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?**

For more information about board training opportunities, visit: [https://www.Foellinger.org/leaderfund](https://www.Foellinger.org/leaderfund)