



The First 90 Day Checklist

For New Allied Health Clinicians | From Classroom to Caseload

This checklist is not about being perfect. It's about staying oriented while everything feels fast. **Use it as a reference — not a scorecard.**

Weeks 1–3: Survival Phase

Primary Goal: Stay intact under volume.

- Arrive early enough to reduce anxiety (not to over prepare)
- Keep notes acceptable, not exhaustive
- Ask questions the first time confusion appears
- Focus on patient safety and session control
- Notice where time disappears during your day
- Accept that everything feels slower than expected

If you finish these weeks slightly overwhelmed but functional — you're on track.

Weeks 4–8: Stabilization Phase

Primary Goal: Reduce friction.

- Identify common evaluation and treatment patterns
- Shorten session setup time
- Use fewer, clearer interventions per visit
- Begin documenting consistently during sessions
- Apply feedback quickly without emotional attachment
- Recognize which parts of documentation actually matter

If your day feels busy but manageable — you're progressing.

Weeks 9–12: Traction Phase

Primary Goal: Show upward trendlines.

- Handle a fuller schedule with fewer breakdowns
- Stay close to start and end times most days
- Produce documentation that needs minimal correction
- Adjust sessions in real time when behind
- Communicate clearly with patients and the team
- Show visible improvement in confidence and flow

If others trust you with more responsibility — you've crossed the gap.

Ongoing Weekly Reset (All 90 Days)

Once per week, ask:

- What drained me this week?
- What energized me this week?
- What's one small adjustment I can make next week?

Burnout prevention starts here — not when things fall apart.

How to Use This Checklist

- You do not need every box checked
- You do need an upward trend
- Progress matters more than polish

You Are Ahead If You Are:

- ✓ Showing improvement
- ✓ Applying feedback
- ✓ Staying emotionally steady

You are ahead of most new clinicians.