



The Energy of Conversation

Dedicated to Learning & Improvement

Your Journey to Work: The First 100 Days

The first 100 days of any job are critical as this is the time when first impressions are formed. It is a phase in which you might experience your first meeting, your first presentation, your first report or your first project.

I've experienced the first 100 days several times both from an employee's point of view and also from a manager's perspective. I would like to share with you now the BLEND process to empower you to take complete ownership of this opening phrase of your new job.

You probably would have researched the company you are working for just prior to your job interview. Do that again in more detail before your first day and then follow this process:

BOND – Establish good relations with your line manager. Be open, be receptive, be willing.

LEARN – Gain knowledge, get skilled, get competent.

ENGAGE – Don't stand on the edge. Get involved, ask questions, be interested, be curious.

NETWORK – Move around the organisation. Integrate. Get amongst the people.

DETERMINE – Don't know? Make it your business to know everything you need to know.

Remember that your manager's favourite catchphrase when you are not busy will be ...
"What can I do to help you?"

To see *The Four Cornerstones* of job satisfaction, check out this film via the following link and think how you will manage your own career by helping yourself to achieve these feelings at work: www.youtube.com/watch?v=CXjrOUIl6as&feature=g-upl

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