

EP. 2 - The First Week of Employment

Overview

In this second session of "The 30 Day Dealbreaker" course, the focus shifts to the importance of making a decisive impact within the first week of a new job. The session underscores that while a formal probationary period may last between 90 days to six months, the reality is that both the new hire and their employer often make significant judgments about fit within the first five to 30 days. This video aims to guide new hires on how to navigate this critical initial phase and prove their value to the organization.

Key Points:

1. **Critical Assessment in the First Week:** Both the employee and employer begin assessing fit from the first day on the job. Regardless of the official probationary period, the most important judgments about capability and compatibility are made very quickly, often within the first five days. This evaluation applies whether you were overly optimistic during the interview process or whether there were doubts about the role or company.
2. **Probationary Period and Financial Stakes:** The pressure to perform during the probationary period is high for both the new employee and the recruiter or hiring manager responsible for placing the candidate. For external recruiters, their payment depends on the success of the hire—if the candidate fails during this period, the recruiter may need to replace them or refund the employer. Even for internal recruiters or hiring managers, there is urgency to see the new hire deliver results quickly, to justify the investment in their salary and associated costs.
3. **Importance of ROI:** Employers expect new hires to demonstrate value rapidly by covering their salary and costs as soon as possible. Once this happens, the new hire transitions from being a liability to being an asset for the company.

This makes the first few weeks not just a period of learning but one of proving financial worth to the employer.

4. **Personal Experience:** Jordana shares that in her extensive career, she has consistently been able to tell within the first day on the job whether the role would be a good fit or not. This instinct, based on prior experiences of success and failure, is a key element of this course.
5. **Comprehensive Onboarding Strategy:** The course will not only address how to evaluate fit but also provide a roadmap for successful onboarding, including training programs, key meetings, and strategic decisions. The focus will be on the impression and value new hires need to deliver within their first five days to set the foundation for their success in the first 30 days.

Conclusion:

This session emphasizes that new hires and their employers quickly form lasting impressions within the first week of work, making it essential to assess fit and demonstrate value early on. Success during this time is critical, as both internal and external stakeholders are invested in the hire's performance. Through the course, participants will gain the tools and strategies necessary to navigate this crucial phase, ensure a smooth onboarding process, and maximize their chances of thriving in the new role.