The candidate may have follow-up questions and a lot of the time the next conversation to be had is a salary negotiation. Avoid conducting those kinds of conversations via text. It is, however, acceptable and encouraged to send a congratulatory text to the candidate once the position has been accepted! On the flip side, telling an employee they’ve been fired over text is also a no-go. It denies the employee the courtesy of hearing the news to their face and implies that their work wasn’t valuable enough to warrant more than a fraction of your time. When it comes to managing relationships, it’s always better to handle these sensitive topics with as much courtesy as possible.