

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

decisionwise

On-boarding Survey

For the following items, please select the answer that best matches your opinion

I have access to the information I need to do my job effectively

Strongly Disagree Disagree Neutral Agree Strongly Agree Don't Know

I have received the training I need to do my job well

Strongly Disagree Disagree Neutral Agree Strongly Agree Don't Know

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given a plan that outlined opportunities for my professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received on-the-job training on how to perform my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workspace was ready for me (including all necessary supplies, materials, and equipment).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received a personalized welcome to the company from a senior leader or my manager.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My manager set aside time to spend with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was a gathering for me to meet my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given a list of names and contact information of important people within the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given a tour of the company facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given a tour of the company facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given a company onboarding guide.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Open Ended Questions

What has helped you the most during your first 90 days with our organization?

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.

This organization valued my input and suggestions.

What did you like best about working at this organization?

What did you like least about working at this organization?

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My responsibilities at work matched my career interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had the tools and resources I needed to do my job effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received sufficient training to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a good relationship with my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treated me with fairness and respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor cared about my development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor regularly recognized my efforts at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoyed working with the people on my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of my team took accountability for their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team members treated me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization valued my input and suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There were opportunities to advance my career at this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this organization as a great place to work to a friend or a family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

The screenshot displays the DecisionWise mobile app interface for an employee engagement survey. It features two questions, each with a five-point Likert scale ranging from 'Strongly Disagree' to 'Strongly Agree', with 'Neutral' in the middle and 'Don't Know' at the bottom. The first question is 'I feel challenged and stretched in my job in a way that results in personal growth.' and the second is 'Most days, I look forward to coming to work.' In both cases, the 'Agree' option for the first question and the 'Strongly Agree' option for the second question are highlighted in green.

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most days, I feel like I am making progress on important work projects or initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is valued by this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My Supervisor	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
My supervisor regularly recognizes my efforts and contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats people with fairness and respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor creates a positive and energizing workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me ongoing feedback about my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My Team	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
The people I work with take accountability for results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people on my team collaborate and help each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We listen to and value each others' thoughts and opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My Organization	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Don't Know
The vision and goals of this organization are important to me personally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that this organization has a successful future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization cares about employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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



For all inquiries, contact us at info@decisionwise.com

Follow us on social media

