

The First 90 Days Checklist

Print this, work through it, and revisit it at the end of each month. The goal is not to impress anyone in week one — it is to understand the place well enough to be genuinely useful by month three.

- Week 1: agree with your manager what "good" looks like by day 30.
- Week 2: map the team — who unblocks work, who owns what, who to learn from.
- Week 3: write down every process that confused you. This list expires quickly.
- Week 4: pick one visible win you can finish inside a month.
- Day 60: ask for feedback on something specific, not in general.
- Day 90: propose what you want to own next, with evidence.