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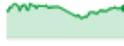
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e New Stranger nger: How to Put ur New workers at Ease

Glassdoor, The Motley Fool

Motley Fool 10 November 2017

Even at the most welcoming companies, having a employee start can bring a lot of uncertainty. People may not necessarily show you the cold shoulder, but until they get to know you, they will be unsure of your work style, your communication preferences and generally what makes you tick. And as a result, they probably won't know how to best work with you until they're really comfortable around you.

This process often happens naturally as someone gradually gets to know you, but there are ways to speed it up so that you can start contributing in a meaningful way as soon as possible. Ready to hit t ground running at your new office? Try employing t following tips to build great working relationships quickly.

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is the best way to begin building a rapport.

"Approach others by first extending a handshake, while simultaneously calling him or her by their first name, stating your first and last name, while announcing that you just started working with the organization and that you are on their team," recommends Parker Geiger, CEO at personal branding firm CHUVA beyond.

Then, when it comes time to making small talk, "keep the subject about the other person... you might proceed by stating something like 'I know your title is Marketing Director, but what does that really mean?'" Geiger suggests.

Too shy to introduce yourself out of the blue? "Asking your manager for a proper introduction to the rest of the staff is a good method [for] meeting the people you will be working with," says Steve Pritchard, HR Consultant for Anglo Liners.

2. Prioritize relationship-building

You don't want to just go out of your way to get to know your coworkers on the first day, though -- if you want to build lasting relationships, it's important to do a little something *every* day.

"Relationship-building should be your number one priority" when you first start a job, says Lori Scherwin, founder of career firm Strategize That. "Perception shapes reality and your first few days -- if not hours -- on a job can inform your success."

A good way to make that first impression is by "creating a barrier-free environment... Whether over coffee or in the hallway," adds Eric Riz, founder and CEO of resume verification platform Empty Cubicle. "Don't overload them with your thoughts on the

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If you want to go the extra mile, "having lunch with your coworkers [goes] a long way! This is where the best bonding happens" says career coach Jena Viviano. Beyond that, "ask to be involved in social events, get on the appropriate distribution lists and try to hang out with each person separately."

3. Enter observation mode

Sometimes, when your coworkers are less than welcoming, it's due to a fear that you'll rock the boat too much and shake up existing processes or team dynamics. To avoid that, you'll want to spend a lot of your time observing how things work before you make any bold moves.

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