

First 90 Days — Prop Cards

Print-order specification

Trim size	63.5 × 88.9 mm (poker standard)
Bleed	3 mm on every edge
Safe margin	4 mm inside the trim line
Corner radius	3.5 mm die-cut (industry standard)
Stock	300–350 gsm coated card, linen finish recommended
Ink	RGB original; convert to CMYK at the printer (FOGRA39 / GRACoL)
Sheet	A4 portrait, 2 × 3 layout, single-sided; print two copies for table sets
Contents	6 cards; branded backs sheet and blanks included

Cut & assemble

1. Print the fronts sheet on card stock; print the backs sheet in the same batch if your printer supports duplex mirror.
2. Cut along the die-guide frames, or Guillotine using the corner guides.
3. Round the corners with a 3.5 mm corner punch, or send to a card printer with the spec above.
4. One deck per pair of 2–3 participants; the blank faces are refillable.

START HERE

1

The four moments

Day 1, 30, 60, 90 — each one a quiet re-decision about whether this was the right choice.

All three checkpoints on the calendar on day 1, or the cycle does not exist.

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DAY 1

2

Landing

Walk the sheet: week one, first month, day ninety — in writing. Both sign the expectations card.

Answer the question they are too polite to ask: how do I know I'm doing well?

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DAY 30

3

First real read

Run the card questions both ways. Two kept, one changed — written down where day 60 can read it.

The new hire grades the onboarding too; that half of the card is not optional.

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DAY 60

4

Course correction

What's the hardest part now? Did the day-30 change stick, or drift? Either answer is fine; silence is not.

A promise quietly dropped teaches the local currency of words.

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DAY 90

5

The account

Read all three sheets together.
Keep/stop/start on the role itself. Write the next quarter's goal.

A checkpoint that surfaces a bad fit is a success, not a failure.

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WATCH-OUT

6

Five quiet signals

Going quiet · cancelled 1:1s · no questions anymore · vague answers about friends at work · the pulse flatlining.

Read them aloud at every checkpoint; the paper usually sees it first.

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FIRST 90 DAYS



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YOUR OWN



Your own

Write a prompt for this room on the blank faces before you print.

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