

Onboard Yourself: What to Do after You Land Your Dream Job

Taking Ownership in Your Job

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pluralsight
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What Is Onboarding?

Aka: organizational socialization

What Is Onboarding?

When new employees acquire the necessary knowledge, skills, and behaviors to **become effective** organizational members and insiders.

What Is Onboarding?

traditionally:



Onboard Yourself:

Take ownership
of your future at the
company

#careers

Related Courses

Career Management 2.0

Career Survival Strategies

Build your Career

Leadership and Management

Productivity (3 courses)

Effective Email Communication

CRM & Relationship Management

Related Courses

Communications (talk, write, present, etc.)

Public Speaking and Presentations

The Art of Speaking

Pitching your Ideas Effectively

Informational Interviews

Killer Personal Brand

LinkedIn Fundamentals

#careers

Whose responsibility is it to onboard successfully?

According to
the company:

HR
Your boss

According to
your boss:

Yours!

Traditional vs. Personal

Traditional

- Paperwork
- Keys
- Seat/desk/computer
- Company profile
- Passwords
- Etc.

Personal

- Can I do my job?
- Do I fit in culturally?
- Do I have the right tools?
- Do I know the company, industry, competition?
- Do I understand the company structure, roles, where the power sits, etc?

But wait! How did you leave your last company?



“ Leaving a position well leaves a favorable impression of your work with your manager, team, and customers.

...most jobs you will find in the future will be found through the network of people you are working with today.”



— Scot Herrick

“

**[...to lessen] distractions as you
ramp up your work in the new
position.**

”



— Scot Herrick

“ ...unless you define what 'done' means with your old manager and coworkers, you can't confidently push back on their work requests if they continually ask you to do stuff from your old job.”



— Scot Herrick

How do you “leave well?”

**Get tasks out of your head and
into a to do list**

How do you “leave well?”

**Agree with manager on what
you will do, what you will
transition to someone else.**

“ ...the agreement allows you to push back on further requests to help out on your old job once you are in your new position. You identified the work to do, you did it, and transitioned the rest and your manager agreed with the plan. That means it is your old manager's problem, not yours.”



— Scot Herrick

Wrap-up

Owning Onboarding and Leaving Well

- HR and you have distinct responsibilities in onboarding
- Take ownership of what you need to do, and your role
- Leave your last company/role well
- Allow yourself to start your new role well
- Stay career-savvy with other Pluralsight courses:
 - Communication
 - Project management
 - Presentations
 - Networking
 - ... and more!