

# Reflection 1x1 (Monthly)

Cadence:

You and your manager to do this once a month in a private 1x1

## Date (make a copy)

Self reflection – you share this (~15 minutes)

What are 3 things you did well last period?

- A
- B
- C

What are 3 things that you want to improve next period?

- A
- B
- C

Manager Reflection – you share this (~15 minutes)

3 things you did well last period:

- A
- B
- C

3 things that you can improve next period?

- A
- B
- C

Wrap

What are you most hopeful about as you think about next month?

## Onboarding Check-in (2-3 months since onboarding)

**Highlights:** What are things you enjoyed about onboarding?

**Lowlights:** What are things you thought could be better about you onboarding, so far?

Ratings:

- 1. Strongly Agree
- 2. Disagree
- 3. Neutral
- 4. Good
- 5. Strongly Agree

Topic	Rating
How would you rate your overall onboarding? 1. Not very good 2. Alright 3. Average 4. Good 5. Excellent; can't think of anything that could make it better	
I am confident in how to deploy code to prod.	
I have a good understanding of our tech stack.	
I feel familiar with the codebase.	
I understand the company values and goals.	
I understand my team vision, mission and goals.	
I understand my role and what is expected of me.	
I feel supported in my role	

Improvement opportunities: What are things that you feel could make you first month better?

## Date (make a copy)

(YEAR) Objectives

- 10% time ....
- B
- C

Long term objective/goal:

Define one