

# Onboarding Survey Questions



## 1. How did you hear about this organization prior to being hired? Check all that apply:

- Friend or family member (NOT a current or former employee)
- Friend or family member (who IS a current or former employee)
- Billboard
- Media/News Sources
- A recruiter reached out to me
- Other

## 2.

When did you apply to this organization?

## 3. Where did you research this organization before/during the hiring process?

- I didn't research BambooHR before or during the hiring process
- BambooHR's website
- Glassdoor
- LinkedIn
- YouTube
- Facebook
- Media/News Sources
- Other:



## 4. Where did you FIRST see the job ad for your current position?



- Job search on Indeed
- Job search on Glassdoor
- Job search on Craigslist
- Job search on SimplyHired
- Job search on BYU Bridge
- Job search on KSL
- BambooHR careers page
- My friend/family member shared the job ad directly with me
- A recruiter reached out to me
- Other:

## 5.

If you viewed our Glassdoor page, how much of a factor did it play in enticing you to apply to this organization? (Rank 1-6)

1      2      3      4      5      6

## 6.

I clearly understood what the job responsibilities were. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree Yes

## 7.

I clearly understood the qualifications necessary in order to be successful in the role. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

## 8.

I got a good sense of what the culture is like at this organization. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

## 9.

I got excited about the position. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

## 10.

I was unsure of what the job responsibilities really entailed. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

## 11.

It was easy for me to determine whether or not I was qualified for the role. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

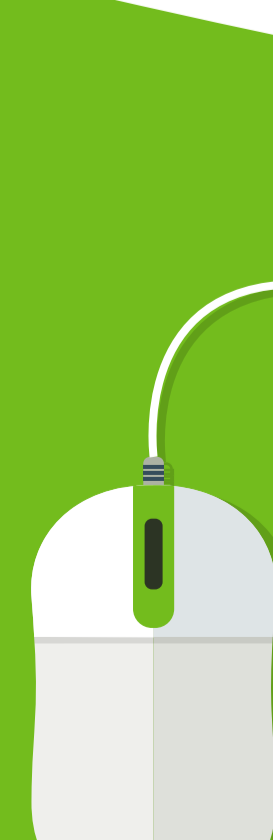
## 12.

The advertised benefits motivated me to apply. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree      Disagree      Undecided      Agree      Strongly Agree

## 13. I clicked through these links in the job ad (check all that apply):

- Link to Glassdoor page
- Link to Inc.com article about "No Workaholics"
- Link to "What it's like to be an Account Executive"
- Link to the "Financial Peace University" video
- Other:





**14.**

Submitting my application was easy and intuitive.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**15.**

Please explain your answer to question 14:

**16.**

After applying and throughout the interview process, the recruiter I worked with was responsive and kept me updated. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**17.**

Did you complete a video interview prior to being interviewed in person?

Yes                      No

**18.**

Did you have an initial phone screen/interview prior to being interviewed in person?

Yes                      No

**19.**

How did the office tour with a recruiter impact your perception of this organization?

**20.**

What general feedback do you have about your office tour experience?

*In order to answer the questions in this section, think back to any face-to-face interviews (either in person or via video conference) you had with us prior to being hired.*

**21.**

The hiring manager helped me feel comfortable during the interview.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**22.**

The hiring manager asked me open-ended questions. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**23.**

I spoke for the majority of the time during the interview. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**24.**

The hiring manager spoke for the majority of the time during the interview.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**25.**

I sometimes felt like I had to guess what the hiring manager was thinking in order to answer a question. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**25.**

I sometimes felt like I had to guess what the hiring manager was thinking in order to answer a question. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**26.**

The hiring manager seemed comfortable in the interview setting. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**27.**

The hiring manager seemed positive and optimistic in the interview setting.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**28.**

The hiring manager asked good follow-up questions after I responded to questions.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**29.**

The hiring manager seemed uncomfortable and out of his/her element during the interview. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**30.**

The hiring manager made me feel uncomfortable during the interview. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**31.**

If your hiring manager made you uncomfortable, what caused the discomfort?

**32.**

During the interview, the hiring manager painted an accurate picture of what my job responsibilities actually are today. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**33.**

The hiring manager clearly explained what benefits would be available to me as a employee. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**34.**

The hiring manager seemed passionate about this organization culture and mission.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**35.**

Compared with my actual experience as an employee, the hiring manager accurately described BambooHR's culture. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**36.**

I was given enough time to think before answering a question. (Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**37.**

After the interview, I was even more excited about the job opportunity.  
(Rank Strongly Disagree-Strongly Agree)

Strongly Disagree    Disagree    Undecided    Agree    Strongly Agree

**38.**

Were you asked any questions that felt irrelevant to the job? If so, what question(s)?

**39.**

Were you asked any questions you didn't like? If so, what question(s)?

**40.**

Please provide any additional comments/feedback about your experience interviewing with a hiring manager: