



SELECTION TOOLKIT

100 DAY REVIEW TALKING POINTS/QUESTIONS

Conducted by Supervisor

1. **Ports of Life Report Review:** Review how your transition is impacting the following areas of personal life: Family, Faith/Soul Care, Health, and Relaxation/Recreation.
2. **Onboarding Review:**
 - What aspects of the onboarding process were most meaningful and helpful?
 - Based on your experience, how might we improve the onboarding process for a new hire?
3. **Culture Review:**
 - How do we compare to what we said the church, the culture, the staff, etc. would be like?
 - Have you felt reasonably welcomed, encouraged, supported and embraced by staff and laity?
 - Have we effectively communicated our Northbound Train (mission, vision, values, objectives, goals, strategies and standards) and where do you need further clarity and understanding?
 - How would you describe your feelings of “fit” and comfortableness with our culture?
4. **Job Match Review:**
 - Has the job met your expectations and have we effectively communicated our expectations for your work thus far? Where would you like further clarity and understanding?
 - Has the workload been manageable?
 - What has been the most fulfilling or best part of the job?
 - What has been the most challenging or difficult part of the job?
 - What do you think are the key factors to being successful in this position?
 - How would you rate the job match?
 - What are your most pressing area(s) of self-development? What do you want to do more of/start doing?
 - What do you want to do less of/stop doing?
5. **Supervisor Review:**
 - What do you want me to do more of/start doing?
 - What do you want me to do less of/stop doing?

Note: Between days 30-60, an Executive Pastor will conduct an orientation check on many of these areas.