



COUNTY OF SAN MATEO

For Our New Hire - Buddy Program Evaluation (Anonymous)

Help Us Evaluate this Program -- and Improve It!

As a newcomer to the County of San Mateo workforce, and as a recent participant in the Buddy Program, you have unique insights into how the Buddy Program is working.

The feedback you share in this survey will help us to continue improving this program. Unless you choose to identify yourself, your feedback is FULLY ANONYMOUS.

1. When you met with your buddy, how did you spend your time?

Select as many as are true.

- GETTING INTRODUCTIONS to new people at work
- TRYING OUT GOOD SPOTS FOR COFFEE/LUNCH nearby
- GETTING ORIENTED TO THE OFFICE or BUILDING FACILITIES
- LEARNING ABOUT THE ORGANIZATIONAL CULTURE (e.g. unwritten rules, social norms, and guidelines for how things get done)
- SHARING WORK EXPERIENCES I've had
- LEARNING ABOUT WORK EXPERIENCES my buddy has had
- GETTING HELPFUL ADVICE
- Other (please specify)

2. For how long did you and your buddy hold meetings? CHOOSE ONE.

- About one month
- About two months
- About three months
- Other (please specify)

3. How many times in a typical month did you meet with your buddy? CHOOSE ONE.

- 1-2 times a month
- 3-4 times a month
- 5 or more times a month

4. We want to be sure that the role of your buddy (vs your supervisor) felt clear to you. With that in mind: how easy was it for you to decide WHICH TYPES OF

**ASSISTANCE OR SUPPORT to get from your buddy, instead of your supervisor?
Select as many as are true.**

- I HAD TO CONSULT OTHERS to decide which types of assistance or support to seek from my buddy vs my supervisor.
- I HAD TO PAUSE AND THINK THINGS THROUGH CAREFULLY ON MY OWN, to decide which types of assistance or support to seek from my buddy vs my supervisor.
- WITH MINIMAL EFFORT, I often KNEW and QUICKLY DECIDED which types of assistance or support to seek from my buddy vs my supervisor.
- Other (please specify)

5. What are the MAIN PERSONAL BENEFITS you got from the time you spent with your buddy? Select as many as are true.

- I HAD FUN, and got a needed mental break from work
- I GOT MORE CONNECTED to a variety of people
- I GOT MORE CONFIDENT that I MADE THE RIGHT CHOICE when I accepted the job here
- I GOT MORE CAPABLE NAVIGATING THE INFORMAL RULES and SOCIAL NORMS of my work environment
- I MADE A NEW FRIEND at work
- I STARTED TO FEEL MORE "AT HOME" and COMFORTABLE working here
- Other (please specify)

6. If someone asked you about the effectiveness of the Buddy Program today, would you recommend this program to them? CHOOSE ONE.

- This program was TOO INEFFECTIVE to recommend.
- This program was INEFFECTIVE ENOUGH THAT I WOULD BE HESITANT to recommend it.
- This program was NOT FULLY EFFECTIVE, but I WOULD RECOMMEND it IF IMPROVEMENTS WERE MADE to it.
- This program was NOT FULLY EFFECTIVE, but I WOULD RECOMMEND it EVEN IF NO IMPROVEMENTS WERE MADE to it.
- This program was EFFECTIVE, SO I WOULD RECOMMEND IT.
- This program was VERY EFFECTIVE, SO I WOULD HIGHLY RECOMMEND IT.

7. In your personal opinion, what aspects of this program could be improved?

8. Is there anything else we should have asked about? Is there anything else you want to tell us?