

Your Onboarding Process

Exercise: Create Your Own Onboarding Grid

List every impact point you currently have with candidates through the onboarding process

Establish a target experience for each phase

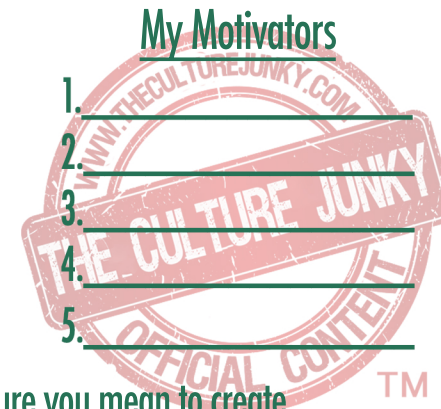
Give each impact point a score to assess where your efforts are at

When judging each impact point decide if what you're currently doing is pushing towards or pulling away from the culture you mean to create

Decide if you should cut it, correct it, or go one level deeper

My Motivators

1. _____
2. _____
3. _____
4. _____
5. _____



TM

Step	Target Experience	Impact Point	Target Culture Alignment Score	Cut, Correct, or Go Deeper?	Motivators
1. Initial Contact			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
2. First Interview			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
3. Second Interview			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
4. Offer Letter			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
5. First Day			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
6. First Week			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
7. First Month			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
8. First Year			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		
			-5 -4 -3 -2 -1 0 1 2 3 4 5		