

## THE DAILY DROP

**PLANT THE SHIFT** 

# GROW THE CHANGE!

Strong cultures are cultivated, not created.

# FIRST IMPRESSIONS MANAPAR

401:

## NEW HIRE'S FIRST 10 DAYS ... DO YOU REALLY KNOW WHAT HAPPENS?

WALK THROUGH YOUR ONBOARDING LIKE YOU'RE BRAND NEW.

#### **SHIFT TO:**

WHAT YOU EXPECT TO HAPPEN VS. WHAT ACTUALLY PLAYS OUT.

#### WHAT TO LOOK FOR:

DELAYED INTROS
UNCLEAR OWNERSHIP
GAPS IN CONNECTION
CONFUSING DOCS OR TOOLS
THROWN INTO CHAOS
SOLO LUNCHES
NO PULSE CHECK

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## STAY INTERVIEW STAY CURIOUS!

## THE 15-MINUTE CHECK-IN THAT MIGHT JUST KEEP THEM?

EXIT INTERVIEWS? TOO LITTLE, TOO LATE.
BY THE TIME YOU'RE HEARING THE TRUTH, IT'S
ALREADY OVER.

## SHIFT TO:

SMALL MOMENTS OF CURIOSITY =
BIG INSIGHTS ON RETENTION.

## TRY ASKING:

WHAT DO YOU ENJOY MOST ABOUT YOUR WORK?
WHEN DO YOU FEEL MOST SUPPORTED?
WHAT'S ONE THING YOU'D CHANGE?
WHAT FEELS UNCLEAR RIGHT NOW?
IS THERE A SKILL YOU WANT TO USE MORE?
WHAT'S SOMETHING YOU'RE PROUD OF?
WHAT MAKES A GREAT DAY FOR YOU?



## TIP N°5: ONE LESS MEETING

## **CLEARING CLUTTER:**

SO NOW YOU'VE TIDIED UP THE GARDEN – CLEARED THE CLUTTER, MADE ROOM FOR NEW GROWTH.

OUR CALENDARS COULD USE THE SAME TREATMENT.

## SMALL SHIFT:

**RECLAIM ONE MEETING!** 

COMBINE IT,
SHORTEN IT,
OR LET IT GO COMPLETELY.

### MAKE SPACE:

ONE CANCELED MEETING CAN OPEN UP SPACE FOR FOCUS, CONNECTION, OR SIMPLY BREATHING ROOM.

CULTURE ISN'T JUST BUILT IN WHAT WE PLANT —

IT THRIVES IN THE SPACE WE MAKE FOR THINGS TO GROW.

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