



COUNTY OF SAN MATEO

For the Buddy To Complete - Buddy Program Evaluation (Anonymous)

Help Us Evaluate this Program -- and Improve It!

As a recent participant in the Buddy Program, you have unique insights into how the Buddy Program is working—from the perspective of a Buddy.

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 the new hire, how did you spend your time? Select as many as are true.

- MAKING INTRODUCTIONS to new people at work
- TRYING OUT good spots for coffee/lunch nearby
- ORIENTING our new hire to the office or building facilities
- EXPLAINING 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 our new hire has had
- SHARING advice
- GETTING new ideas or perspectives
- Other (please specify)

2. For how long did you and our new hire 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 our new hire? CHOOSE ONE.

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

4. Sometimes a new hire might bring questions or seek a type of support that's best provided by their supervisor. We want to know whether YOUR ROLE FELT CLEAR TO YOU when you were supporting our new hire.

With that in mind: how easy was it for you to decide WHICH TYPES OF ASSISTANCE OR SUPPORT to PROVIDE to our new hire? Select as many as are true.

- I HAD TO CONSULT OTHERS to decide which types of assistance or support to provide to our new hire.
- I HAD TO PAUSE AND THINK THINGS THROUGH CAREFULLY ON MY OWN, to decide which types of assistance or support to provide to our new hire.
- I SOMETIMES ANSWERED QUESTIONS or PROVIDED SUPPORT that, in retrospect, could have been better handled by new hire's supervisor.
- WITH MINIMAL EFFORT, I often KNEW and QUICKLY DECIDED which types of assistance or support to provide to our new hire.
- Other (please specify)

5. What are the MAIN PERSONAL BENEFITS you got from the time you spent with our new hire? Select as many as are true.

- I HAD FUN, and got a needed mental break from work
- I REALIZED how many people I am connected to at work
- I GOT BETTER at EXPLAINING the informal rules and social norms of my work environment
- I MADE A NEW FRIEND at work
- I FELT LIKE I contributed to a more supportive culture at work
- 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?