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## Tips for When You Have A Problem Staff Member

**Having a difficult staff member, especially in a position of authority, can cause a number of problems:**

1. They can demoralize other team members.
2. They can cause good people to leave.
3. They can disrupt a good company culture.
4. They can create the need for more management.
5. They can make it difficult to hire new people.
6. You may eventually need to take over their role.

**If you already have someone like this on your payroll, you can take several actions:**

1. Comment on the behavior you have trouble with.
2. Give them the opportunity to change.
3. If you keep giving the same feedback to no avail, let them know it's not working out, and let them go.

**Granted, it can be difficult on your part to dismiss an employee. Consider, however, if:**

1. You've hired appropriately
2. You've offered training, ongoing reviews, counsel and support
3. The team member is not performing, has bad habits or is not a fit in the culture

If the above apply, they have placed themselves in the situation via their own behavior. The longer you compensate for and enable that behavior, the harder it will be for both of you down the track.

**To avoid hiring someone difficult, you can:**

1. Resist focusing only on skill, and consider character as well - Do they align with the core values of your business? Will they fit well into the context of your existing team and culture? One way to find out is by asking them to describe themselves off the cuff with three words (don't base the whole of your assessment on this, but it can be surprisingly helpful).
2. Get qualified help filling a role - There are services that pair companies with individuals for management, like [VirtualDOO.com](https://VirtualDOO.com). This can be especially helpful if you lack confidence in making a hire.

Turn your business vision into reality - look up Lloyd Thompson at [VirtualDOO.com](https://VirtualDOO.com)