

9 Things to consider before firing Someone

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#01 : Is this Person in the Right Seat?

Sometimes a person's Skill Level may not be adequate for the job scope they're hired for. Their skill-set may be Valuable and Suitable to the Company elsewhere.

#02 : Do they need more Training instead?

In today's fast-paced organizations, training on the latest techniques and workflows isn't a question of "nice to have" anymore. It is Inevitable & Essential to allow employee to be trained to acquire the Right Skill.

#03: Do they live up to the Company's Core Values?

If they can fit into the Company's Culture, then you can save yourself the cost of replacing a valuable employee. Find a Valuable Use of their skill-set in the company in another role of different job scope.

#04 : Is it a Leadership Issue? Unfortunately, leadership can often set their people up for failure. Especially if the manager do not possess the Right Skill. Learn more about being leader in Powerful Manager Programme.

#05 : How much Coaching has been provided?

Conduct Private Interview with the staff. Identify what is their Career Objective and Motivation. If they feel they are not the right fit, prepare to let them go.

#06 : Used the GROW model to mediate?

Clarify the Goals and current Reality of the situation while giving them a chance to come up with Options. Finally, agree on steps that they can take to improve their Performance within the Organisation.

#07 : Did this person go against Company Policy?

Policies come in all shapes and sizes, and most people read employee handbooks like they read the terms and agreement to websites they visit. Clarify the policy in question and make sure it wasn't a simple miscommunication. Sometimes the message sent isn't the message received.

#08 :Why are they NOT Producing?

It's easy to point the finger at the lowest person for not getting something done without fixing the root problem. Understand the Problems faced by them.

#09 : Are they derailing our culture by staying?

Toxic people can be detrimental to a culture and bring the whole team down.