

EP. 6 - Your Boss is Judging You

Overview

This session discusses how your boss evaluates you from the moment you start your new role. Jordana shares insights from her experience as a recruiter and hiring manager, highlighting the subtle and overt ways in which bosses assess new hires based on their behavior, preparedness, and how quickly they take on responsibilities. The session emphasizes the importance of making a strong, immediate impression and how this can impact your future success.

Key Points:

1. First Impressions Matter:

- Your boss starts judging you from the very first interaction—emails, text messages, and phone calls. Once hired, they will closely monitor your behavior in the first few days.
- Expectations are high, especially if the role was vacant or newly created. You need to step in quickly, even if you don't fully understand the role yet.

2. Your Boss is Watching:

- From your appearance and punctuality to how you handle tasks and engage with colleagues, everything is under scrutiny.
- Your boss is assessing how prepared you are, how quickly you take things off their plate, and how reliable you are in completing tasks.

3. Taking Initiative:

- Jordana emphasizes the importance of offering to take on responsibilities early. Even if you don't fully understand the task,

showing willingness and figuring it out earns trust and respect from your boss.

- Example: On her second day, Jordana volunteered to take on a task her boss was eager to offload, even though she didn't yet know how to do it. Her initiative was highly appreciated.

4. **Building Rapport:**

- Early on, take opportunities to get to know your boss. Jordana shares a story about driving to a conference with her boss during her first week, which gave her invaluable personal and professional insights.
- These moments allow you to ask questions, understand the company culture, and build rapport in a way that formal settings might not offer.

5. **Seizing Networking Opportunities:**

- Take advantage of networking events or informal settings with your boss. These environments provide a chance to gather useful information about the organization and its dynamics.
- However, be cautious with alcohol in such settings—while your boss may relax, it's best to remain professional and focused.

Conclusion:

This session stresses the importance of making a strong impression in the early days of your new role. By being proactive, taking initiative, and building rapport with your boss, you can set the stage for long-term success. Every action, from your punctuality to how quickly you take on responsibilities, contributes to how your boss evaluates you, so be attentive and strategic in these early days.