



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

 **Reach out if you're ready to
turn "overwhelmed" into "on
target" for your new hires**

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