

Ideas for Questions to Ask During the Three-to-Six Month Check-In with New Hire

Highlighting Success:

Ask, “What is one thing you want to highlight that you accomplished?”

Add what you have observed them doing well and where they added value.

Looking Forward:

Ask, “what is one thing you are excited about working on?”

Share upcoming opportunities for new hire to explore.

Increasing Impact:

Ask, “what’s one way you think you can have an even greater impact on your role/work?”

Add ideas on how you think the new hire can increase their value and impact.

Supporting Each Other:

Ask, “what’s one thing I am doing to support you that is working well?”

Ask, “how else can I support you?”

Share clearly how the new hire can support you and team.

