90-Day Onboarding Roadmap

FAULKNER
HR SOLUTIONS
STRATEGY-BACKED.
PEOPLE-FIRST.

Early Ownership (Days 15–30)

Shift from observer to contributor with tasks.

Integration (Days 31–60)

Move from task execution to role functioning.

Anchoring (Days 2–14)

Build cognitive clarity and early belonging.

Confirmation (Days 61–90)

Validate autonomy and fit through consistent output.

Grounding + Compliance (Day 1)

Reduce uncertainty and establish psychological and structural safety.

Post-90 Decision

Make a clear organizational call based on fit.