SMARTer Entrepreneurs

New starters take too long to get going

Five places to look, and how to choose where to start

Most new starters arrive keen. Then they spend a week waiting for a laptop, a month working out who to ask, and a quarter wondering whether they made the right move.

Score each option

Score each option twice, from 1 to 5. Help: 1 hardly at all, 5 a great deal. Easy to start: 1 very hard, 5 we could start this week. The highest total is where to start; if two tie, pick the one you will really do this month. In most PDF readers, the totals add up for you.

Option, and the sign it may fit you	Help (1 to 5)	Easy to start (1 to 5)	Total
1. Be clear what the role is for. The new starter could not say what doing well looks like.			
2. Have the basics ready on day one. The first week goes on logins and equipment.			
3. Give them the way things are done here. They learn by asking whoever is nearest.			
4. Name someone to help them. Nobody but their manager is looking out for them.			
5. Check in at set points. The first real conversation is at the end of probation.			

An example

A financial planning practice wrote down what a new adviser needed in their first week, first month and first quarter, and named a colleague to help with each. The next new adviser was seeing clients on their own noticeably sooner.

This month I will

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You do not need the perfect choice, only a better place to start than the one you would have picked without this page.

Want to talk it through? Book a Discovery Call at smarterentrepreneurs.co.uk

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