



Skills

I am learning
I develop my skills
I share my expertise and knowledge
I help to identify gaps in my knowledge and experience
My skills are monitored, recognized, and valued

Growth

I know my future
I have a plan
I have discussed my plans with my management team
I am aware of future possibilities
My future development is important to Outward Bound

Off-Board /Exit Interview

Staff alumni
Stay connected
What was working at Outward Bound like for me?

Attract/Recruit

I am inspired
I receive relevant position information
It's easy to apply for a role
My perception is that Outward Bound is an attractive place to work
Outward Bound offers me an desirable, competitive, and comprehensive employment package

On-Board

I feel welcome
I know our mission
I'm part of the crew/community
I understand the work and my role
My competence and understanding is observed, and practically confirmed

Engage

I learn about myself and others
I have found my role in the team
I am valued
I add value
I understand my benefits
I feel included & kept up to date
My feedback is heard

Collaborate

I help the organization to move forward
I feel connected to my team
My contributions are valued

Wellbeing

I believe and have a sense of purpose
I know how I am doing
I feel safe
My work life balance is as I expected

Feedback

I get feedback and coaching
I am supported to do my best work
I am thriving
I make a positive contribution to others

The Outward Bound Promise is built on...

Impactful Work
Community & Connectivity
Professional Growth
Quality Leadership
Fair Rewards

This is mission driven work grounded in real impact. You'll grow your skills, stretch your perspective, and support learning that strengthens communities and creates meaningful change. At Outward Bound, we are crew, not passengers. Everyone is on the crew, and we all contribute. We share success and view challenges as opportunities.

From the office to the wilderness, we're here for our crew. We're here for you. [You belong here.](#)