

Is Feedback Missing From Your New Hire Equation?

When you do the math, the costs of recruiting, hiring and onboarding top talent adds up.



Time spent vetting & interviewing candidates



Cost of onboarding & benefit enrollment



Training & development

\$15k
Investment
per employee

Feedback Transforms the Retention Equation

Every new recruit is an investment, and making sure they are engaged early can provide valuable ROI when it comes to employee retention.

When should we start?

Immediately. Implementing a system where employees can give feedback on day one helps you identify problems early on. When employees know they can ask questions or make suggestions, it helps them adjust faster. Additionally, it helps you identify areas of hiring and onboarding that can be improved for the next new hire.

What should we ask?

Start with a post-hire survey about the recruiting process, asking tactical questions about their experience. This feedback can lead to immediate process changes that can help land top talent. Over the next 90 days, continue to solicit feedback about the job itself. To ensure honest responses, consider allowing anonymous feedback.

How do we use the feedback?

The time you invest in gathering feedback goes beyond making quick process fixes. You should implement a system that centralizes all feedback, and allows you to track and analyze responses over time. Consolidating this data allows you to spot trends and make smarter decisions about how you operate.