

22. My workspace was clean, functional, and ready for occupancy.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

23. My IT equipment (computer, email access) was ready for use.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

24. Telecommunications (including phone and voicemail set-up) were ready for use.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

25. My manager/supervisor was prepared for my arrival

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

26. I was welcomed to my office and introduced to the people on my work team.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

YOUR FIRST WEEK ON THE JOB

27. I was assigned meaningful work/training during my first week on the job.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

28. I knew where to go to get questions about my work answered.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

29. My supervisor provided me with a clear and concise explanation of my duties and job expectations.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

YOUR FIRST MONTH ON THE JOB

30. My supervisor quickly integrated me into the team.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

31. The performance management system was clearly explained to me.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

32. I received initial training to help me understand internal systems, general operating practices, and other information needed to perform my job.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

YOUR FIRST 90-DAYS ON THE JOB

33. I received additional training to help me understand internal systems, general operating practices, and other information needed to perform my job.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

34. My supervisor has provided on-going feedback about my performance.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

35. My supervisor checks with me regularly to answer any questions I may have.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

36. The job expectations as described in the job posting and interview process are consistent with what I am currently doing.

1= Strongly Disagree 5=Strongly Agree

1 2 3 4 5

37. I am held accountable for my performance.

1= Strongly Disagree

5=Strongly Agree

1 2 3 4 5

38. The agency's mission and my role in achieving mission accomplishment have been reinforced throughout the orientation process.

1= Strongly Disagree

5=Strongly Agree

1 2 3 4 5

39. I am satisfied with the overall orientation that I have received.

1= Strongly Disagree

5=Strongly Agree

1 2 3 4 5

OPEN ENDED QUESTIONS

40. What was your motivation for choosing or accepting this position?

41. What should be our top priority for improving our recruitment, hiring, and orientation process?

42. Please share any additional feedback or recommendations you may have to improve the agency's hiring and orientation processes.