**New hire onboarding survey questions**

**Open-ended questions**

Open-ended survey questions allow new joiners to express themselves in their own words. New hires can use an anonymous feedback tool to share their thoughts and opinions and provide detailed feedback.

Open-ended new hire onboarding survey questions can include:

* Describe any challenges you faced during the onboarding process.
* How do you feel about your new role and responsibilities?
* What are your expectations for your future with the company?
* Share any feedback on the training and resources provided during onboarding.
* What was the most challenging part of your onboarding process?
* Describe your experience working with your manager so far.
* How did your first month in the company compare to your expectations?
* What suggestions do you have for improving the onboarding process for future joiners?

**Scale-based survey questions**

HR teams can use scale-based questions to help new hires provide quick and easy evaluations of their onboarding experience on a numerical scale, often ranging from 1 to 10, where  1 = very unsatisfied and 10 = very satisfied.

* Rate your overall experience with the onboarding process
* How well do you understand the company’s values and mission?
* How satisfied were you with the overall onboarding process?
* How clear were the instructions and expectations for your role?
* How well did the onboarding process prepare you for your role?
* How satisfied are you with the communication and support provided during onboarding?
* How comfortable do you feel with the technology and tools provided for your role?
* How satisfied are you with the support provided during your first week?

**Questions using the 5-answer Likert scale**

The 5-answer Likert scale provides a standardized way to measure attitudes and opinions by allowing people to indicate their level of agreement with specific statements: strongly agree, agree, neutral, disagree, or strongly disagree. The responses are coded numerically (e.g. strongly agree = 5 and strongly disagree = 1) and can help identify patterns and trends in the data.

* I feel well-prepared to perform my job
* My manager provided adequate support during onboarding
* The instructions and expectations for my role were clear during the onboarding process
* I was satisfied with the training and resources provided during onboarding
* I’m happy with the company culture and my team dynamic
* I’m happy with the overall onboarding process
* The onboarding process was well-organized

**Binary surveys**

Binary questions provide two answer choices, like “yes/no.”

* Did you receive all the information you needed during onboarding? Yes/no
* Were you introduced to your team during your first week? Yes/no
* Did you complete all of the required training sessions on time? Yes/no

You can also use “true/false” statements in these questions:

* I feel welcome in my new role. True/false
* I understand my job responsibilities clearly. True/false

**Multiple-choice surveys**

Multiple-choice questions provide several predefined answer options for new joiners to choose from. HR can compare responses across individuals or groups and helps identify preferences or issues.

**What aspect of the onboarding process was most helpful to you?**

* Training sessions
* One-on-one meetings with my manager
* Onboarding materials
* Team introductions

**Which resource did you find most useful during your first week?**

* Handbook
* Online portal
* Manager guidance
* Peer support

**How would you describe the pace of the onboarding process?**

* Too fast
* Just right
* Too slow

**Which part of the onboarding process needs the most improvement?**

* Training content
* Communication
* Technical support
* Team introductions

**Preboarding survey questions**

Preboarding surveys assess new hires’ experiences before their first official day on the job. It covers their experience during the preboarding phase, which includes preparation and resources provided to help them get started. These surveys help ensure new people feel welcomed, informed, and confident before their official onboarding begins.

* Did you have an overall positive or negative preboarding experience?
* What was your favorite part of the preboarding process?
* Were there parts that felt confusing or unclear?
* How clear were the instructions about what to expect on your first day?
* Did you receive all the necessary information (e.g., welcome email, access to systems) before your start date?
* Was there a designated contact person to assist you with preboarding questions or concerns?
* How would you rate the quality of communication before your first day (e.g., emails, calls, documentation)?
* Do you feel prepared for your role based on the information provided during preboarding?

**New hire onboarding survey questions for week one**

Onboarding survey questions after the first week allows you to gain insight into your team members. You can use these survey questions to understand who they are, why they joined your team, and how their recruitment and onboarding experience was.

Here are some of the questions to ask:

* How was the pace of the onboarding process?
* How do you feel about the onboarding materials? (e.g., employee handbook, attendance policies)
* Did you find the employee orientation program interesting and interactive?
* Tell us one thing that could have made your first day at work better.
* What’s one thing we could have done differently to improve the first week of your onboarding experience?
* Have you received the help you need?
* Do you have a clear idea about what is expected of you at this job?
* Do you feel confident about your ability to meet the goals set for you during your onboarding?

**New hire onboarding survey questions after month one**

New team members who have spent a month in their role will have more feedback on the workplace culture, overall fit, and their responsibilities. You can also collect employee net promoter scores to assess new hires’ job satisfaction by measuring their readiness to recommend the company to others.

* I feel welcome at the company. (Strongly agree/disagree)
* I feel welcome on my team. (Strongly agree/disagree)
* How well does your role match the job description?
* Do you feel like you have all the tools and resources to perform your job successfully?
* What changes or improvements can we make to the onboarding process to better support future team members?
* Do you feel comfortable asking questions or seeking help when needed?
* How has the company’s communication (both formal and informal) helped or hindered your integration into the team?
* How satisfied are you with your current workload and responsibilities?
* Have you met most of your team members?

**New hire onboarding survey questions after 90 days**

New team members who have spent 90 days at your company have had enough time to form relationships with colleagues and establish themselves in their roles. They may also have opinions about the onboarding process and feel more comfortable sharing them.

* How well do you feel you’ve established relationships with the key stakeholders and colleagues you’ll be working with regularly?
* Has the mentoring process been adequate?
* How well do you understand how your role contributes to the broader goals of the company?
* Do you see yourself spending a few more years at the company?
* How relevant have your role-based conversations been with your manager?

**New hire onboarding survey questions about employee engagement**

Employee engagement surveys measure how committed new people feel to their role and company. They collect data on team member wellbeing, satisfaction, performance, and more. It’s worth noting that new hires typically tend to be engaged at work. It’s normal for engagement levels to fall after the first engagement survey.

* Do you feel like the onboarding process prepared you for your role?
* On a scale of 1 to 10, how valued do you feel at work?
* On a scale of 1 to 10, how proud are you to work for our organization?
* Do you understand how your role contributes to the overall business goals?
* Do you have any questions about your responsibilities or our policies?
* On a scale of 1 to 10, how welcome do you feel here?
* What can we do to help you do your job better?
* How do you feel about our company values?
* How would you describe the overall company culture, and how well do you think you fit in?

**Onboarding survey questions for remote employees**

Companies can use these questions to collect data on remote team members. The survey can show the support level remote teams receive, how connected they feel to the team, and whether they have everything they require to succeed in a virtual environment.

* Can we do anything that would help you feel more connected to the rest of your team?
* Have you had any communication issues?
* Do you have access to all necessary information?
* What’s one thing you would change about our current workflow?
* Can we provide any resources to make your job better?
* How comfortable are you with the technology and platforms used by the company?
* How well do you feel integrated with the team?
* Do you have regular check-ins with your manager to discuss your progress and any challenges?
* Do you feel you have the flexibility to balance work and personal life in a remote environment?
* How effective is the company in fostering collaboration among remote team members?