

Utilizing the tools in your toolbox for onboarding and retention

We've pulled out some questions from Rebecca Miller-Webster's talk for you to use during your reflection time.

Questions to reflect on	Space to reflect
<p>What is your onboarding story?</p> <ul style="list-style-type: none">• What intro did I get to the company, team, role?• What's the best onboarding experience I've had? Why?• What tripped me up (here or elsewhere)?• What's the most difficult onboarding experience I've had? Why?	
<p>What is your teammate's story? Think about a member of the team.</p> <ul style="list-style-type: none">• What does this person need in a manager, teammate, and organization?• What do they want for themselves? Where do they see their career going?• What do they like about their job? What frustrates them?• What matters to them/what do they value?	

Questions to reflect on

Space to reflect

What are your strengths and gaps?

- What do you get praised for and think is no big deal?
- What do you want to do / like that others do but you can't seem to do consistently?
- What do you value? What do you not value?
- When have you had conflicts at work? Did you and the other person care about different things?

How do you get people what they care about?

- How do you make your & your team's work visible to people above you?
- What does the org, your boss, or your grand-boss care about?
 - hint: ask the bosses.
 - map what they care about to your team's work. What is the intersection?