



WeCare Connect New Hire Survey – Leader Success Strategies

What	Details	
Warmly welcome each new employee.	<ul style="list-style-type: none"> • Introduce him/her to your team. • Hang up a welcome sign with the new employee’s name – ask all team members to stop by and greet. Consider decorating the area with balloons, etc. to make it more fun! • Provide with a tour to introduce to other departments, residents, etc. 	Leader
Assign an onboarding buddy to each new employee to support in the first 4-6 weeks. <u>Note</u> : Onboarding buddy should be a high performing employee who exemplifies our Vibrant Living culture.	<ul style="list-style-type: none"> • Onboarding buddy can help: <ul style="list-style-type: none"> ○ Introduce new employee and provide a tour. ○ Provide on-the-job training. • Regularly check in with both the employee and the buddy to see how things are going with onboarding. 	Leader and Onboarding Buddy
Provide a WeCare Connect introduction.	<p>Your opinion matters....</p> <p>We are excited about you becoming a member of our Sun Health family. It’s our goal to make sure your experience is a positive one. Because we want to help you succeed – and improve the new hire experience for others – you will be contacted around your 2-week, 45-day, 75-day and 6-month employment anniversary to ask a few questions about your experience working with us.</p> <p>The surveys are brief and a required part of your onboarding. Through these touchpoint surveys, you will have an opportunity to provide recommendations on ways we can improve our new employee experience. In an effort to better serve our employees, we strongly encourage your honest participation.</p> <p>It’s very important that we get your feedback. Thank you in advance for sharing!</p>	



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<p>Share the Sun Health Core Purpose, Mission, Vision, Values & The 6Cs.</p> <p>Connect the employee’s job and the overall work of the department to the purpose, mission, vision, values & 6Cs.</p> <p>Describe how what they do helps us be successful in all these areas.</p>	<p>Core Purpose, Mission & Vision</p> <ul style="list-style-type: none"> • Our Core Purpose (WHY): Empowering people to enjoy living longer. • Our Mission (WHAT): Sun Health champions superior health and wellbeing through philanthropy, inspired living and wellness programs. • Our Vision (WHERE): Sun Health envisions a world where people live longer, healthier, more purposeful lives. <p>Values & The 6Cs</p> <p>Big Hearted</p> <ul style="list-style-type: none"> • Customer Focus • Collaboration & Teamwork <p>Thorough</p> <ul style="list-style-type: none"> • Communication • Creativity & Innovation <p>Invested</p> <ul style="list-style-type: none"> • Commitment to Compliance • Credibility
<p>Check in daily during the first two weeks.</p>	<p>Areas of Focus:</p> <ul style="list-style-type: none"> • Any questions about your job duties? (remind of duties) • Is the job what you expected it to be so far? Why or why not? • How is your training going? Anything else you need from your onboarding buddy or me? • What else would you like to ask or share? • I am so glad you’re here! • As a reminder, at the end of your first two weeks you will receive a survey. Please share your candid feedback about how things are going with your onboarding, me and the job.



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<p>Check in at least three days a week during weeks 3-6.</p>	<p>Areas of Focus:</p> <ul style="list-style-type: none"> • How are you feeling about the job? Is it what you expected? Why or why not? • Are you feeling comfortable and safe here? Why or why not? • How is your training going? Anything else you need from your onboarding buddy or me? • What do you like most about working here? Least? • How do you feel you're doing so far? Here is feedback on how I feel you're doing so far (provide specifics, both positive and constructive)... • What else would you like to ask or share? • Please don't hesitate to come to me ANYTIME with questions, concerns and feedback. • As a reminder, at the end of your first six weeks you will receive another survey. Please share your candid feedback about how things are going with your onboarding, me and the job. • I'm so glad you're here!
<p>Check in at least three days a week from six weeks on.</p>	<p>Areas of Focus:</p> <ul style="list-style-type: none"> • Do you have the tools and equipment you need to do the job? If not, what's missing? • Are you glad you made the decision to work here? Why or why not? • What is working well with our team's teamwork and collaboration? What needs improvement? • How do you feel you're doing now? Here is feedback on how I feel you're doing (provide specifics, both positive and constructive)... • What else would you like to ask or share? • Please don't hesitate to come to me ANYTIME with questions, concerns and feedback. • As a reminder, at the end of your first 75 days and then 6 months you will receive another survey. Please share your candid feedback about how things are going with your onboarding, me and the job. • I'm so glad you're here!