

Florida Eye Specialists - HR Needs Assessment

Thank you for your time and willingness to take this survey! We are currently conducting a needs assessment across the company in order to better understand the effectiveness and room for improvement within our onboarding process for new clinic workers.

Please take 10 -15 minutes to fill out the form below. Your responses will be anonymous and we will use the information provided to guide our evaluation and restructuring of the onboarding procedures.

* Indicates required question

1. Do you feel that newly hired employees are ready to start their on-the-job training the first day they come to the clinic? Why or why not? Please provide specific examples or observations. *

2. What is the biggest strength of the onboarding process at your clinic? *

3. What is the biggest challenge of the onboarding process at your clinic? *

4. What are the soft skills (i.e. flexibility, organization, etc.) you think are most needed for employees at your clinic? *

5. What challenges have you observed with new employees adjusting to different clinic procedures when they move between clinics with different doctors? How do these challenges impact overall clinic operations? *

6. What suggestions do you have for standardizing the training process to ensure consistency in employee performance across all clinics, despite the variations in procedures by different doctors? *

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