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You never get a second chance to make a first impression, but just how much time does it take to make one when starting a new job?

In a new survey from [Robert Half Finance & Accounting](#), the majority (54 percent) of chief financial officers (CFOs) said new hires have one to less than three months to prove themselves. Another 9 percent expect employees to make their mark in less than a month.

“A good first impression starts before your new position does,” said Paul McDonald,

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CFOs were asked, “How much time do you allow a new hire to prove him or herself in a new role?” Their responses:

- Less than a month 9%
- One to less than three months 54%
- Three to less than six months 25%
- Six months to less than a year 8%
- As long as they need 4%

Here are some do's and don'ts from Robert Half Finance & Accounting for getting off to a good start in a new job:

- **Do show up early.** Arriving ahead of schedule will give you time to settle in, review your calendar and organize your day.
- **Don't be a know-it-all.** Resist the urge to tout how things were done at your previous company; instead, learn how to do it your new firm's way before suggesting any changes.
- **Do ask for help.** Seek assistance if you need it. Request a weekly check-in with your boss to get feedback on your progress and discuss further training. Be an information sponge.
- **Don't rock the boat.** Avoid kicking off your tenure by requesting a flexible schedule or extra time off — that should have been handled during the negotiation process. Also, observe the corporate culture and model your behavior accordingly.
- **Do say “thank you.”** No gesture of help is too small to warrant appreciation. Showing sincere gratitude goes a long way and will make coworkers more likely to want to lend you a hand in the future. And, of course, return the favor when they come to you for assistance.
- **Don't isolate yourself.** Invite your colleagues to lunch or coffee to network and gain insights into their jobs. As you learn more about their work, look for ways you

can assist them.

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