

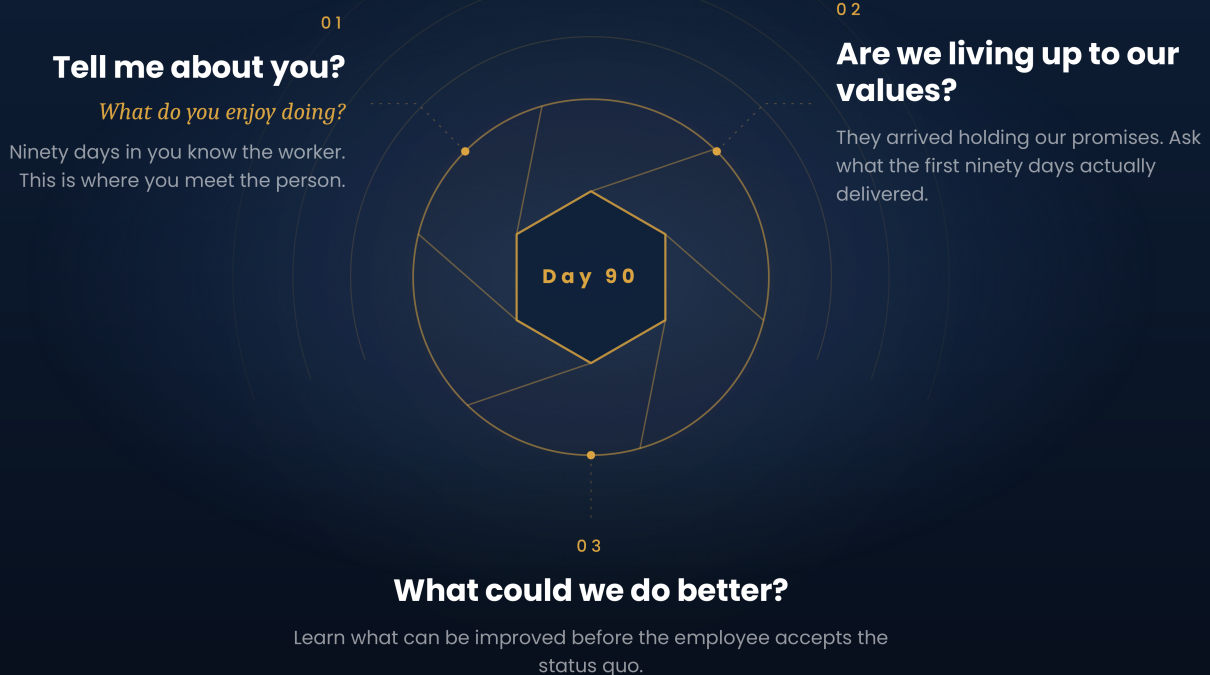
New eyes see *what you've stopped seeing.*

AFTER THE FIRST 90 DAYS

NEW EYES, NEW TRUTHS

The clearest view of the organization belongs to whoever just arrived.

BOAZ
STRATEGIC



The longer you spend inside an organization, the more the bad things start to look like normal things. Broken processes become the way it has always been done, and the places where you could actually grow quietly fade out of view.

The clearest view of an organization belongs to whoever just arrived, because nothing is normal to them yet. New Eyes, New Truths is a conversation with a new employee ninety days in — long enough to see how things really work, short enough that they haven't gone blind to it.

The conversation moves through three parts. *Tell me about you* is about knowing the employee as a person, not just a worker. *Are we living up to our values?* asks whether the organization is doing what it says it does. And *what can we do better?* asks for the fixes they can still see.

Most of the time, a check-in is where the employer evaluates how the employee is performing. This is the one where the employee gets to evaluate how the organization is doing.