

How To Avoid Bad Employees

As employers, we all have our shares of horrifying stories of seemingly good applicants who transformed overnight into horrendous employees from hell. Surely, they are not fond memories to remember. We all know how bad a bad employee can be for your company, which is why all employers do everything they can to avoid these bad eggs getting into their companies.

But is there a foolproof way of being able to steer clear of these bad employees? These tried and tested techniques will surely help you a lot in staying away from the bad ones.

Know the signs of a bad employee. You will not be able to avoid them if you do not know how to tell the difference between a bad employee from a good one. Sure, it is easy to picture the bad employee looking filthy and menacing but the truth is many bad employees actually come in good packages.

They look decent, speak well, and have excellent employment history or educational background. But of course, looks can be deceiving so get to know the telltale signs of a bad employee so you can stay away from them before it's too late.

Bad employees are those who are fond of gossiping and of talking behind people's backs. They could also be the ones who love to boss around or manipulate people. These people are the ones who are self-centered, who cares about no one but themselves and would do anything to get their way to the top. They cannot get along well with co-workers and with the employer.

Moreover, bad employees are also the lazy ones who lack initiative to excel in work. These people are contented with average or less than average results and could not care less about the company as long as they get paid. These are the people who lack passion for the job and who do not really care about giving their best.

Other examples and signs of bad employees are those who find it very difficult to follow and comprehend instructions, those who think their way is always the better way or those who are hard to train and manage.

Finally, the worst kinds of employees are the ones who are actually felons who have had criminal offenses in the past involving violent behavior, stealing, fraud and sexual abuse. These are the employees who can do a lot of damage in the name and reputation of your company. Conduct background searches

An employment background search is an effective way of avoiding bad employees because this gives you information about an applicant's background including criminal records, driving records, education records, medical records, employment history and many others. This also helps you avoid people who lie in their resumes as resume falsifications are growing at an alarming rate.

Do intensive interviews. Get to know the real person behind the mask the applicant has put on for impression management. Be sure to take note of the applicant's nonverbal behavior, conduct psychological tests aside from skills and knowledge tests, and do interviews more than once so that the interviewee will reveal more about himself.

Bad employees are an employer's biggest nightmare. Follow these techniques so that you will be able to stay away from these kinds of people.