

THRIVING DURING THE FIRST 90 DAYS AT YOUR NEW COMPANY

By Rogie Robinson

Congratulations! Through a considerable investment of time, you have managed to land that perfect job with the ideal company and proper compensation. The ordeal is over. Champagne and roses are much deserved. Time to rest on your laurels? Only long enough to celebrate your victory.

Your first 90 days may prove to be the most crucial period at your new company. The first impression you leave on your new associates, upper management and subordinates will profoundly dictate your professional prospects. An improper impression may take months or even years to overcome. Come across as overly aggressive and you may burn bridges that are irreparable; appear too passive, and the plum, high exposure assignments will be routed elsewhere.

Let's discuss how to properly posture yourself.

- * Knowledge is power. Do your homework! Study the internet homepages, read the annual reports. Know your company, its competition, products and/or services and their market differentiating benefits.
- * "I am terrible at remembering people's names." Great; me, too. So write them down. For each person you meet over the next few months, jot his/her name down with a quick physical description along with what duties they perform. You will be amazed at how quickly you will become familiar with all the employees with whom you interact. It is said that the most beautiful word to one's ears is his or her own name; use it regularly and correctly and you will be well liked and being liked is one of the key fundamentals toward ensuring career advancement.
- * Network within the company. Properly attentuated ears and eyes will lead you to the real influencers within an organization, regardless of title.
- * Dress for success. Dress as well as the person who is one level above you.
- * When at work, work. Don't peruse the Sports page. Minimize personal phone calls.
- * Come in early, stay late. This doesn't mean you will have to put in workaholic hours forever, but during your initial days, you need to present yourself as a diligent worker.
- * Ask questions at every opportunity possible. And actively take notes.
- * Volunteer for assignments or committees. This will show initiative and expose you to meaningful opportunities.
- * Attend all company activities. Show enthusiasm for your firm.
- * Complete assignments on time or, if this is not possible, advise the parties involved in advance with a new completion date.
- * Be known as solution-oriented. When you bring a problem to your boss's attention, always bring a suggestion for improvement.
- * Avoid language laced with "colorful metaphors" and don't tell ethnic or sexist jokes.

Abiding by these principles will serve you well. Violate one of them, and you may find yourself out in the job market again, but not as voluntarily as last time.

Rogie Robinson is Managing Director of N-Able Now Solutions. He specializes in recruiting and placing engineering and information technology professionals in the networking, telecommunications and software industries. Rogie graduated from Stanford University a B.S. in Electrical Engineering/Computer Science and a B.A. in Economics. For questions or comments, Rogie can be contacted at 858-625-0300 x102 or on email at rogie@nablenow.com