Sample Questions for Your Leadership Onboarding

Below is a list of sample questions that you might ask yourself or others to support your acclimation to your role as a leader of our highly complex and unique organization and culture:

Ask yourself or your mentor/coach	**Ask your peers**	**Ask your manager or other key stakeholders**	**Ask your direct reports and staff in your area**
What do I want for myself, my team, my organization, and the Institute?	What are some of the things you wish you knew when you first started your position?	What are the expectations for my role as a leader?	What are your hopes and concerns for our team/department? For me as a leader?
What is the vision, mission, goals and priorities of my area?	What are ways in which I can have the most impact as a leader at MIT?	With whom should I meet to learn about our organization?	If you were in my position, what would you do?
How are my goals and objectives tied to the broader MIT mission?	What are the unspoken norms/expectations from leaders at MIT?	What are our short-term/long-term priorities?	What significant opportunities and issues are we going to face over the next 6 months – 1 year?
How do I identify the knowledge, skills, and abilities on my team or in my organization?	Who do you go to that you trust and is “in the know?”	Who are our internal and external stakeholders, and how do they influence our work?	What are three top things we should be proud of as an organization?
What can I do that will have the greatest impact on my area?	What are things that I should look out for?	Who are my key partners and what do they do/provide?	What gets in your way of doing your job?
What are my strengths and gaps as they relate to the needs and expectations of my role?	What are ways that you have been successful in meeting both your personal goals and your goals for your area?	Which committees are relevant to our mission and funding?	What do you need from me to be successful and do your best work?
What leadership development opportunities might I take advantage of?	What do you find most rewarding about your leadership role? Most challenging?	What are some of the challenges my predecessor(s) encountered?	In what ways can we be most effective in getting things done? How might I support that?
With whom do I need to build relationships?	What else do I need to know?	What gets in the way of us doing our job?	Am I getting the culture here?