

# Keeping a Pulse On People

## Sample Employee Check-in Questions

Meaningful employee check-in questions can provide valuable insights for an employer or a leader to understand an employee's ability to make connections and foster a sense of belonging at different stages of their employment journey. Additionally, if you are concerned your employees may not want to share directly, consider using these questions in an anonymous survey.

We have focused on 4 checkpoints within the employee life cycle:

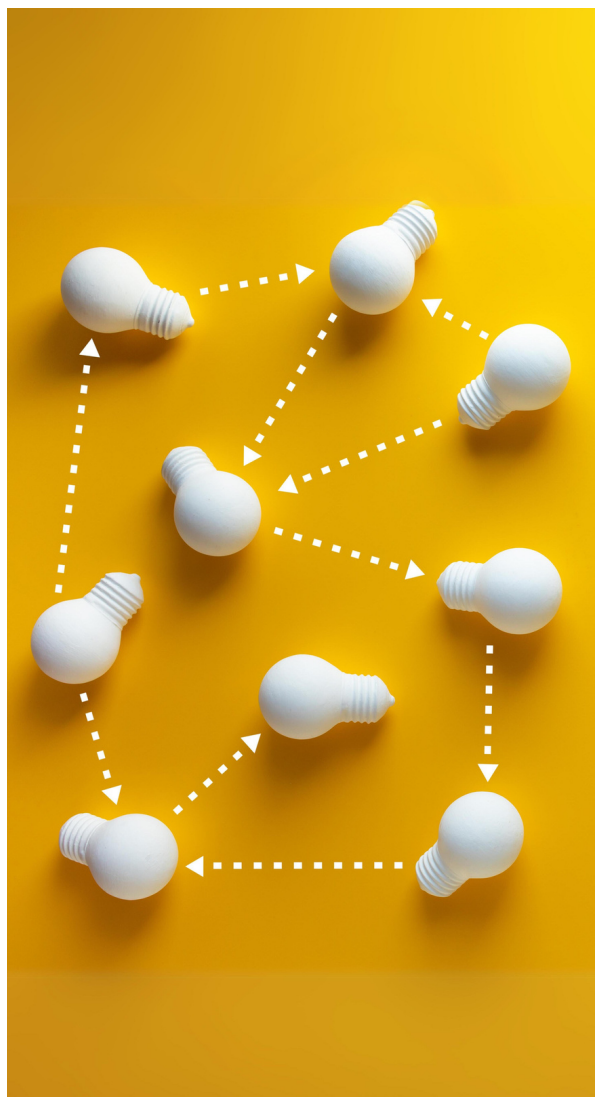
Recruitment

Onboarding

Ongoing Employee Experience

Offboarding

Remember, these questions are a starting point. Depending on your organization's specific context and culture, feel free to tailor them further. As Specialists, we advise that if you ask for staff feedback, it's imperative to follow through and take action on the results, or else it could be seen as a frivolous ask.



# Sample Employee Check-in Questions

## **Recruitment:**

**During the Interview Process:** How did you feel about the interactions you had with potential team members during the interview process?

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**Perception of Company Culture:** Based on your initial interactions, did you perceive our organization as creating a welcoming and inclusive environment?

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## **Onboarding:**

**Onboarding Experience:** Were there specific activities or sessions during onboarding that helped you build connections with your colleagues and understand the team dynamics?

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# Sample Employee Check-in Questions

**Support Received:** Did you receive sufficient support from your colleagues, supervisors, mentors, or an onboarding buddy during the onboarding process and integration into the team?

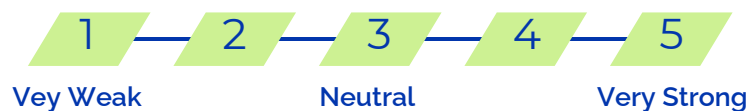
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## Ongoing Employee Experience:

**Team Collaboration:** Do you feel comfortable reaching out to your colleagues for help or collaboration?

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**Sense of Belonging:** On a scale of 1 to 5, how strong is your sense of belonging within your team and the organization?



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## Offboarding:

**Exit Interview:** Did you feel that your contributions and achievements were communicated and recognized during your time here?

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**Maintaining Connections:** Do you feel your professional network has expanded as a result of working here, and if so, how?

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If you need help assessing the results of these questions and deciding on a meaningful action plan, then [contact us at MaxPeople](#). We would love to help you achieve the culture and connection you have always dreamed of!

**Contact us today!**

[maxpeoplehr.com](https://maxpeoplehr.com)

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