


30-60-90 Onboarding Survey Template

New hires' early experiences set the foundation for how successful they're likely to be in your organization. Onboarding surveys give People teams a chance to gather feedback from new hires so they can make impactful decisions around engagement, motivation, and retention. An effective onboarding survey makes new employees feel heard and provides valuable insights into how well your recruiting and onboarding strategies are working.

But the truth is, onboarding doesn't begin and end on a new hire's first day. It's common for onboarding programs to run from one week to 90 days or even longer, so it's a best practice is for managers to have proactive check-ins with their new direct reports after their first 30, 60, and 90 days.

The following survey template outlines key questions to ask new hires in the first three months of their time at your organization. To learn how Lattice uses automation and analytics to take onboarding surveys to the next level, schedule a [product demo](#).



Put this template into action

Join the **3,250+** organizations that use Lattice to help power their People strategy.

[Schedule a Demo](#)

Collaboration	72	84	88	98	84
Feeling valued	84	81	88	55	35
Team culture	70	80	98	80	81
Management	55	35	72	72	72
Commitment	84	72	98	80	70

How like Trellis as

Not at all like

0 1

Lattice app

Public praise was submitted in Lattice

Adrian received public praise from Luc!

You handled that tough customer conversation today like a PRO! So glad to have you on the team!

Shen Wind, Carry Water

You'r

30 Days

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The team did its best to make me feel welcome ahead of my first day.					
My manager was available for questions before my start date.					
HR was available for questions before my start date.					
I was given a clear understanding of our onboarding process in advance.					
My workspace and technology were prepared when I arrived					

60 Days

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have a clear understanding of our company's policies.					
My onboarding workshops have been relevant and useful.					
I have access to the software and tools needed to perform my job.					
My manager and HR teams are readily available for any questions or concerns.					
I understand my team's organizational structure, as well as my position in it.					

90 Days

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I understand our company's mission, vision, and values.					
I feel comfortable asking questions to both peers and leadership.					
My role is what I expected it to be.					
My onboarding experience was effective and informative.					
I am progressing towards my established goals.					