

Figure 7.1: Success Tool—Induction Worksheet

Instructions: Read each item and determine whether the practice is in place. Circle <i>Yes</i> or <i>No</i> .		
Yes	No	Providing handbooks and job aids
Yes	No	Ensuring completion of structured practice assignments aligned with day-to-day work with clear preset criteria
Yes	No	Providing feedback on practices corresponding with clear preset criteria
Yes	No	Providing peer groups or networks of other inductees
Yes	No	Implementing a group or network of support by more expert performers who model expected behaviors and practices
Yes	No	Offering regular reflection on practice and setting achievable goals for growth, improvement, and results with coaching
Yes	No	Identifying and addressing performance barriers outside the inductee's control
Yes	No	Offering training and development
Yes	No	Providing structured mentoring and support, including check-ins with a compatible peer mentor or induction coach
Yes	No	Offering support for navigating operational processes
Yes	No	Providing structured orientations
Yes	No	Ensuring access to a coach, professional developer, or other supporting individual
Yes	No	Offering social-emotional support
Yes	No	Providing access to resources for development
Yes	No	Giving celebrations of achievements, whether big or small
Yes	No	Establishing learning communities
Yes	No	Offering cultural competence training
Yes	No	Developing mindsets that support learning
Yes	No	Providing learning management systems