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From The Desk of Cindy Carlson



When it is time to fire an unsuccessful new hire?

Employers often ask my advice when is it time to fire a new hire? Letting go of an employee can be as difficult as the dating scene. When is it time to hold on and when is it time to cut your losses?

At first your date/your potential employee looks great on paper, he/she is successful, shows a stable work history, dresses to impress and wins you over. You take a chance and you go on more dates, you hire the individual.



After several dates or weeks of employment, the individual starts to let down their guard and show their true colors, which may not be quite as colorful as they were in the “honeymoon” phase. They may not call you as often (i.e. come in on time). Their attitude and demeanor is not quite as upbeat or optimistic. You are disappointed, you finally thought there was a connection, a long term commitment only to feel let down and disappointed.

So, do you cut your losses, quickly? Do you say goodbye to the person you had such high hopes for? Do you tell them it isn't going in the direction you wanted? Well, before you make any rash decisions, you may want to look at yourself and your own behaviors before rushing to any quick judgement.

Ask yourself:

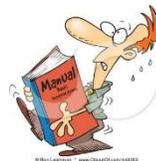
Did you really invest the time in this employee like you should have, did you onboard properly?

Have you really taken the time to truly understand all that this employee is capable of doing?

Did you throw them to the “wolves” and expect them to learn on their own, or was there enough training?

Before you decide to cut your losses, try taking a genuine interest in the future path of the employee's career. If you want to positively impact an employee's attitude and motivation, show them you care about their success and where their career is headed.

Have you taken a genuine interest in their work-life balance? Those investments of your time and effort may make a difference. Diligent managers take advantage of even



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the smallest of employee accomplishments, and use those opportunities to encourage the employee to continue to contribute.

High expectations are fine, too high expectations help no one.

If you feel your onboarding was adequate, training tools were available, job expectations were clearly outlined and you invested in the employee's success; and the employee is still not performing, it is time to revisit your decision.



Consider, if they fit in elsewhere in your organization. If not, it is time to cut your losses.

Terminations are difficult. Be sure that you have followed your company policies and have communicated and documented all the information and steps to avoid further pain.