

## SOME PEOPLE RUIN IT FOR OTHERS



The great ones always seem to get the attention. However, what about the ones who are not always the best at what they do. Sometimes those individuals are known as the bad apples or the sour grapes. Research has shown time and time again that negative people bring down morale in a company. If you have awesome employees, that really bad apple could be bringing down your own team.

As sad as that news can be, there is more to the story. How can you prevent these bad apples from attacking your stellar workforce? The only way to prevent something like this in happening is to stop it. You must screen everyone that enters your payroll and check references. This can be a costly endeavor but totally worth it to have the best work team on the market.

What boss does not want to focus on their best employees? A great employee does not just happen overnight and as a manager you probably already know that. Your first step in having the best apple bunch on the market is to weed out the bad apple. You do not want one bad apple ruining the entire company.

Some of the bad apples have even attended the top ranking schools. However, a negative always outdoes a positive. The employee can be as negative as can be and that is proven to drag down the performance of your other workers. What can you do to see if the employee is not a bad apple? Check and double check the person's references. There is no harm in doing an in-depth analysis of the person that you want to hire. Do the leg work now and avoid harming company morale later. You should note that experience and education are important but a person's personality will help determine their work ethic.

A company who wants to succeed in the future must take the time to listen to their employees. A model company known as Robert W. Baird & Co. is known as one of the top places to work. It is not because all of their employees are perfect but because they weed out his bad apples before it gets serious.

Another way to weed out the bad apples is to change them. Some managers would rather take the time to mold and grow their bad apples into golden apples. A manager's appeal can also make or break a work atmosphere. Bad apples are not only for employee positions because there are plenty bad apples in management as well.

A company cannot always remove the bad apple from the bunch either. The person might be so important to the company that it is impossible to get rid of them. If a company cannot get rid of a person, then they can always use creativity to remove them from the situation.