

## **New Hire Buddy Program Evaluation- For the New Hire to Complete**

As a new hire, you have unique insights into how the Buddy Program is working from your perspective. We would like to thank you for your participation and value your feedback which will help us to continue improving this program. Unless you choose to identify yourself, your feedback is fully anonymous.

Name:

Department:

Date of Hire:

1. When you met with your buddy, how did you spend your time? Select all that apply

- Getting introductions to new people at work
- Trying out good spots for coffee/lunch nearby
- Getting oriented to the office or building facilities
- Learning about the organizational culture (e.g. Unwritten rules, social norms, and guidelines for how things get done)
- Sharing work experiences
- Learning about work experiences my buddy has had
- Getting helpful advice
- Other (please specify)

2. How long did you and your buddy hold meetings per week?

- 30 Minutes
- 30 Minutes to 1 hour
- Over 1 hour
- Other (please specify)

3. How many times in a typical month did you meet with your buddy?

- 1-2 times per month
- 3-4 times per month
- 5 or more times for month

4. We want to be sure that the role of your buddy (vs your supervisor) felt clear to you. With that in mind: how easy was it for you to decide what type of assistance or support to get from your buddy, instead of your supervisor? Select all that apply

I had to consult others to decide what type of assistance or support to provide to our new hire.

- I had to consult others to decide what type of assistance or support to seek from my buddy
- I had to pause and think things through carefully on my own, to decide what type of assistance or support to seek from my buddy
- With minimal effort, I often knew and quickly decided what type of assistance or support to seek from my buddy
- Other (please specify).

5. What are the MAIN PERSONAL BENEFITS you got from the time you spent with your buddy? Select all that apply

- I got more connected to a variety of people
- I got more confident that i made the right choice when I accepted the job here
- I got more capable navigating the informal rules and social norms of my work environment
- I made a new friend at work
- I started to feel more "at home" and comfortable working here
- Other (please specify)

6. If someone asked you about the effectiveness of the Buddy Program today, would you recommend this program to them? CHOOSE ONE.

- This program was too ineffective to recommend.
- This program was ineffective enough that I would be hesitant to recommend it.
- This program was not fully effective, but I would recommend it if improvements were made to it.
- This program was effective, so I would recommend it.
- This program was very effective, so I would highly recommend it.

7. In your personal opinion, what aspects of this program could be improved?

8. Additional Comments/Suggestions