

The Toilet Paper Entrepreneur BY MIKE MICHALOWICZ

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How To Soften The Blow When Firing Someone

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Spread the Word!

The book that has become an
ENTREPRENEURIAL movement!
 (By the way, we already heard the "movement" jokes.)

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1. Softening The Firing-blow

The loss of a job is all too often accompanied by the loss of pride. There's a sense of self embedded in one's job. To soften the blow, say that the individual's talents (specify them if you can) were simply not a good match for the requirements of the job. Suggest that, although it may be hard to believe in the moment, the person will be happier when he or she finds a job more aligned with his or her talents.

Thanks to Marlene Caroselli of [Center For Professional Development](#)



2. DO YOUR HOMEWORK!

Never fire an employee on his/her birthday. Besides being unkind and unnecessary, it's bad for morale, it will damage the firm's reputation as a desirable place to work, and if the terminated employee acts irrationally, the consequences could be monumental.

Thanks to Roy Cohen of [Career Coach & Author, The Wall Street Professional's Survival Guide](#)



3. It's Simply The Truth

The best technique to use when firing someone isn't gimmicky. It's about being honest with the reason for termination and compassionate on their way out the door. Many managers are not highly skilled at communicating bad news and no one likes to kick someone when they are down. Yet it may create legal risk and is doing the employee a disservice if you don't tell the truth (such as it's due to budget cuts rather than performance) or if the exit process is managed poorly.

Thanks to Xan Raskin of [Artixan Consulting Group LLC](#)



4. You Are Known By The Company You Keep

Structuring Boards of Advisors so your company can have higher visibility, more common sense, and more opportunities to generate income.

Thanks to Larry Stybel of [Stybel Peabody Lincolnshire](#)



5. Watch Out - The Pink Slips, They Are A Flyin'!!

1. Consider lowering your body. Lowering your body below that of the soon-to-be fired individual creates a sense of intimacy and understanding that would work to your advantage if you wish to control the level of hostility in the meeting.

2. Use a palm up gesture when "talking with your hands." Palms down leaves your conversation partner feeling pushed around and talked down too. With palms up, you will appear welcoming and considerate - even as you are lowering the ax.

Thanks to Aaron Brehove of [Aaron Brehove LLC C/o Maguire Media Group LLC](#)



6. Provide As Much Dignity As Possible

Realize and accept that there is no easy way to fire someone. Be sure to handle the situation in a private setting. Be upfront and honest but make sure that your words are seasoned with care, compassion and concern as you thoroughly explain the "bad news." Make sure that you give your soon to be former employee some dignity as they discontinue working for you. As they depart, offer to give them support.

Thanks to Kevin Benton of [Kevin Benton Ministries](#)



7. Honesty Doesn't Burn Bridges, It Strenghtens Them.

Honesty remains the best policy. I'm not one to burn bridges when parting ways in a professional relationship. I let everyone know that my business decisions have nothing to do with my personal feelings. If warranted, then I offer to help them in future endeavors via referrals, sponsorships etc. You never know if you might need that person's help later in life.

Thanks to Jeremias De La Cruz of [SoCal Entertainment](#)



8. Don't Sugarcoat

You are already in trouble because the supervisor gave the employee OK performance appraisals, right? Has anyone directly addressed the behavior or performance issues?

Protect your company: The Supreme Court held that an employee must establish facts supporting discrimination and show the employer gave a false reason for discharge.

Stop the insanity: Telling the truth will help the employee move on & learn from the experience instead of wonder about it forever.

Thanks to Nora Akins of [Strategic Management - Human Resource Solutions, LLC](#)



9. Firing With Compassion

This might sound so basic, but "you let someone go". You come from a place of caring and concern, even if the employee has been dishonest. To have the right agenda, and come from a place of caring is of the utmost importance. I even do my best to assist our ex employees with leads for new employment. You take what negative emotions you have out of the equation.



Thanks to Alicia Vargo of [Pampered Passions Fine Lingerie](#)

Compiled by [Mike Michalowicz](#), Author of [The Toilet Paper Entrepreneur](#)



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