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• **LIAR! LIAR!**

PANTS ON FIRE!

Are your employees and prospective employees, lying to you?

- **“Working with You is killing me”** Katherine Crowley and Kathi Elster- Authors

Learn to manage your work relationships...

- **Who’s handling your HR functions?**

Is HR outsourcing for you?



Liar! Liar! Pants on Fire!

How many times have you gotten a candidate that you thought was just right for your position and then you discover that they embellished his/her skills? (They lied!) Do your employees call in sick when they

really just have something else to do? (They’re lying!) Is your co-worker lying to you so you can do his/her job for them? Everyone has experienced some type of lying event at work. People who lie don’t realize what their behavior causes. They often do so out of fear and habit.

Lying and cheating seems to be the accepted behavior in business these days. It is not unusual for employees to take supplies or equipment home for their personal use without considering that it is stealing. They come in late and when asked if they were on time, they lie about it. Why? Perhaps it is because employers need to model the behavior they want their employees to emulate. If you want your staff to arrive for work on time and take care of personal business outside of work hours, you’ll have to do the same. Look at yourself. Do you tend to blame others when things go wrong? Have you created an environment in your company in which people are encouraged to tell the truth? Some business environments use fear to drive people. In fear-driven contexts, people lie to protect themselves, and they do anything they can to avoid the source of the fear. Lying and avoidance are inconsistent with high productivity. You should talk to them about what fears they have that may be driving this behavior.

It is essential to make a distinction between a place in which people are judged and criticized and one in which they are evaluated and coached. Criticism doesn’t encourage people to perform well. It just makes them want to avoid the critic or lie to them. In an environment of evaluation and coaching, the expectations and standards are agreed upon beforehand, and performance is evaluated based upon those expectations and standards. When performance falls short, it is an occasion to examine why and team up to find a solution.

Is it Mouth Almighty, Nate the Negative or The Exploder working next to you?

"We provide HR Solutions 4U....So you can focus on doing what you do best... Operating the Business."

The manager is on the same side of the table with the employee, looking at what is impeding the expected performance and finding a solution that brings performance up to the desired level. When this kind of fairness and support exist, you've encouraged truthfulness.

Working with You is Killing Me!

Do you just shutter when you see "mouth almighty" headed your way? Are you the personal dumpster for all of your co-workers problems? Is your boss, the "Exploder", who goes off like a canon as soon as something goes awry? Try listening to this great CD series, **"Working with You is Killing Me"** by Katherine Crowley and Kathi Elster on Freeing Yourself from Emotional Traps at Work. This is a tool for anyone at any level in the company. If you are struggling with difficult emotional traps of your employees, colleagues, or employers, these real examples and solutions will help you identify and "Unhook" from the emotional turmoil.

We are often hooked into the behaviors of others and cannot easily find a way to get away from them. When you have to face "Nate the Negative" every day, you began to look for ways to avoid him. The same applies to most of the difficult people we have to deal with at work and in life in general. The ability to work effectively with people is a major determining factor of success in the workplace. There are many resources that you can use to help with difficult situations in the workplace. If the phrase, **"Working with You is Killing Me"**, is applicable to your situation, then you should get some assistance with handling it from your supervisor, manager, or HR.

Who is Handling Your HR Functions?

Whether your business produces cabinets or catnip, you must honor all employer responsibilities to your staff. That includes providing human resources services. Many small and midsized businesses today simply can't afford managers dedicated strictly to human resources (HR).

The answer is to outsource these services. As with all vendor and consultant services today, there's a great range of options, expertise and fees for outsourcing HR needs. But before going outside to hire for your HR services, ask yourself, 'Where do you want to go? How does the HR outsource component help you get there?' Make this decision as you would any other business decision. Go through the process of determining the following:

- What are your HR needs?
- Are you comfortable letting someone else handle your HR functions?
- Do you have dedicated HR representatives or adequate resources to manage your HR needs?
- Can your business afford an HR outsourcing firm?

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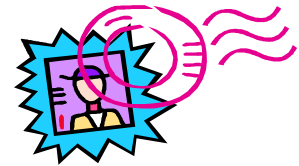
You can outsource HR services by the project. HR firms provide all kinds of specialized services, and will develop your employee handbook, set up your compensation program, or establish a performance management system that you can use to evaluate your employees. Rates for these types of services vary by project complexity and duration. Shop for competitive rates by getting estimates from a few different vendors.

Small to medium sized businesses view HR outsourcing as a strategic tool that relieves them of HR responsibilities and enables them to focus on what they do best. In addition to allowing you to concentrate on your core business activities, outsourcing provides some key benefits, including:

- Providing you with skilled professionals who are focused specifically on HR
- Helping you reduce and manage operating costs
- Improving employee relations

Please contact us if we can be of service to you with your Human Resources needs.

This Newsletter, which is prepared by HR Solutions 4U, LLC, is not designed to render legal advice or legal opinion. Such advice may only be given by a licensed, practicing attorney, and only when related to actual factual situations. Such matters should always be checked out with the company's corporate counsel.



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Attention: Owners, Managers, Supervisors