



## TIP OF THE WEEK

June 3, 2008

I recently read two articles advising employers to solve their hiring problems by searching out people that used to work for them and rehiring them. In my experience, this is a terrible idea. You end up doing one of two things, either you hire somebody who used to work for you and quit, or you rehire someone you fired. I believe that the best predictor of what people will do in the future is to look to what they've done in the past. If they left you before to seek a better job, the odds are they'll repeat this pattern again and again. In the second case, if it was a good decision to let them go the first time; what has changed that will prevent this from happening again? Ask yourself if bringing back a fired employee will be good for morale OR will it be bad for morale? Will it set a precedent and tell others that screwing up really is okay.

Some possible exceptions are if the employee was laid off because of an economic downturn. Or if they relocated because of their spouse, they might come back and stay. But as a general rule, I think retreads are bound to go flat.

Good luck. Work **ON** your business. Stay in touch.

51 HOLLAND

AVENUE

WESTFIELD

MASS

01085-3730

**The Markens Group**

Ben Markens