

EP. 7 - What TO DO and NOT TO DO During Your OnBoarding

Overview

This session emphasizes the importance of onboarding correctly and understanding what your boss cares about from day one. It covers how to navigate the early days in a new job, focusing on making a positive impression, understanding expectations, and building strong relationships. The video provides practical advice on how to align yourself with your boss's objectives and broader company goals, while also giving insights from both a recruiter's and sales leader's perspective.

Key Points:

1. Understanding Your Boss's Metrics:

- The first priority when starting a new role is understanding how your boss is evaluated. Whether it's sales targets, forecasting accuracy, customer churn, or other metrics, knowing what matters to your boss helps you align your actions to make them look good—and ultimately, succeed yourself.
- For higher-level roles (e.g., VP of Sales or CRO), understanding metrics across different departments, such as marketing, finance, and operations, is crucial for strategic decision-making.

2. Recruiter and Sales Leader Insights:

- **Recruiter's Perspective:** Expectations are set from the moment you are selected as a candidate. Understanding what the company is looking for helps you meet or exceed these expectations in your first few days.

- **Sales Leader's Perspective:** Sales leaders expect new hires to contribute to team and company goals quickly. Early evaluations are based on how well you communicate, adapt, and fit within the broader team.

3. Key Areas of Evaluation:

- **Communication Skills:** Effective communication is critical in sales. Active listening, clear articulation, and maintaining professionalism are key in making a positive impression.
- **Adaptability:** Sales environments are dynamic, requiring quick adjustments and problem-solving. Demonstrating flexibility early on is essential.
- **Initiative and Proactivity:** Taking initiative is highly valued. Look for ways to contribute and solve problems without waiting to be told.
- **Learning and Product Knowledge:** A steep learning curve is expected. Quickly learning the company's products, services, and industry will set you up for success.

4. Action Plan for the First 5 Days:

- The first five days are about making a positive impression, managing expectations, getting oriented, and forging relationships with your colleagues.
 - **Impressions:** Your attitude, work ethic, and engagement will set the tone for how you're perceived.
 - **Expectations:** Clarify what's expected of you and align with the company's culture and performance standards.
 - **Orientation:** Learn about the organizational structure, policies, and tools you'll use.
 - **Forging Relationships:** Build a network early on; these connections will support your future success.
 - **Learning:** Just like school, this period is also about absorbing as much knowledge as possible about your role and the company.

Conclusion:

This session offers a comprehensive guide to succeeding in the first few days of a new job by focusing on understanding your boss's metrics, meeting expectations, and building strong relationships. By mastering key areas such as communication,

adaptability, and initiative, and by developing a strategic plan for your first week, you can make a strong, lasting impression that sets the foundation for success.