



15 Uncomfortable Truths Every Employer Should Read

1. The worst time to offer someone a **pay rise** or a **promotion** is when their notice has been handed in.



2. You don't have a "work from home" issue, you have a **trust problem**.

3. People don't just quit jobs, they quit **bad managers**.

4. Company culture is not bean bags, free beer, or a free subscription to a **meditation app**.



5. If your team doesn't feel comfortable to say "**I don't know**" or "**I disagree**", you have a lot of work to do.

6. If you're not paying people what they are **worth**, others will.

7. Employees have **4x better engagement** when they receive consistent feedback.



8. Micromanagement never means "hard work", it means a lack of **freedom**.

9. If your entry-level job advert requires real work experience... then that is not an "entry-level" job. It is a normal job paying an entry-level salary to an **experienced worker**.

10. If the actions of the company leaders do not **align with the values**, any trust will be destroyed.



11. If you are sick, you need to go to a medical appointment, or your child is sick... it should not count as **annual leave**.

12. When you look after your team, your team will **look after your clients**.

13. Never expect your new employees to "**hit the ground running**" if you aren't providing a fantastic onboarding program.



14. The fastest way to kill company culture is to let **bad behaviour** be tolerated and rewarded.

15. It will cost you considerably more to replace someone than it would to pay them **what they are worth originally**.

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