

Onboarding With Consistency:

Drive Employee Engagement Starting on Day One

Preparation for day one, support from peers, and clarity of expectations are critical to an effective onboarding process. Is your organization doing all three?

#1

Make Day One Count

While many employers struggle to deliver a great day-one-experience, top employers prioritize it.

High-performance organizations are more than 2x as likely as others to always be prepared for the new hire's first day.

77% vs 35%

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Tips:

Coordinate resources to deliver needed tools, technology, and basic information. Assign a manager to "own" the day-one experience. Automate communications and workflows.

#2

Provide Support

Starting a new job is intimidating. Top employers take steps to make new hires comfortable and productive quickly.

Compared to other employers, high-performance talent organizations are:

More than 2x as likely to always engage new hires in a community of peers

72% vs 33%

More than 2x as likely to always ensure managers meet with new hires at the appropriate frequency

81% vs 34%

#3

Document Expectations

Clear performance expectations help new employees feel in control instead of lost.

High-performance talent organizations are more than 2x as likely as others to always set clear expectations in the onboarding process.

75% vs 32%

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Tips:

Ensure expectations are clear, detailed, realistic, actionable, and documented with a 30-, 60-, and 90-day plan. Give employees an immediate, short-term project to establish early wins.

Download the Report

Learn what else employers do to build an engaged workforce based on a survey of 1,000+ employers and nearly 7,000 candidates. Download our report today.

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