

# Eight Traps That Can Derail a Career in the First 3 Months



According to some reports, 25 percent of the population experiences a job transition every year. Unfortunately, many of these transitions are not successful. In fact, up to half of senior managerial appointments from outside a company may fail within 18 months.

Don't be a statistic. Following are eight traps that can derail a career in the crucial first 3 months in a new role:

1. **Failure to clarify expectations.** While the formal job description lists expectations, there are also informal expectations that aren't put on paper. Be sure that you know what your leadership really expects from you.
2. **Failure to understand your new manager and his (or her) style and needs.** The first 3 months is the time to build a strong relationship with your new manager. What makes him tick? What drives him? How can you best adapt to his communication and decision-making style?
3. **Not building credibility and trust with employees.** Each employee is different. The first 3 months is an important time to assess your team and set strategies to engage employees.
4. **Being perceived as eccentric.** Take time to learn the culture and fit in.
5. **Aligning with the right players.** The first 3 months gives you the opportunity to understand the informal power structure in the organisation. Who are the up and comers? Who is on their way out?

6. **Stepping on political landmines.** Unless you are specifically expected to go after sacred cows in the organisation, tread wisely during your first 3 months.
7. **Taking abrupt action without taking the time to learn.** Give yourself enough time to observe and understand why things are the way they are.
8. **Failure to continue to develop.** As Marshall Goldsmith's book title says, "What got you here won't get you there." During your transition period, be humble enough to identify new skills, knowledge, and relationships that will help you continue to progress in your career.

For more information about me and this approach when taking on a new managerial role, please contact me via [rob@grapestogrange.com.au](mailto:rob@grapestogrange.com.au) or +61 409 556 650 for a no obligation discussion to learn more about our transition coaching program for executives.