s perspective.