



3 mindsets that can propel you to onboarding stardom:

The first is a focus on **inclusion and belonging**

The second is a need to **align expectations**

And the third requires you to **embrace the journey**

We start with **inclusion and belonging** because research into human psychology and team development inform us that when new individuals enter an organization, they are trying to answer three key questions.

Why am I here?

How do I fit in?

Will I be accepted?

The second mindset, **aligning expectations**, starts with questions for both sides. The incoming board member is likely wondering:

What does this organization want from me?

What do I want from my relationship with this organization?

What does success look like and how is it measured?

At the same time, the board needs to be asking...

What do we need our board members to know?

What do we need them to be able to do?

The final mindset is the need to **embrace the journey**. Onboarding is not a one day or one week or one month event. It begins with recruitment and incorporates at least a full year of development and milestones. It requires intentionality and a commitment of time.

Will you take the time? Will you incorporate the mindsets? Will you create an onboarding process that generates amazing results?

