



New Employee Progress Checks

Making induction stick beyond day one



Two Key Induction Aims

Welcome

Integrate new employee as valued team member.

Contribution

Help individual become accepted, contributing workforce member.



The Common Gap

Too often, planned supervision stops after induction ends.

Post-Induction

Little supervision once programme completes.

Too Early

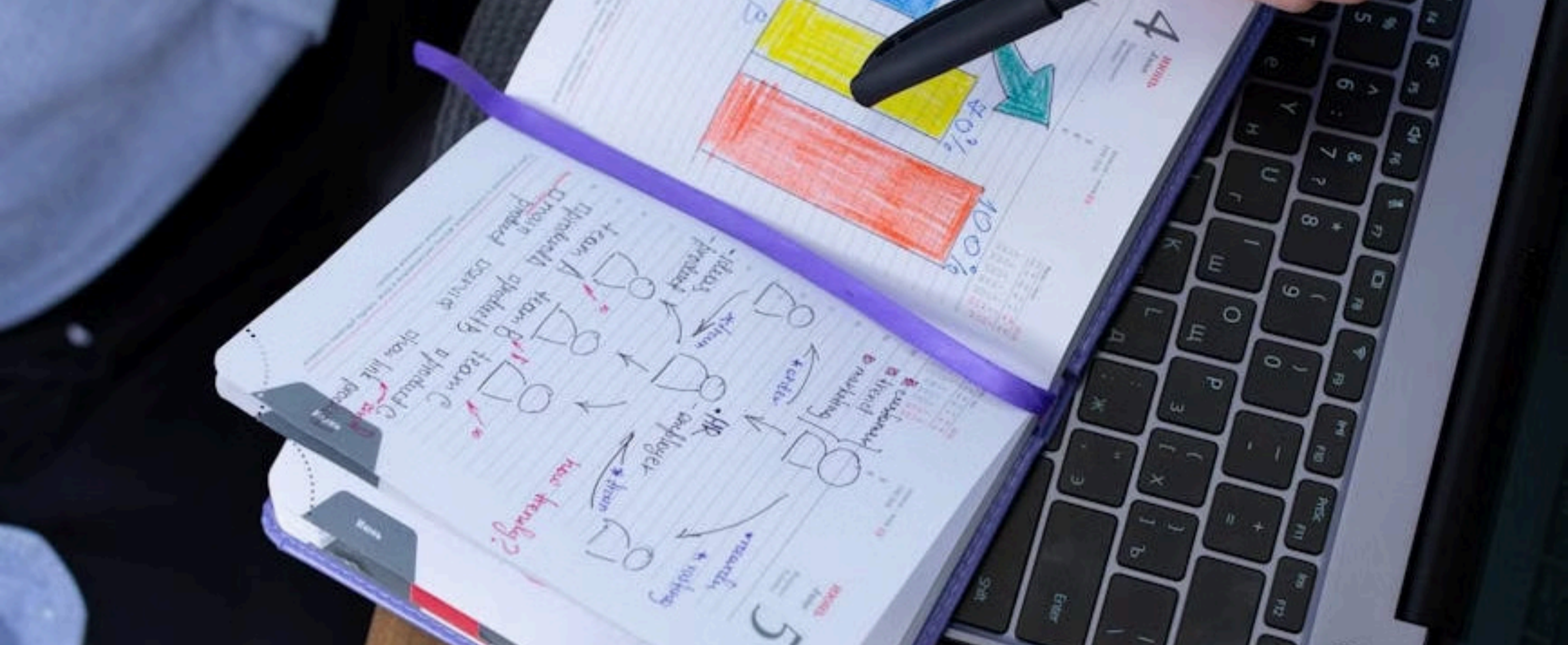
Performance reviews may be premature initially.



Three-Month Review Solution

Strategic timing bridges induction and performance systems.





Why Three Months Works

01

Past Newness

Employee settled beyond initial adjustment.

02

Before Embedding

Not yet fully embedded in organisation.

03

Perfect Balance

Ideal timing for meaningful progress discussion.



Review Framework Benefits



General Discussion

Broad review before specific targets set.



Flexible Factors

Select performance factors for circumstances.



Introduction

Prepares employee for ongoing performance reviews.



Ready to Implement?

Use three-month reviews to strengthen your onboarding process.

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