

# Want to Keep Your New Job? Your Behavior Matters

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With all the excitement of starting a new job, it can be overlooked that the first few months are often a trial period during which employers closely observe the overall performance and attitude of any new hire. This is a time when both employer and employee evaluate whether or not they are truly a good fit.

Of course, a matching job skillset is important, but other skills also contribute to employee success on the job. For instance, new employees can lose their jobs during this trial period over behavioral issues rather than lacking the skills to be able to do the job well.

We've listed here some of the behavioral issues that can potentially lead to losing a new job if they come up and are not properly addressed. There are also some suggestions here for how new employees can avoid or remedy them as well. We hope you'll find them useful!

- **One of the most common causes of employment loss is unreliability.** Consistently arriving late, missing deadlines, or calling out frequently signals a lack of commitment to the company and fellow co-workers. Employers expect new hires to demonstrate responsibility and dependability from the very beginning with even small attendance issues potentially raising concerns during a probationary period.
- **Another significant factor is a negative attitude.** New employees are expected to learn and accept feedback. If a new employee is responding defensively to constructive criticism, arguing with supervisors, or always blaming others for mistakes, this can make managers question whether the employee is a team player and willing to adapt. A willingness to improve is often more valuable than immediate perfection!
- **Failure to follow instructions and company procedures** can also sometimes lead to job loss. Some new hires want to change processes before they fully understand them, while others just ignore instructions altogether. Repeatedly making the same mistakes after receiving corrections suggests carelessness or a lack of attention. Employers want individuals who listen carefully and apply received feedback on a regular basis.
- **Poor communication** can be another issue. Not asking questions, failing to update supervisors, or avoiding working as a team can create confusion and inefficiency. Silence about problems until they escalate could be seen as dishonesty or incompetence. Clear, proactive communication prevents these misunderstandings.
- **Workplace misconduct** is perhaps the most common reason for losing a job. Inappropriate language or jokes, unprofessional behavior, harassment, or violations of company policies can result in losing the job you waited so long for. Employers should be prioritizing and maintaining a safe and respectful work environment and misconduct makes this desired environment harder to maintain.
- **A lack of initiative or engagement** can also undermine what a new employee may have to offer. Doing only the minimum with little to no enthusiasm or avoiding responsibility may suggest a lack of interest in the job which would lead employers to think that a new hire just may not be a good fit.

**Focus on learning and growing each day, and you'll be building a future at your new job rather than risking it!**

**“Excellence is not a singular act, but a habit.” — Will Durant**

**“Coming together is a beginning, staying together is progress, and working together is success.” — Henry Ford**