

GET THE JOB

Finding Your Place

Building Relationships During Your First Months in a New Workplace

Starting with a new team often brings a mix of excitement and uncertainty. Along with learning daily tasks, new employees are also getting to know how people communicate, solve problems and support one another. Those early weeks can shape how comfortable and connected a person feels at work.

Research has long shown that workplace relationships matter. Gallup has reported that employees who feel connected at work are more likely to be engaged, while other studies have linked belonging and trust to job satisfaction and retention.

For someone joining a team, that means relationship-building is not separate from the job. It is part of doing the job well.

FIRST IMPRESSIONS

In the first few months, listening closely can be as important as speaking up. New team members often learn a great deal by noticing meeting styles, how decisions are made and which communication channels people use for different needs.

Paying attention to those patterns can help avoid confusion

and make day-to-day collaboration smoother.

That does not mean staying silent. Asking thoughtful questions shows interest and can help clarify expectations early. A new employee might ask how a project moved forward in the past, who should be included in updates or what a successful first 90 days looks like.

BUILDING TRUST

Trust usually develops through small, steady actions. Meeting deadlines, following through on commitments and responding respectfully to feedback can show co-workers they can count on a new colleague. Over time, consistency often matters more than trying to make a big impression.

Introductions also matter.

Taking time to learn co-workers' roles can help a new employee see how the team fits together. A brief conversation about responsibilities, current priorities and preferred ways to communicate can make future work easier and reduce misunderstandings.

Shared routines can help build those connections. Joining team lunches, attending

optional gatherings or simply checking in before a meeting starts can create space for informal conversation. Those moments may seem minor, but they often help people feel more at ease.

LEARNING THE CULTURE

Every workplace has its own culture shaped by habits, values and expectations. Some teams prefer detailed planning, while others move quickly and adjust as they go.

Understanding that culture can help a new employee contribute in ways that fit the group while still bringing fresh ideas.

Managers play an important role in that process. Clear onboarding, regular feedback and simple introductions across departments can help new hires settle in. Co-workers can help too by explaining routines that may not appear in a handbook.

A strong start on a new team rarely happens all at once. It grows through attention, patience and steady communication. By learning the culture, showing reliability and making room for real connection, a new employee can find a place on the team and begin contributing with confidence.



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