

NEW TEAM MEMBER INTEGRATION:
UNDERSTANDING SOCIALIZATION

A journey to success

Was it really a bad hire, or did you fail to integrate them?

NEW HIRE, NEW RULES.
WHAT COULD GO WRONG?

SOCIALIZATION

On-boarding is based on the concept of organizational socialization, which is defined by the original researchers as,

“a longer term process that facilitates a positive attitudinal outcome by providing the context for organizational learning”
(Cooper, Thomas, & Anderson, 2002)

When we consider on-boarding as part of the socialization theory, it is pretty limited and is considered what Cooper, Thomas, and Anderson called Individual Socialization

DEFINING SOCIALIZATION

Individual: on-boarding

- Considered isolated
- Hands-off
- Limited to policies and some cultural elements

Individual socialization is frequently associated with:

- Decreased engagement
- Increased role stress
- Uncertainty
- Stress and anxiety
- Intent to exit

Institutional: integration

- Structured and more inclusive
- More supportive through a shared experience
- Involves the organization through a partnership
- Provides insights and knowledge into the organizations
- Context
- Content
- Culture

Institutional socialization is frequently associated with:

- Increased understanding of role and culture
- Cultural preservation
- Decreased stress, conflict, and intent to quit



THANK YOU SO MUCH FOR BEING PART OF THE CONVERSATION.
PLEASE FEEL FREE TO EMAIL ANY SPECIFIC QUESTIONS YOU HAVE
TO

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AND JOIN IN FOR PART III AND WE'LL GO
MORE IN-DEPTH INTO THE 3 CS.