

# The Earley Examiner

## *A Letter from Chris Earley*

December 2021

*“In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst you can do is nothing.”*

- Theodore Roosevelt

There are few things harder for me than letting go of someone that is not working out. This is however just a necessary part of running a successful practice that must be done from time to time. If someone has to go, and you delay the inevitable, you are stalling the growth of your firm, and that person’s growth as well. That is not fair to these people and it does not reflect strong leadership. Here are some things to keep in mind if you are faced with the hard decision of whether or not to let go of someone.

**Making the decision.** I call this the litmus test. If you are being really honest with yourself when evaluating your team members, the test of whether someone is working out is simply to ask yourself, would I enthusiastically re-hire this person again? Brutal honesty is needed here, and there is no middle ground. The answer to this simple binary question will give you clarity on whether someone is either helping you, or hindering you. If it is the former, then continue to make sure that person is growing and thriving. If it is the latter, you at that point can either decide to kick the can, or to be proactive and make the necessary change for your firm.

**Having the conversation.** This is unquestionably an uncomfortable meeting when you have to sit down with the team member to let him go. I always make sure to have a witness present, and to get right to the point. I begin the conversation by telling the person I have given great thought to the decision, and have decided that she is no longer a good fit for the company, and that he would be a better fit someplace else. This is not a time to rehash the past, or to argue. Being blunt and straightforward is really important here. I believe in fair and generous severance and will briefly describe the severance offered. If done right, this entire conversation should be no longer than a few minutes.

**The aftermath.** You will find great relief that you made this decision. Your existing team members will probably wonder what took you so long. At the same time, the departing team member will likely realize that he was not a good fit for the position, and

that he can thrive and be better suited at a different company. You made a hard decision but that hard decision instantly and positively impacted the lives of others. That is a hallmark of true and genuine leadership.

No one ever enjoys letting go of someone, but this has to be done swiftly when it is needed.

### **What I Am Reading**

Social media looks like it's here to stay, and this has created an opportunity for attracting new business. Instagram specifically is only getting more and more popular with an estimated 1.3 billion users. I just started reading *Instagram Power* by Jason Miles. This book gives good insight and actionable tips on how to effectively advertise on Instagram. Check it out, and I hope you find the book helpful.



### **Thank You For Your Referrals!**

Referrals are the lifeblood of my practice. Your trust in us to handle your referral is incredibly appreciated not only by myself, but by my entire team. I want to say thank you so very much for your referrals.

### **Check Out My Most Recent ABA Article Attached**

Check out the attached article I wrote for my monthly ABA column. I hope you find it informative!

### **Quote of the Month**

*"I want to be in the arena. I want to be brave with my life. And when we make the choice to dare greatly, we sign up to get our asses kicked. We can choose courage or we can choose comfort, but we can't have both. Not at the same time."*

– Brene Brown