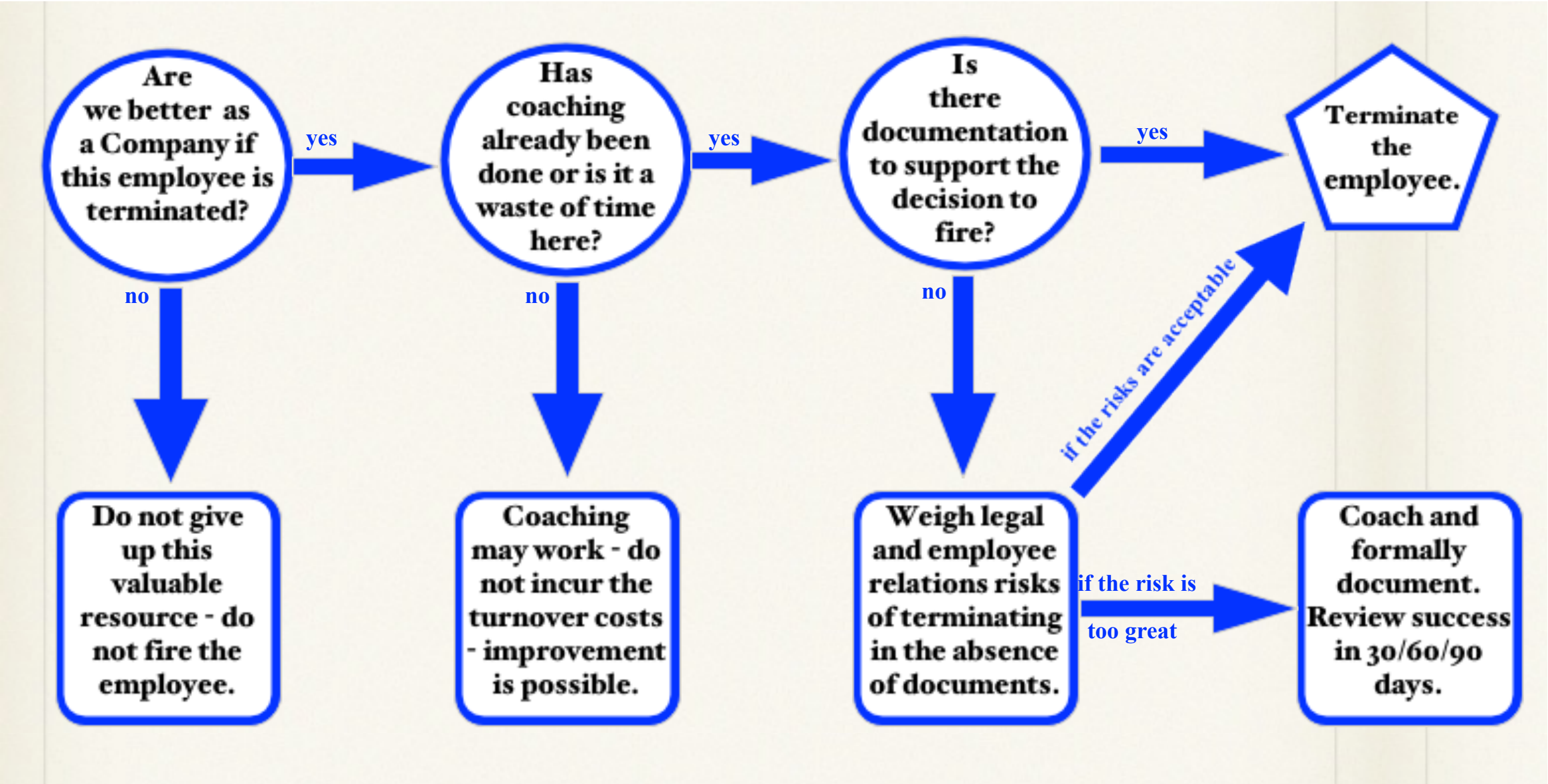
Are we better as a Company if this employee is terminated?
yes
Has coaching already been done or is it a waste of time here?
yes
Is there documentation to support the decision to fire?
yes
Terminate the employee.
no
Do not give up this valuable resource - do not fire the employee.
no
Coaching may work - do not incur the turnover costs - improvement is possible.
no
Weigh legal and employee relations risks of terminating in the absence of documents.
if the risks are acceptable
if the risk is too great
Coach and formally document. Review success in 30/60/90 days.