Tips to Survive First Days on New Job

1. **Lay in the weeds.**

   - Observe new surroundings – give yourself time to immerse in new culture
   - Get a lay of the land – who has power/authority to make things happen

2. **Make a strong first impression**

   - First impressions last a long time
   - Everyone around you will be examining you on many levels

3. **Observe new company culture and values**

   - Most new executives fail due to poor cultural fit – not insufficient skills

4. **Decide who stays and goes on your management team**

   - One of the most common mistakes is senior managers who retain people who ultimately undermine them and due them in
   - Assess the strong from the weak
   - Identify subordinates who likely do/will not support your new vision/plan

5. **Learn quickly where the power resides within the new organization**

   - Identify those that are "connected" to key senior managers
   - Recognize key influencers who may not hold senior jobs but are connected
   - Be mindful of in favor or out-of-favor projects/initiatives that may be in your area

6. **Move fast but avoid stepping on toes**

   - New managers need to assert themselves but must be mindful of territory

7. **Get in the rhythm of the new culture fast**

   - Strive to fit in as quickly as possible
   - Learn and adapt fast to cultural norms and values

8. **Reach out to key peers within the organization**

   - Attempt to form honest working relationships with those who will impact your success
   - Make yourself available to others

9. **Keep close to your boss**

   - Biggest complaint of senior managers is lack of feedback from supervisor
   - Get clarity on job expectations and look for ongoing feedback on performance vs. expectations from boss

10. **Spend time with subordinates**