

Blueprint

A practical guide for leaders who want new employees to stay.



1 Make Success Visible

- Define what success looks like.
- Set 30 / 60 / 90-day expectations.
- No guessing.



2 Have the Conversation Early

- Don't wait for problems.
- Schedule Day 14, Day 30, and Day 60 check-ins.
- Ask questions before frustration builds.



3 Build Confidence

- Give meaningful responsibility.
- Recognize progress.
- Connect today's work to tomorrow's career.

The Conversation Guide

Read it before you walk over. Don't read it during.

Pick two. This is a conversation, not a checklist to get through.

DAY 14

- What's been the biggest surprise?
- What's still confusing?
- Do you know what's expected of you?
- What questions do you have?

DAY 30

- What's going well?
- Where do you need help?
- What have you learned?
- What's one responsibility you're ready for?

DAY 60

- What's giving you confidence?
- What still feels uncomfortable?
- What do you want to be doing a year from now?
- What's the next challenge?

Action Plan

Print this. Check it off. Start with one person.

- ☐ Pick one employee still in their first 90 days.
- ☐ Tell them what success looks like this week.
- ☐ Schedule Day 14, 30, and 60.
- ☐ Give them one meaningful responsibility.
- ☐ Recognize one thing they've improved.

Recruiting gets people in the door.
Leadership determines whether they stay.

KEEP BUILDING BETTER LEADERS

This Blueprint is the first resource in the First 90 Days Toolkit — a growing collection of practical tools for attracting, onboarding, and retaining the next generation of skilled trades professionals.

Scan for this Blueprint, future tools, and podcast episodes.

