

Research in Action with Dr. Jamie Gruman

Video Description

The video follows two employees who are starting at two different, fictional firms. One is properly onboarded while the other is not. Dr. Jamie Gruman guides the video through multiple scenes showing the benefits of proper onboarding when a new employee starts a job. While the video includes multiple characters, Jamie is the only speaker.

Transcript

Scene 1

Description

Jamie introduces Janet who is starting a new job. The scene takes place in an office with Jamie speaking directly to the camera with Janet talking to her new boss in the background.

Script

Meet Janet. This is her first day at her new job. She's nervous but excited to start. She's going to be onboarded well. She's going to feel confident, capable and well-integrated. She's going to meet her new boss and clearly know what's expected of her. She's going to have lunch with her co-workers and build relationships that will be instrumental if she has questions or runs into problems. She's going to have access to all of the information materials she needs to get her work done well. She's going to end up starting her job feeling supported working towards important objectives she's going to feel like she's flourishing.

Scene 2

Description

The scene takes place in another office with Steve who is also starting a new job. He is alone in the office and is shown looking for materials and becomes increasingly frustrated throughout the scene. Jamie stands behind Steve and describes the situation.

Script

Meet Michael. This is his first day on the job at a different firm he started the day excited but that ended quickly his employer didn't onboard him well at all Michael wasn't given the proper guidance on his job duties as is common he was showing his desk where the washroom is and then pointed to a website with an immense policies and procedures manual he was expected to read on his own. He really has no idea what's expected of him no idea to turn if he has questions and no idea if he's even supposed to ask

questions. He's certainly not productive he's languishing and maybe he thinks it was a real mistake start working here.

Scene 3

Description

The scene takes place three months later in a boardroom where Janet is making a presentation on Q4 results to her co-workers. Jamie Gruman speaks to the camera at the end of the boardroom table with Janet presenting in the background. When Jamie finishes speaking, everyone in the room starts clapping for Janet.

Script

Three months later Janet's thriving at her new job she understands her job duties has excellent relations with her co-workers and knows how she adds value in the organization. Her colleagues regard her as a valuable member of the team and regularly invite her to collaborate on new projects because of this she is learning a lot and getting better every day she's well on her way to becoming the vice-president she always wanted to be all this because she started on the right foot.

Scene 4

Description

The scene takes place in Michael's office where Michael is frustrated and overwhelmed. He is looking through folders and takes an angry phone call after which he slams the phone down and shakes his head. Jamie's speech is a voiceover that runs the length of the scene.

Script

Michael on the other hand can't keep up. He has no idea what's expected of him. He's frustrated anxious stressed and unproductive. When he asks questions he's dismissed when he asks for feedback he's ignored his well-being is suffering and he's starting to look for new work even though he's just started. This situation isn't beneficial for Michael or the organization that hired him if the company had given just a little bit more thought to how to integrate Michael things could have been so much better.

Scene 5

Description

The scene takes place in the boardroom with footage of Janet smiling and laughing.

Script

A confident, well-adjusted employee.

Scene 6

Description

The scene takes place in Michael's office with him standing and rubbing his forehead in frustration.

Script

A frustrated, poorly-adjusted employee.

Scene 7

Description

The scene takes place outside on Johnston Green with Jamie Gruman speaking directly to the camera.

Script

Hi, I'm Dr. Jaime Gruman from the University of Guelph's College of Business and Economics also co-founder of the Canadian Positive Psychology Association. My research focuses on how we can apply and develop positive psychology in organizations and how to foster healthy thriving workplaces and my point of entry into this topic is often the onboarding process with today's elastic personnel needs effective onboarding is more important than ever and today's companies know that building a healthy culture that fosters the growth engagement and well-being of employees is key to competitive success. I've learned a lot about positive psychology in organizations and onboarding over the years. Come study at Guelph. I'll teach you what I know.

Scene 8

Description

The video concludes with the College of Business and Economics logo.