



NuHire

INFORMATIVE

Strategies and Tips for Successful First 90 Days

The first 90 days in a new role are your foundation for success and have the potential to kickstart your growth if you are intentional with your energy and focus. Not to mention, most employers consider your first 90 days to be probationary, making a positive impact in this window is imperative!

You can use this guide to support SMART goal setting, the building of new professional relationships, and meaningfully hold yourself accountable for your progress along the way.

Topics We'll Cover:

- What is a SMART goal?
- Learning, Performance, + Professional goals
- Why a positive mindset matters!
- New company and manager processes
- Tips to help you stand out as a new hire



The Basics to SMART Goals:

SMART Goals are...

Specific
Measurable
Attainable
Relevant
Time-bound

Learning Goals

Learning goals are centered around knowledge, training, and curiosity about your industry and role. These goals may involve tool and software mastery, industry-relevant news, building technical skills, or digging in on company standards.

Performance Goals

Setting goals that quantify and qualify your performance will give you an extra edge in making a positive impression. Working to attain, and ideally exceed, set Key Performance Indicators (KPIs) or Daily Activities (CDAs) will push you ahead.

Personal Goals

Keeping up with personal goals is just as important as learning and performance goals. Professional personal goals should serve you in a way that makes you more successful in your role. Challenging yourself to meet everyone in the office or attending an extracurricular office activity are just a few examples of goals that will help plants roots for a strong future with your new team.

Be Positive!

Never underestimate a positive perspective. Negativity is an easy hole to fall into when your daily affirmations don't support the goals you hold yourself to.



"Success is the sum of small efforts, repeated day-in and day-out."

— Robert Collier

THE ROAD MAP

Initial Manager Meeting



- Review specific training plans + identify milestones
- Seek out:
 - A mentor
 - Third-party content
 - LinkedIn profiles to follow, news content, tool training support
- Create Goals:
 - Understand role expectations + requesting support
 - What advice can they share?
- Schedule EOM check-ins

End of Month Check-ins:



- Share progress and accomplishments
- Showcase any independent efforts
- Identify any gaps in support
- Ask for feedback on your performance
- Plan for the next 30 days together

***Repeat as needed throughout the process.**

After the Initial 90:

- Get out of your comfort zone + challenge yourself!
- Request information about Quarterly + Annual Performance Reviews
- Personal goals
 - Connect with colleagues
 - Room for improvement?
 - Is your routine efficient?
- Check in with your mentor

Month 1

Focus on settling in, taking advantage of resources, and setting learning goals.

- Master tools
- Meet and greet:
 - Identify top performers to learn from
- Understand the competitive landscape
- Outside Information + News
- EOW self-reflections

Month 2

Begin building emphasis on performance-based goals.

- Identify additional support and resources
- Master daily + weekly workflows

For Engineers:

- PM processes

For Sales:

- Sales Playbook

For CSM:

- How QBRs

Month 3

Go above and beyond! Push your performance goals + begin leaning into personal goals.

- Take Initiative
 - Where you can make an impact
- Understand what it takes to succeed
- Set Career Growth Plans

***See our Career Planning Guide for additional tips**

Don't forget...

At any point during this process, feel free to reach out to your recruiter. We went ahead and added the icon below at key points when it might be most valuable.

