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**Where Your Loyalties Lie**

Back in high school I had a similar experience. I was working as dishwasher at a Steak House in Nephi, Utah, and all my friends use to work with me. Being a dishwasher was the best, my friends and I would basically hang out together all night, clean the occasional dish, and get paid for it. One of my friends Jackson(name changed) worked with me. Now my friend Jackson is a great friend, but awful coworker. Infact Jackson was the one that got me the job as a dishwasher in the first place. Now why Jackson was such a bad coworker no one knew. He would break a dish at least once a night, disrupt the flow of work, go tell jokes to customers(some of joke were questionable), blasted music for all the restaurant to hear, and wouldn't work if he was on shift with another dishwasher. My manager, who I still consider to be a second mother to me; asked me, “What do you think should I do about Jackson?” Now honestly I really didn't care too much about what Jackson did, I enjoyed his company. To me being a dishwasher wasn't my career path either, but I’m so happy my parents instilled a desire to work at a young age. I told her I enjoyed working for her. I also told my manager I enjoyed working with Jackson even when he got in the way of work, and I would always end up doing his work anyways. After that meeting I didnt tell Jackson about the conversation I had with my manager. But later Jackson had a one on one meeting with our manager and Jackson stayed on. Jackson’s work improved slightly and we both worked there until a little after we graduated High School. The reason I told you this story is to illustrate that I have been in a similar situation to this Scenario.

Now let us go back to our scenario. First off being considered for a promotion is great news it means that I have been doing well at my job. YAY Me!! So I just had a meeting with Rand where I was asked not to share what we have discussed with Bill. The question is do I tell Bill about the meeting with Rand? The simple answer is no; I wouldn't tell Bill a thing. Looking back on my experience with Jackson, I didn't tell Jackson he was about to get fired. With my past experience in mind I know for a fact I wouldn't tell Bill anything. I have many reasons behind this answer but the main one is that I told Rand I wouldn't tell Bill we had a conversation about him. Now when I tell someone I will do something I do it. As William Shakespeare said, “Honesty is the best policy. If I lose mine honor I lose myself.” Now is not telling Bill a betrayal of his trust? Maybe in Bill’s eyes if he ever finds out, but whether Bill keeps his job is between Rand and Bill.

Bill has been on a Performance Improvement Plan(PIP) for six months and is not improving.A personal improvement plan is a plan to give struggling employees the opportunity to improve their performance before disciplinary action is taken. (shrm, 2015) So, the fact that a PIP has been in place with Bill; I am assuming that Rand has already told Bill what he is doing wrong and has given Bill the opportunity to fix his mistakes and performance. Bill knows what he is doing wrong and still not improving his work that is not a good sign for Bill. To me that would be grounds for termination, if the decision was up to me. Also Bill being on the PIP gives Bill an indication that his job is in Jeopardy without me telling him, this is another great reason for not telling Bill about the conversation between me and Rand. Also another indication that his job was in jeopardy was the fact that he lost the company a lot of money with no signs of improvement is not good for Bill. Letting your employees know what they are doing wrong and giving them the opportunity to fix their mistakes is a sign of a good manager. My manager at Ancestry is really good at that, if I’m doing something wrong he will let me know instantly so I don't make the same mistake again.

Now Bill’s personal life is that he has a great family, great friends, two kids in college, and wants to open up a hot dog stand when he retires. Now, I don't know Bill’s financial situation, but I would say even if Bill gets fired he will be alright. I will support him as a friend no matter what happens. After thinking about Bill’s situation for awhile now I have come to the realization that if Bill does get fired from ABC Widget Company this is a great opportunity for Bill to start his hot dog stand with the severance money he receives from being let go. There is a scene in the sitcom How I Met Your Mother, where Marshall fires someone out of the kindness in order for him to have enough money to start a beer company. If any merit can be obtained from a sitcom like How I Met Your Mother; Bill has a opportunity to open up a great Hot Dog stand with the severance package money. You never know “Bill’s Hot Dogs” could be the next JDawgs. Now I’m not saying that being let go won't be a challenge, but I’m just looking at the situation as a “If worse comes to worse” scenario.

My situation in this scenario is I have an promotion in the works which will help me when I get married. Earlier I talked about the importance of being honest. Since we are talking about me getting married there is a quote from Robert D. Hales, “If you want to marry a wholesome, attractive, honest, happy, hardworking, spiritual person, be that kind of person.” This statement from Mr Hales is so true! I want to marry an honest person, so I have to be an honest person myself. If I told someone I would do something I have to keep that promise. Whether I was up for a promotion doesn't matter. This is another point for why I wouldn't tell Bill about my conversation with Rand.

I really hope the best for Bill, he is a great guy. The decision to fire Bill isn't up to me but up to Rand. Also I would not want to make the decision whether to fire Bill either. I know whatever happens Bill will be alright, and I will be there to help/support him as a friend. I can say my loyalties lie with my god, my family, my job, and my friends; In that order.

**References:**

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