90 Day Effectiveness – Reflection Questions

1. **What critical skills do you need to develop first to make the biggest contribution to your new position?**
2. **Where can you devote the most learning time in order to make the biggest impact?**
3. **Who can you seek advice and insight from to better develop your learning strategy?**
4. **What have you done in the past to effectively build a relationship with a supervisor or employee and how can that technique be used in this new situation?**
5. **What key area do you believe is the most important to your manager? How can you use this area to devise style, resource, and expectation questions for your boss?**

Using the information you gleaned during the diagnosis of your situation, what are the three main job priorities that you need to address?

What can you do now that will lead to early success related to your three priorities?

If you are a Manager: Decide on one change that your team members and superiors will see as positive and determine if the psychological atmosphere is right for that change.

Which of your top three priorities would lend itself well to a pilot project? Developing and launching a positive project in order to jumpstart change can set the tone for your future leadership. Define the project, explain its winning properties and choose a motivated, highly-talent team to make it a reality.