

New Hire Onboarding Survey Template

First impressions count. Your employees' onboarding experience can have a big impact on their long-term engagement, performance, and overall satisfaction. Is your current program up to par? Running a survey after new hires' first 30 days can give you the feedback you need to improve your onboarding process moving forward.

The following questions cover issues ranging from first-day logistics to manager availability. Unless otherwise noted, these prompts should be rated on a Likert scale, meaning possible responses include **strongly disagree, disagree, neutral, agree, and strongly agree**. To learn how Lattice makes it easy to run this survey and analyze the results, schedule a [product demo](#).

Early Experience

- The team did its best to make me feel welcome ahead of my first day.
- My manager was available for questions before my start date.
- HR was available for questions before my start date.
- I was given a clear understanding of our onboarding process in advance.

First Day

- My manager was ready for my first day.
- My workspace and technology were prepared when I arrived.
- I had a clear idea of what to do and where to go.
- Completing my new hire paperwork was easy.
- It was easy to get started with the software and tools needed for my job.
- My HR team was readily available for any questions or concerns.

Training

- I understand our company's mission, vision, and values.
- I have a clear understanding of our company policies.
- My onboarding workshops were relevant and useful.
- I felt comfortable asking questions.

- The presenters were knowledgeable and could answer my questions.
- I was introduced to the people I'll be working with.
- I was sufficiently trained in the tools needed for this job.

Manager

- My manager has made themselves available to answer questions.
- My manager has given me sufficient direction.
- My manager and I communicate on a regular basis.
- My manager will help me grow professionally.
- I would recommend my manager to anyone who applies for a job at this company.

Engagement

- I'm proud to say I work at this company.
- I have no regrets about starting this job.
- I can see myself working here in two years.
- I already feel like I'm starting to make friends.
- My experience here reflects what I was sold during the interview process.
- I feel productive here.
- I feel welcome here.



Put this template into action

Join the **2,000+** organizations that use Lattice to help power their People strategy.

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Collaboration	72	84	88	98	84
Feeling valued	84	81	88	55	35
Team culture	70	80	98	80	81
Management	55	35	72	72	72
Commitment	84	72	98	80	70

How like Trellis as

Not at all like

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Lattice APP Public praise was submitted in Lattice

Adrian received public praise from Luc!
You handled that tough customer conversation today like a PRO! So glad to have you on the team!

Clear Wind, Carry Water

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