

Your First Year

From Six to Twelve Months

At this point in time, you should feel fully engaged in your new role. You're able to utilize your skills and knowledge, make sound decisions, contribute to team goals, and understand how your assignments affect others in the organization. You've developed effective working relationships and have a strong understanding of GSU's strategic plan, mission and culture.

Schedule, Job Duties, and Expectations

- Celebrate the successes of your contributions.
- Continue to seek regular informal feedback; prepare for formal feedback during the annual review.
- Have a conversation with your manager about your experience at GSU to date:
 - Is the role what you expected?
 - Are your skills and knowledge being fully utilized and are there ways to better utilize them? What's working well, what could work better?
 - Do you need additional support or resources?
 - Begin discussing the year ahead.

Socialization

- Consider participating on either an Institute committee or cross-functional team.
- Provide **feedback and suggestions** on ways to enhance the onboarding experience. What might improve this process for new employees?

Training and Development

- Discuss your professional development goals and identify relevant learning opportunities.