

EP. 4 - Your First Impressions

Overview

This session focuses on the critical first five days of employment and the importance of recognizing early red flags both as a candidate and as a hiring manager. Drawing from personal and professional stories, Jordana highlights the challenges of misalignment between a candidate's skills and expectations and a company's needs. The video emphasizes how early mistakes or misjudgments can derail a career quickly and advises on how to address potential dealbreakers in the first week of a new job.

Key Points:

1. **First Impressions Matter:** The first few days on the job set the tone for future success. A poor first impression can significantly impact your career, making it crucial to assess the fit between your abilities and the company's expectations early on.
2. **Professional Story:** Jordana shares a story where multiple candidates failed at a new company within the first 90 days due to mismatched expectations. The company, recruiter, and candidates were all at fault—unclear job descriptions, poor candidate vetting, and candidates overestimating their abilities led to quick departures.
3. **Personal Story:** In 2019, Jordana accepted a VP of Sales role despite several red flags, including a pay cut, misalignment with the boss's leadership style, a lack of organizational process, and an unconvincing product. Within the first day, she realized it was a mistake, proving that ignoring early warning signs can lead to inevitable failure.
4. **What to Do:**

- **If it's on you:** If you realize the job is a poor fit early on, fail fast and exit quickly to avoid wasting time and energy.
- **If it's on them:** If the company's expectations are unclear or evolving, seek feedback regularly and adapt to meet their needs before it becomes a dealbreaker.

Conclusion:

The session reinforces the importance of making accurate assessments within the first five days of employment. Whether the misfit stems from you or the company, it's essential to either pivot and address concerns or make the decision to exit before investing further in a role that isn't right. Recognizing and responding to these early signals can prevent long-term dissatisfaction and career derailment.