Employee Life Cycle Surveys

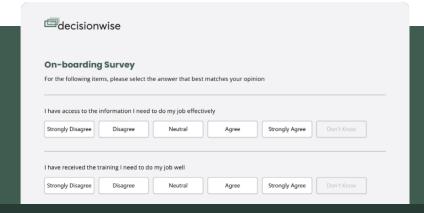


Onboarding Surveys

We know first impressions are critical. Onboarding data, the crucial first step of the employee life cycle, gives organizations a treasure chest of insights they can use to tailor and improve their employee experiences. We look to see if employees (whether remote or in-office) are gaining both the skills and training they need to succeed in addition to monitoring whether employees are engaging emotionally with the organization and their team.

On-Boarding Outcomes

- Survey items in the outcome section are meant to measure whether the onboarding process has been effective
- An effective onboarding process will ensure two things:
 - Employees know how to do their jobs (enablement)
 - Employees want to do their jobs (engagement)
- Outcome questions mirror in some cases questions from our engagement survey



4 Questions Onboarding Surveys Should Answer

- 1. Is your onboarding process being consistently observed?
- 2. Is onboarding helping employees do their jobs?
- 3. Is onboarding helping employees to engage?
- 4. Do you have the right onboarding process or should things be changed?

Onboarding Survey Sample Items

	Yes (formally)	Yes (informally)	No
I was given a company onboarding guide.	0	0	0
I was given a plan that outlined opportunities for my professional development.	0	0	0
I received on-the-job training on how to perform my job.	0	0	0
My workspace was ready for me (including all necessary supplies, materials, and equipment).	0	0	0
I received a personalized welcome to the company from a senior leader or my manager.	0	0	0
My manager set aside time to spend with me.	0	0	0
There was a gathering for me to meet my coworkers.	0	0	0
I was given a list of names and contact information of important people within the company.	0	0	0
I was given a tour of the company facilities.	0	0	0
I was given a tour of the company facilities.	0	0	0
I was given a company onboarding guide.	0	0	0
Open Ended Questions			
What has helped you the most during your first 90 days with our organizati	on?		

What would have made your first 90 days even better?

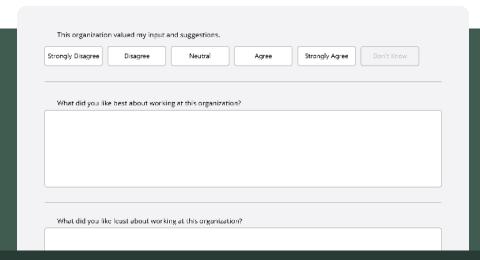
Employee Exit Surveys

Discover why your employees are leaving your organization.

What is an Employee Exit Survey?

Though exit interviews may still provide some value, an offboarding survey allows departing employees to provide more honest feedback regarding their decision to leave the organization. This feedback is critical for organizations to understand how to do a better job at retaining current employees.

They also compliment employee exit interviews by providing trend and comparison data. Departing employees also provide more honest feedback on an exit questionnaire, sharing the "real reasons" they chose to leave that might not come up during an exit interview.



Why Are They Important?

The decision to leave could be a personal choice (moving closer to family), because of a bad relationship with the boss, or due to more systemic issues (lack of advancement opportunities). Consistent surveying of departing employees provides the organization with employee life cycle data to make key decisions that will improve the employee experience.

Employee Exit Survey Sample Items

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
My responsibilities at work matched my expectations for the job.	0	0	0	0	0	0
My responsibilities at work matched my career interests.	0	0	0	0	0	0
I had the tools and resources I needed to do my job effectively.	0	0	0	0	0	0
I received sufficient training to do my job well.	0	0	0	0	0	0
I had a good relationship with my supervisor.	0	0	0	0	0	0
My supervisor treated me with fairness and respect.	0	0	0	0	0	0
My supervisor cared about my development.	0	0	0	0	0	0
My supervisor regularly recognized my efforts at work.	0	0	0	0	0	0
I enjoyed working with the people on my team.	0	0	0	0	0	0
Members of my team took accountability for their work.	0	0	0	0	0	0
My team members treated me with respect.	0	0	0	0	0	0
This organization valued my input and suggestions.	0	0	0	0	0	0
There were opportunities to advance my career at this organization.	0	0	0	0	0	0
I would recommend this organization as a great place to work to a friend or a family member.	0	0	0	0	0	0

Employee Pulse Surveys

Frequently measure employee engagement levels in an ever-changing work environment.

Employee Pulse Surveys Quickly Give You Insightful Employee Feedback with Powerful Automation

The DecisionWise Employee Engagement Pulse Survey starts by automating the easy part of a recurring pulse survey—the data collection. But more importantly, it also automates all the functionality you need:

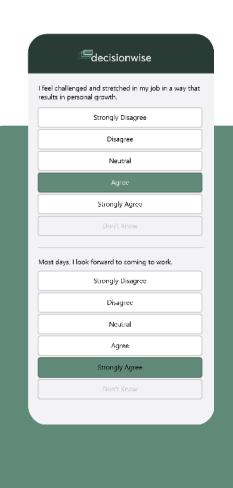
- Ask ALL the right employee engagement questions at the right time to guarantee a sufficiently rich set of data for meaningful analysis,
- · Ensure that no one individual gets asked to respond too often or to a survey that is too long,
- Analyze the employee engagement results in real time,
- Instantly alert all appropriate managers to relevant changes in scores from one survey to the next so actions can be taken before a small hiccup becomes a major disease,
- · Immediately make results available to managers for action while feedback is fresh and timely, and
- Make automatic recommendations of what can be done to improve employee engagement based on the specific results of each iteration of the survey.

Employee Engagement Pulse Surveys Easily Gather Feedback Without Survey Fatigue

Your employees will complete the Employee Engagement Pulse Survey in five minutes or less. A quick survey is vital to having respondents willing to give feedback in the regular cadence of a pulse survey.

DecisionWise I/O consultants have engineered a statistically valid approach to provide both a simple survey along with meaningful data. Individual survey respondents always receive a small, manageable set of survey questions. For variety, they receive slightly different questions each time they complete an Employee Engagement Pulse Survey.

The science behind the DecisionWise Employee Pulse Survey uses statistical methods to piece the employee survey questions together as if multiple questions had been asked. The DecisionWise Leadership Intelligence System™ (LIS) automatically manages this process. Your employees will not experience survey fatigue and you have a complete and valid set of data from which to do your analysis.



Employee Pulse Survey Sample Items

My Job	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
I have the tools and resources I need to do my job well.	0	0	0	0	0	0
Most days, I feel like I am making progress on important work projects or initiatives.	0	0	0	0	0	0
My work is valued by this organization.	0	0	0	0	0	0
My Supervisor	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
My supervisor regularly recognizes my efforts and contributions.	0	0	0	0	0	0
My supervisor treats people with fairness and respect.	0	0	0	0	0	0
My supervisor creates a positive and energizing workplace.	0	0	0	0	0	0
My supervisor gives me ongoing feedback about my performance.	0	0	0	0	0	0
My Team	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
The people I work with take accountability for results.	0	0	0	0	0	0
	0	0	0	0	0	0
results.						
The people I work with treat me with respect. The people on my team collaborate and help	0	0	0	0	0	0
The people I work with treat me with respect. The people on my team collaborate and help each other. We listen to and value each others' thoughts and	0	0	0	0	0	0
The people I work with treat me with respect. The people on my team collaborate and help each other. We listen to and value each others' thoughts and opinions.	O O Strongly	0 0	0 0	0 0	O O Strongly	O O Don't
The people I work with treat me with respect. The people on my team collaborate and help each other. We listen to and value each others' thoughts and opinions. My Organization The vision and goals of this organization are	O O Strongly Disagree	O O Disagree	O O Neutral	O O Agree	O O Strongly Agree	O O Don't Know

Over 1000 companies in 70 countries use DecisionWise as their go-to employee survey platform.











































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