

ASSIMILATION

The process of integrating into an organization and aligning with its values, norms, and practices.

1

ANTICIPATORY SOCIALIZATION (PRE-ENTRY)



WHAT IT IS...

- The phase before joining the organization.

KEY FOCUS...

- Learning about the organization from external sources (e.g., media, friends, or job descriptions).
- Forming expectations and mental preparations about the role and the organization.

OUTCOME...

- Developing initial beliefs, ideas, and expectations about the workplace culture.



ENCOUNTER

2

WHAT IT IS...

- The stage of initial contact with the organization.

KEY FOCUS...

- The newcomer enters the organization and experiences its culture firsthand.
- This stage includes the reality of organizational norms and the possible gap between expectations and reality.

OUTCOME...

- The individual starts to adjust and make sense of the new environment, learning the unwritten rules and behaviors.

3

METAMORPHOSIS



WHAT IT IS...

- The stage of full integration.

KEY FOCUS...

- The individual adopts the organization's values, norms, and behaviors as their own.
- The newcomer becomes a full, contributing member of the organization.

OUTCOME...

- Complete adjustment and alignment with the organization's culture and expectations, leading to personal growth and role clarity.