



# THE HIDDEN PRICE OF OVERLOADING NEW HIRES

Because “hit the ground running”  
often turns into “burn out before  
they hit their first KPI.”



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# WHEN YOU PACK TOO MUCH INTO A NEW HIRE'S FIRST 90 DAYS, HERE'S WHAT REALLY HAPPENS:

- Ramp times drag
- Confidence dips
- Managers spend more time fixin than coaching



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## COMPANIES WITH STRUCTURED 30/60/90 DAY ONBOARDING:

- Reduce time-to-productivity by 40%
- Improve first-year quota attainment

*(Source: Emblaze Growth – “Sales Onboarding Benchmark Report”)*



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## WHAT OVERLOAD LOOKS LIKE

- Back-to-back training with no time to apply
- Information scattered across tools & decks
- Unrealistic KPIs in the first month
- No clear milestones to measure progress



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# OVERLOADED ONBOARDING DOESN'T JUST HURT THE NEW HIRE:

- Quotas stall
- Turnover rises
- Culture takes a hit



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## PHASE ONBOARDING AROUND KEY MILESTONES:

- Day 1–30 → Master core tools & processes
- Day 31–60 → Apply with real customers under guidance
- Day 61–90 → Begin taking on full targets



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## CLEAR, PACED ONBOARDING MEANS:

- Faster ramp
- Quota attainment sooner
- Happier, more engaged reps

✉ **DM me if you're ready to turn  
"overwhelmed" into "on target"  
for your new hires.**



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