Organizational On-Boarding Program Worksheet[1]

Personalization

Collective<-->Individual

Formality

Formal <-->Informal

Sequencing

Sequential<-->Random

Timeline

Fixed<-->Variable

Role-Modeling

Supported<-->Unsupported

Socialization Feedback

High<-->Low

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[1] Based on "Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes and methods." – (Bauer, et al – 2007)