

Ep 61: How Do You Know it's Time to Fire an Employee

Clear signs it's time to say good-bye

- You can't trust them.
 - Trust is imperative in any productive relationship. If you can't trust the person, it is time to say good-bye. Being untrustworthy can show up in a number of ways:
 - Unpredictable behavior and actions. If you can't trust their behavior in front of clients, in a team setting, in stakeholder or management engagements, they become more of a liability than an asset.
 - Incomplete deliverables and/or missed timing.
 - Undermine the team and the team culture.
 - Obvious actions: lie, steal, negligence, misconduct, etc.
 - Be honest with yourself that you are indeed setting clear expectations and providing direct feedback on acceptable behavior and actions, quality of deliverables and timings, and team culture.
- Refuses to be managed.
 - This means they have an inherent disregard or lack of respect for structure, rules of engagement, process in general and others around them. And they don't respond well to feedback.
 - Some people can be difficult, but if they are responsive to feedback, correction, and guidance then they are manageable. You may need to become a better manager.
 - Don't confuse likability with manageability. Don't let your personal feelings interfere with making the right decision here.
- Can't get on-board with the team culture.
 - One bad apple is very true, but this assumes the person is doing something wrong which may not be the case. The person may just not be a good fit for the culture.
 - Keeping someone in a culture that isn't a good fit isn't good for anyone.
 - Many people will keep on a strong performer thinking it makes up for any transgressions in culture. Don't sacrifice your entire team for one person.
- Consistently fails to meet expectations.
 - You must clearly set expectations, but expectations can vary.
 - People need to meet the expectations for which they were hired. However, this doesn't mean they will meet them on day one. They will likely need on-boarding, training, acclimation time, etc.
 - Make sure the expectations are reasonable, appropriate, and achievable.

Areas to address immediately are:

1. _____

2. _____

3. _____

Action Plan:

Action	Timing	Progress	Complete

