



Buddy Up

A peer buddy is an existing employee who partners with a new hire during the individual's first few months of employment. The buddy shows the newcomer around the physical or virtual workplace and answers any questions the new employee might hesitate to ask a supervisor.

A buddy should be:

- A knowledgeable professional who can offer advice about work and the workplace
- A reliable single point of contact for a new employee's questions
- A good communicator who provides relevant information and encourages self-directed learning
- A role model who proudly exemplifies company values and leads by example
- A motivated, encouraging person who helps engender self-confidence and loyalty
- A proficient and experienced worker who is able to devote time to new employees
- A culturally sensitive person who may or may not speak the same first language as the new hire, depending on the desired result
- A responsible and conscientious professional who's fully aware of the impact of the role in advance
- A peer, not a supervisor

Want to learn more?

To explore more about peer buddies, check out [Onboarding](#), a resource by the Toronto Region Immigrant Employment Council (TRIEC) Learning.