90-DAY ONBOARDING AUDIT · MMM TRAINING

Ninety Days To Useful

90 SECONDS

Most turnover is decided in the first 90 days. Tick what your new hires actually get.

People decide whether to stay long before they tell you they're leaving.

TICK ONLY WHAT IS TRUE TODAY — NOT WHAT YOU INTEND TO FIX

- ☐ **Day one is planned and identical for every new hire.**
  If not: their first impression is improvisation, and first impressions are durable.
- ☐ **They know what success looks like in their role by week one.**
  If not: they'll guess for three months and you'll correct for twelve.
- ☐ **There's a scheduled 30-day conversation, not an ad-hoc one.**
  If not: the first real feedback either side gives is at the exit interview.
- ☐ **A named person owns their first 90 days.**
  If not: everyone assumes their manager has it, and their manager assumes HR does.
- ☐ **They've met everyone they'll need to work with by week two.**
  If not: they'll spend months finding out who to ask, one awkward question at a time.
- ☐ **We know our 90-day retention rate for the last year.**
  If not: you can't tell whether onboarding is working, only whether it feels like it is.

Now count the boxes you left empty.

First-90-day departures are almost never a hiring failure. They're an onboarding failure, and onboarding is far cheaper to fix.

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0–1 blank
You're in good shape
Tighten the one gap before it becomes the one that costs you.

2–3 blanks
This is most businesses
Real money is sitting here. The fix is usually writing things down, not hiring.

4–6 blanks
Your business runs on you
Nothing is broken yet. That is exactly why now is the cheap moment to fix it.

WHAT THIS USUALLY COSTS

A 90-day departure costs the whole search.

Plus the training, the disruption, and the team's confidence in the next hire. The People Operations Review connects your turnover to the stage that's producing it.

People Operations Review
From $1,500
Book at mmmtraining.org

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