

## MANAGER SATISFACTION SURVEY

Fundamentally, the question for managers is simply, “Would you hire this person again?”

The expectations of managers ultimately determine the standards for the quality of a new hire — and future hires. A straightforward and simple measure of quality of hire is to ask the manager if the employee has met the pre-hire expectations.

A well-structured manager’s survey will capture opinions objectively and can be all you need to start assessing quality-of-hire metrics and applying them to your sourcing and recruiting initiatives.

Typically conducted after 180 days on the job, this assessment provides valuable insight into hiring decisions and onboarding processes that can be incorporated into the recruiting process. This template should be customized to benchmark against role and core company competencies by adding in one or both sections. Doing this allows you to compare the hire to the quality of all new hires and to your company as a whole.

Question	Type	Scale	Custom Scale Description
How is this new hire performing to date compared with their teammates and peers?	Standard	5-Point	
How does this new hire’s performance to date compare with your expectations for their role?	Standard	5-Point	
Do you feel this person was a good hire for the company?	Standard	Yes/No	Yes — This new hire is a good fit for the company. No — This new hire is not a good fit for the company.
How likely is this new hire to stay with the organization? <i>(How likely do you think this new hire is to grow with the company in the years to come?)</i>	Standard	5-Point	5 — Extremely likely to stay and grow 4 — Likely to stay and grow 3 — Unclear if they will stay and grow 2 — Mostly unlikely to stay and grow 1 — Extremely unlikely to stay and grow

Question	Type	Scale	Custom Scale Description
Do you feel there is a good fit between this new hire and their role?	Standard	Yes/No	Yes — This new hire is performing well in this role. No — This new hire is not performing well in this role.
Please compare this new hire's time to productivity in their role to similar teammates or peers.	Standard	5-Point	
How is this new hire performing on their goals to date?	Goal Review	Yes/No	
Include role-based competencies and measure the new hire against these.	Standard	5-Point	
Include company competencies or values and measure the new hire against these.	Standard	5-point	
Please describe what went well in the process of finding this new hire.	Q&A	N/A	
Please describe what could be improved in future hiring processes.	Q&A	N	
Would you hire this person again for this role?	Standard, Final Review Question	Yes/No	Yes — This new hire is performing at or above expectations. No — This new hire is not performing as expected.