thrive at work

FREE TEMPLATE · SURVEYS

New joiner survey: 30, 90 and 180 days

Three short surveys that show whether new hires have what they need, before early turnover sets in.

Why measure the first six months

The first months decide whether a new hire stays. Short surveys at 30, 90 and 180 days show where onboarding works and where it does not. thrive research shows people six to twelve months into a job have the least capacity of any tenure group, so keep checking beyond the first quarter.

Answer scale for all statements: 1 Strongly disagree · 2 Disagree · 3 Neither agree nor disagree · 4 Agree · 5 Strongly agree.

Day 30: getting started

Statement	1	2	3	4	5
I had what I needed to start work on day one (equipment, access, accounts).					
The job matches what I was told during hiring.					
I know what is expected of me in my first three months.					
My manager has met me one to one at least every week.					
I know who to ask for help.					
I feel welcome in my team.					

Open question: What would have made your first month easier?

Day 90: settling in

Statement	1	2	3	4	5
I understand how my work contributes to team goals.					
I have had useful feedback on my work.					
I have the training I need.					
My workload is manageable.					
I have enough energy at the end of a typical day.					

Statement	1	2	3	4	5
I see myself working here in a year.					

Open question: What surprised you most, positively or negatively?

Day 180: up to speed

Statement	1	2	3	4	5
I feel confident in my role.					
I can switch off from work outside working hours.					
I can focus on my most important work.					
I have a clear development goal.					
I would recommend this company to a friend looking for a job.					
I expect to be working here in a year.					

Open question: What is one thing we should change for the next people who join?

Using the results

- Combine results across several months before reporting by team, so small groups stay anonymous.
- Compare scores with first-year turnover by team and hiring channel.
- Fix the simple things first: day-one access, a named buddy, clear first-quarter goals.

> **About thrive at work.** thrive at work is an employee engagement platform that also measures capacity to perform. One anonymous survey shows which teams are thriving and which are running low, then turns results into action plans. thriveatwork.ai