

60 Day New Employee First Year Experience Survey

CONGRATULATIONS on your first 60 days as a new employee! Please take a moment to complete this survey. Your feedback helps us improve the orientation process. This survey is confidential; Children's cannot see who has responded to individual questions. We see only summary data.

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1. Identify the month you attended New Employee Orientation.

2. Identify the year you attended NEO

3. What is your current role at Children's?

	Nursing	Physician	Staff (non-nursing)	Supervisor/Asst. Nurse Mgr/Team Lead	Manager (Clinical and Non-Clinical)	Leader (Director and above)
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. What is your current employment status?

Full Time	Part Time	PRN	Temporary (Contract, Intern, Extern, Fellow, etc.)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Where do you work primarily?

Hughes Spalding	Scottish Rite	Egleston	Marcus Autism Center	Neighborhood Location	Office Park
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What division do you work in at Children's?

- ☐ Physician Affairs (Physician Leaders, Medical Staff Services, Quality and Medical Management)
- ☐ Clinical Operations (Medicine, Surgery, Nursing & Patient Care, Facility Management, Physician Practices)
- ☐ Finance (Corporate Finance, Financial Planning & Operations, Managed Care and Reimbursement, IS&T, Supply Chain and Treasury Management)
- ☐ Foundation
- ☐ General Counsel/Legal (ex., Clinical Risk Management, Dispute and Litigation)
- ☐ Administration: Human Resources, Strategic Planning, Academic Affairs (Learning Services, Internal Communications, Recruiting, Total Rewards, Volunteer Services, Strategic Planning, Child Wellness)
- ☐ External Affairs (Public Relations, Community Health Advocacy, Government Affairs)
- ☐ Other, please specify

7. Indicate your level of agreement with this statement. "I found the *Your First Year Connection* system easy to use."

Strongly Disagree	Disagree	Somewhat Agree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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8. Indicate your level of agreement with this statement. "Overall, the action item instructions in *Your First Year Connection* system are easy to understand."

Strongly Disagree

☐

Disagree

☐

Somewhat Agree

☐

Agree

☐

Strongly Agree

☐

9. Indicate your level of agreement with this statement. "The information I received about the *Your First Year Connection* system from my recruiter and recruitment coordinator helped me understand the system and what I needed to do in regards to completing my action items."

Strongly Disagree

☐

Disagree

☐

Somewhat Agree

☐

Agree

☐

Strongly Agree

☐

10. If you do not agree or strongly agree with the statement above, please provide comments on what could be improved to make communication about Your First Year Connection better.

11. Now that you have been working at Children's for 60 days, how effective was the New Employee Orientation class at providing you with basic information about Children's such as payroll, benefits, human resources policies, etc.?

Very Ineffective

☐

Not Effective

☐

Somewhat Effective

☐

Effective

☐

Very Effective

☐

12. Please provide any additional comments about New Employee Orientation.

13. During your first week in your department, how effective has your department (direct supervisor, team members, educator) been at preparing for your arrival (e.g., giving you a department/campus tour, having a workspace available for you, providing supplies, etc.?)

Very Ineffective

☐

Not Effective

☐

Somewhat Effective

☐

Effective

☐

Very Effective

☐

14. Please provide any additional comments about your department orientation.

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15. During your first 60 days, did you have a discussion with your direct supervisor about your job expectations, goals and team structure?

No

☐

No, but we plan to

☐

Yes

☐

16. Do you feel appreciated, thanked, and praised for your contributions to your team and Children's?

No

☐

Somewhat

☐

Yes

☐

17. How effective has your team been with helping you transition to your new role at Children's and welcoming you to the team?

Very Ineffective

☐

Not Effective

☐

Somewhat Effective

☐

Effective

☐

Very Effective

☐

18. If you attended Patient Care Provider Orientation, please answer the following two questions. Now that you have been working at Children's for 60 days, how effective was PCPO class at providing you with information needed to start work at Children's?

Very Ineffective

☐

Not Effective

☐

Somewhat Effective

☐

Effective

☐

Very Effective

☐

Not Applicable

☐

19. Please provide any additional comments about Patient Care Provider Orientation.

20. If you are a nurse, how effective has your preceptor been in providing you with the learning opportunities you need to build your competence and confidence to care for patients in your area?

Very Ineffective

☐

Not Effective

☐

Somewhat Effective

☐

Effective

☐

Very Effective

☐

Not Applicable

☐

21. Please identify the length of time that best represents your "intention to stay" in your current job.

6 Months

☐

12 Months

☐

2 years

☐

3-5 years

☐

5-10 years

☐

10 years or more

☐

22. Please identify the length of time that best represents your "intention to stay" with Children's.

6 Months

☐

12 Months

☐

2 years

☐

3-5 years

☐

5-10 years

☐

10 years or more

☐

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23. Now that you have been at Children's for 60 days, please provide us with any additional comments, ideas, activities, etc. that would make your first year experience with us better.

