Three-month follow-up interview

The three-month follow-up interview takes place before the new employee has been employed 90 days. The interview is based on the observations made by the employee and the manager along the way.

The questions below can be used as inspiration for a meeting but there should also be focus on culture, rules and processes, networks and cooperation, as well as competences and competence development.

1. **Expectations and experiences during the first three months**
	* Have the first three months lived up to your expectations in terms of e.g. tasks, well-being and cooperation?
	* Is there anything in particular you have noticed in relation to work routines, work environment or AU as a workplace?
	* Which experience has taught you the most during the first three months?
	* Has the introduction to your new tasks been sufficient?
	* In what way and to what extent have your competences been put into play in relation to the tasks and task performance?
2. **Focus points going forward**
	* Are there any specific aspects in relation to cooperation and/or training which we should focus on going forward?
	* Are there any specific initiatives or activities we should initiate in order to support your job performance and well-being?
	* Are there ideas/suggestions for short-term or long-term need for improvement?
	* Which career perspectives can be identified?
3. **Follow-up**
	* Which initiatives can be started and what must be communicated to the rest of the workplace?
	* Must another follow-up meeting be arranged?
4. **Learning going forward**
	* How have you experienced the entire recruitment process from application until now?
	* What has worked well and what should the department/section/unit focus on in connection with future recruitment processes?