

5 Steps to Make Onboarding Work

Step 1: Identify Onboarding Mentors

Choose willing team members who understand the practice and can communicate well. This doesn't have to be a manager; any experienced team member who knows where the tough parts of integration are can be effective.

Step 2: Schedule Regular Check-Ins

Meet with new employees once a week for the first 6-8 weeks. It doesn't have to be a long meeting. A couple minutes of catching up works, but do it frequently, especially at first.

Step 3: Ask Better Questions

Stop asking "How's it going?" because you'll get predictable responses. Instead ask specific questions like "What felt stressful this week?" or "What relationships would you still like to work on?"

Step 4: Create Space for Honest Feedback

Make it safe for new hires to admit confusion or ask for help without feeling like they're not catching on. Remember, they're worried about seeming like they don't know things, so create an environment where questions are welcomed.

Step 5: Follow Through

Act on what you learn from these conversations. If they mention training gaps, address them immediately. If they want to meet certain team members, make those introductions happen.

