

# TOP FIVE MISTAKES

**NEW HIRES MAKE IN THEIR FIRST 90 DAYS**



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*When a new hire begins working at your ministry or organization, the first 90 days are a critical time for them to get onboarded and start well. Studies show that how you navigate this window of time will determine how quickly new staff members bring value to their new roles in the short term and add value to your team and organization in the long term.*

*As leaders, how can we ensure new hires are set up for success starting on day one? In this white paper, we'll walk through the benefits of investing in new hires from the onset—so you can avoid the most common mistakes people make when they start a new role.*

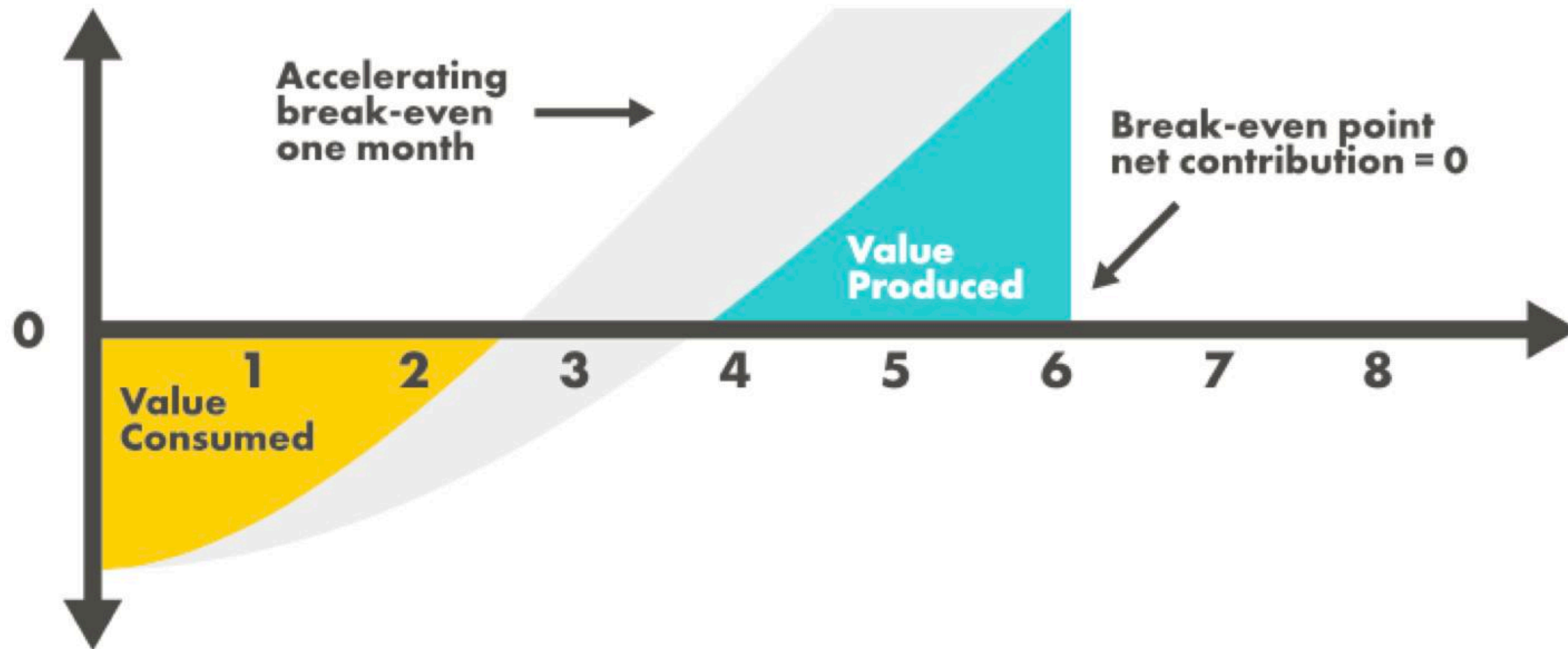
*Let's get started!*

**—David A. Miller**



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# INFLECTION LEVEL



# **1. Try to Change Things Without Relational Equity**

## **2. Passively Follow The Team's Current Playbook**

### **3. Make Assumptions vs. Clarify Expectations**

## **4. Don't Know Themselves or What They Have to Offer**

## **5. Come in and Wing It While Hoping for the Best**



## **First 90 Days will help you, as a leader:**

- **Integrate new hires into your organization and make them a fully functioning member of the team as quickly and smoothly as possible.**
- **Set the tone for how successful your new employee will be during their time in your ministry.**
- **Get insight on how the rest of your team is functioning, and get “fresh eyes” on current processes and strategies.**
- **Help your new hires start strong (and stay strong) by investing in their first 90 days.**

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