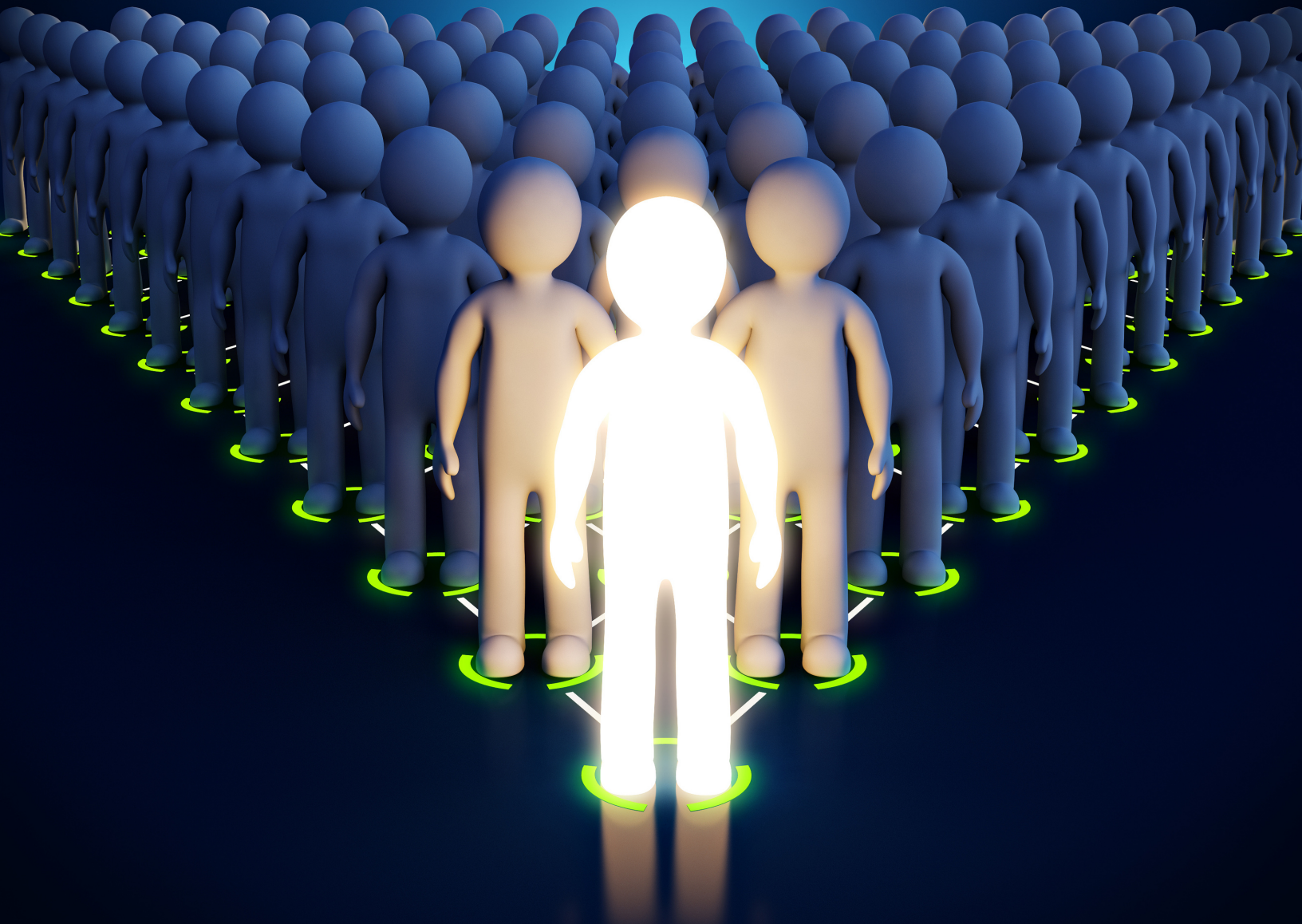


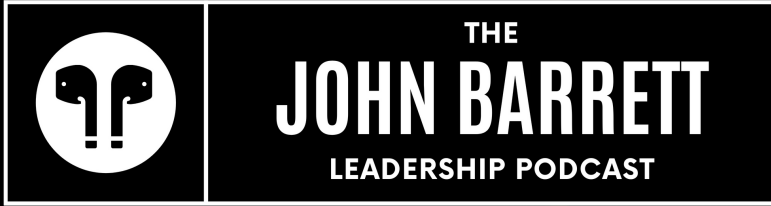


THE  
**JOHN BARRETT**  
LEADERSHIP PODCAST

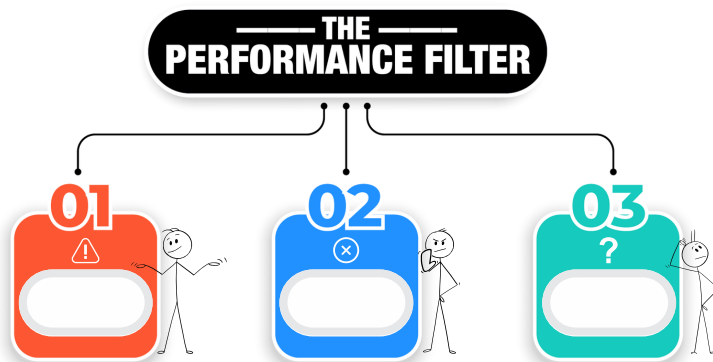


# LEADER GUIDE





# Episode 28: The Performance Filter



**CAN'T** = Issue of \_\_\_\_\_

If your organization's mission is to climb trees, would you rather:

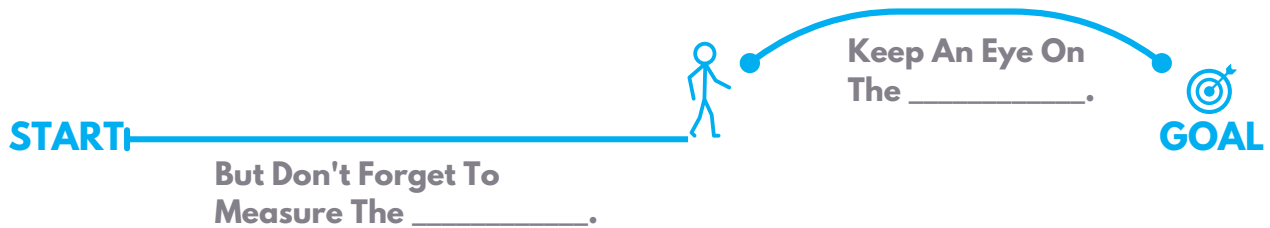
**Train A Horse**

**Hire A Squirrel**

**WON'T** = Issue of \_\_\_\_\_

A team is only as good as its \_\_\_\_\_.

**DON'T** = Issue of \_\_\_\_\_





# Are You Having Performance Problems With A Team Member?

YES

NO



Have you given your team member the proper expectations & training?



Congrats you are an amazing leader with an amazing team, keep up the good work!

YES

NO



Is your team member having a negative or toxic attitude?



The issue is you. You need to spend time with your team member; setting expectations and providing more training. Revisit this flowchart in 6-8 weeks after you have set expectations and provided training.

YES

NO



Have you had a conversation about their unacceptable behavior?



Would you rehire this team member for the same position if you were starting over?

YES

NO



You need to be very bold and aggressive, not tolerating this behavior, or it will destroy your team and your organization. Either give your team member one more chance or let them go altogether without hesitation.



You need to have a hard conversation and set a performance plan to hold them closely accountable to. Revisit the flowchart in 6-8 weeks.

YES

NO



Your team member needs to be challenged more. Start devoting time working with them and then revisit the flowchart in 6-8 weeks. If you end up back here, you will need to reposition your team member somewhere else in the organization or let them go altogether, it's not working.



Can you relocate your team member to somewhere else in the organization where they are a better fit?

YES

NO



Start the process of transferring them where they fit best



Make the hard call and let them go.