

5 Signs It's Time to Rethink Your Onboarding

52% of employees who've had bad onboarding experiences report feeling undertrained, and 80% of those who feel undertrained plan to quit. Meanwhile, 70% of employees who feel well-trained plan to stay in their roles. So, this begs the question? Where, on the spectrum does your onboarding fall?

Lift HCM is a trusted provider of onboarding management solutions. We'll walk you through some telltale signs it's time to throw your existing onboarding overboard and revisit your workflow with fresher eyes.

#1 Inaccessible Pre-Employment Paperwork

Forcing an incoming hire to shuttle back and forth from their worksite to fill out pre-employment paperwork before they ever make a dime can sour their attitude towards the job from day one. A digital onboarding solution with remote access options gives new employees the option of filling out certain forms at home while skirting the logistical headache of pre-employment paperwork sessions.

#2 Employees Check Out During Training

While print-outs and videos may be appropriate given the duration of the training and its subject matter, interactivity and assessments go a long way to keeping your employees engaged during trainings throughout their onboarding.

#3 Your Data Doesn't Offer Effective Guidance

A one-size-fits-all, set-it-and-forget-it curriculum is the fastest way to find yourself with an ill-fitting and forgettable onboarding experience. An effective onboarding platform can keep you in the loop on noteworthy anomalies, trends, and patterns in an employee's performance throughout their onboarding. This will help managers identify areas worthy of praise or course-correction.

Leveraging data and performance metrics from an employee's first few months on the job goes a long way in fostering a positive perception of the company culture and administering training that resonates.

#4 You Struggle to Maintain Compliance

Making sure your workforce passes muster in an ever-shifting regulatory landscape is no easy task for even the most organized organizations. However, should you increasingly find yourself taking reactive measures to regain compliance instead of proactive measures planned well in advance, you may have a problem. Any onboarding software ([or manager thereof](#)) that would allow you to fall out of compliance without setting off one metric marching band's worth of alarm bells well in advance is not worth your time.

#5 Company Culture is Stained by Misalignment

A disconnect between a company's culture and its "culture-on-paper" has put more knots in C-suite stomachs than Auntie Anne's. This discomfort often comes as a byproduct of a misalignment between the first impression and understanding employees form about their roles throughout onboarding and the day-to-day responsibilities they face shortly thereafter.

A survey of 366 HR professionals found that a mere 40% of employees believe that their role reflects the description provided during their interviews. Your onboarding software needs to be *simpatico* with your ATS and talent acquisition infrastructure, lest you risk *hiring* for one role and *filling* another.



Begin Your Search for a Better Onboarding Program

If any of what we've described seems eerily familiar, then it's time to hope aboard the "Better Onboarding Bandwagon". If you continue to ignore the warning signs, you may well find yourself fighting an uphill battle against atrocious attrition rates. Lift HCM has been helping businesses in your industry onboard new team members since 1967. Follow our blog to read more about the ins and outs of [effective employee onboarding](#) and learn about [the benefits](#) it has brought to one industry in recent years.