

What Do Today's Leading Executives Say Are The Challenges Encountered When Starting a New Job?

Starting a new job can be one of the most challenging and stressful events of our lives. When fifty C-Level Executives were asked the question, “What are the challenges encountered when starting a new job?” they openly shared their observations, ranging from Logistics to How to Act, Learning the Organization and Integration.

How to Act¹

“Proving yourself again” and “Managing own anxiety about wanting to do it all very well quickly” are stressful when starting a new job. Sometimes you don't know how to act, trying to decide if your advice should be “Don't act too soon” or “Don't wait too long to act.”

You want to make sure you're “Being seen as a thought leader” and “Demonstrating value” while also “Documenting successful achievements” “Creating needed relationships and partnerships” and building “Credibility with the team” while “Learning how to communicate effectively to different people.”

Logistics

“Finding restrooms” asking “What to wear” and “Where is the coffee machine?” are logistical challenges of a new job were, as were knowing the location for the “Canteen/cafeteria/food,” “Finding the closest gym” and “Learning about parking, traffic, etc.”

In the area of knowing the operations and employee manual, “Having to read the policies and procedures manual” gaining “Systems access” and needing to “Get in the information flow” were mentioned.

Learning the Organization²

Your unconscious incompetence and “Not knowing what you don't know” with your new company can be very stressful. Therefore, “Assessing the organization” is an important challenge to overcome, including “Learning company's strengths and weaknesses,” “Understanding how the organization really works – not what they tell you in interview,” “Learning business issues,” and “Understanding culture and politics.”

It's also critical to explore what's expected of you, including “Identifying the true priorities,” “Learning true job description,” “Discovering management expectations” and “Knowing hidden rules.”

¹ The DrawSuccess Program is an incredible method for helping new managers connect with all personality and behavioral styles in their group and build unity and bonding at a very substantial and sustainable level.

² The DrawSuccess Game offers a safe and fun way to explore the organization in a myriad of topics from mission and values to the strengths of competitors to roles and responsibilities.



Finally, it's necessary to learn your "Boss' management style" and the "Power center" of personalities in the company.

Integration³

Now that you've learned where the bathrooms are, how to act and your company's management and culture, the challenge is to integrate yourself into the organization.

You may fear you're the "New guy making unpopular decisions" but you also know it might be important for you to be "Making change quickly as possible" so you need to start by "Gaining respect quickly." Other areas of building relationships are essential, including "Gaining support of team members" "Gaining trust and personal connections, from the boss to the team," "Learning friends and foes" "Knowing who to trust" and "Getting allies."

"Getting the opportunity to learn!" and "Separating the wheat from the chaff" were also cited by the executives as being basic obstacles to overcome. Also fundamental to integration is "Establishing reasonable expectations," and remembering to "Publicize your plan and results."

Brownell Landrum is a nationally recognized speaker, author, and founder of the DrawSuccess Program, a patented process to accelerate results through the intelligence of teams. The DrawSuccess Program simultaneously integrates all three of the Critical Components in a proven 30/90 day program. For more information, contact Brownell: Brownell@DrawSuccess.com or visit www.DrawSuccess.com

³ DrawSuccess is arguably the best program for team integration available. It allows everyone to openly and honestly express concerns and share how to get along with each other. DrawSuccess builds motivation, teaches to appreciate uniqueness and diversity and ensures every individual's optimal contribution to the team. Plus it's fun!!