

PRACTICE MANAGEMENT

## Firing Fails: 6 Common Reasons Necessary Employee Terminations Tank

*Navigating the emotionally loaded, complicated and just plain uncomfortable process*

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Schedule

There is no question that firing or laying someone off is an onerous leadership task. Still, there are going to be times when it is absolutely necessary to terminate employment. The question is not if, but how and when, employers will bring that relationship to a close. When you're a leader, firing right is just as important a job as hiring right. And, yes, it's emotionally loaded, complicated and just plain uncomfortable to fire anyone, no matter the circumstances.

If firing were easy, it would happen quicker and more often, no matter if you are a leader in a tire factory or a place of worship. Since it isn't easy, there are a host of reasons that can cause a leader to hesitate at best and, at worst, fail to fire the person who needs to be let go.

### Firing Block e-Page2 notes

Here are six common blocks to firing, each with an antidote:

### As Quoted...

"Selecting the best investment portfolio to meet retirement goals can be a daunting task. Turbulent equity markets and high levels of volatility have made investing in the equity markets more challenging. Historically low interest rates have made the outlook for fixed income investments less attractive. Investors are faced with the difficult decision on where best to invest their savings in ways to limit risk and improve expected returns."

*Eric Stevenson, president of Nationwide Retirement Plans, in his article, [Weathering Retirement's Perfect Storm](#).*



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