

How do you know when it's the end of the road?



When do you decide that enough is enough and the employee is not adding value to your business nor are they likely to do so? Why not take **our quiz** and see if you know when it's time to let go!

	A	B	C
1. Do you have to remind your employee's about their obligations to the business?	Never	Sometimes	Always
2. Do you spend more time discussing employee issues, rather than business matters?	Never	Sometimes	Always
3. Do you have the same conversation more than once with different employees?	Never	Sometimes	Always
4. Do you have employees with more than one warning on their file?	No		Yes
5. Do you ever make excuses for your employees?	Never	Sometimes	Always
6. Do you find yourself getting frustrated with your employees?	Never	Sometimes	Always
7. Do you find that no matter how many times you have conversations with your employee's, things never improve?	Never	Sometimes	Always
8. Do you find that you have an employee issue on a weekly basis?	Never	Sometimes	Always
9. Do you really think they have it in them to make the grade	Never	Sometimes	Always
10. Do they improve then fall back again – not significant and sustained	Never	Sometimes	Always

## So how did you do?

Score	Comment
Mostly A Never	Your employee's appear to be high performing and well versed in business ethics! Well done! To ensure that this behaviour continues remember to keep communication lines open, the earlier a problem is picked up the easier it is to resolve.
Mostly B Sometimes	It appears that you could have an employee performance issue in the making! Before this becomes a disciplinary matter why not take the employee aside and discuss the problems openly and honestly. It may be that they have genuine concerns that you can address or some simple performance management tips may be required.
Mostly C Always	Oh dear! It appears that your employee has over stepped the boundaries and is already making life difficult for you and your business. Why not take a look at some of our top tips and see if you can resolve the matter in a fair and legal manner.