



WHAT YOU SHOULD KNOW WHEN WORKING FOR A FAMILY OWNED BUSINESS

Working for a family-owned business when you aren't a part of the family is perhaps harder than being in the family itself. While being a daughter or cousin or granddaughter of a small business owner and them also being your boss has its own set of challenges, it is something else entirely when you aren't related and are simply an employee of the business. There are also many benefits to working for these small companies, such as having **better communication with your co-workers** and the supervisor, and being able to show first-hand what you are capable of. However, there are also likely not to be very many secrets, hardly anyone to cover your shift if you need some time off, and basically all of your hands-on work being at your responsibility. It can also be difficult handling family disputes when you aren't part of that family, in regards to business decisions. **The Problem with Fairness** The first thing to note about working for a family-owned business is the subject of fairness. There are bound to come issues where you feel like you are being passed over for promotions or other similar problems because you are not part of the family. It is easy to feel like you are not getting the same treatment as the co-workers related to the business owners. In some cases, this is true, in others, it is just the feeling you get. What is important is that you communicate openly and honestly and choose a family-owned business that practices fairly. That they make it a point to treat every employee the same, regardless of who they are or are not related to. **Proper Management** One of the best things a family-owned company can do is have an **excellent management staff**. They are really the ones that can keep a small business running smoothly and provide a fair and equal workplace for everyone. Ideally, management is not someone who is related to the family in any way, but an outside party. This makes it easier for them to remain neutral in any issues, whether it comes down to a promotion or an employee being laid off. In some situations, the management might be family, but they should definitely have someone not related that also has some say in how things run in the office. **Successors** Finally, it is not uncommon for business owners to choose their children as successors of the company, even if you were working as a non-related executive for their family-owned business. This is another risk you have when working for a family-owned business. Many small businesses go on to complete with large corporations, with the business expanding to becoming a worldwide company. If this happens, make sure you show your interest in **helping the growth of the company**, regardless of who their successor might be.

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