

BLUF

BOTTOM LINE UP FRONT



Safe Termination Practices

The **BLUF** highlights what we at **The Threat Lab** are watching, listening to, reading, and thinking about. In this issue, we feature three artifacts on employee termination practices that promote compassion, and enhance individual and organizational safety.



ARTICLE

From Paul Falcone's article, **How to Have the Termination Discussion**, "When a breach of progressive disciplinary warnings results in a termination for cause due to poor performance, you have choices: keep the individual at arm's length throughout the discussion; create a threatening and intimidating atmosphere to persuade the individual not to sue you; or extend an olive branch and help the individual come to terms with this new reality, heal the wound, and get on with his or her life."

Read the article

<https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/The-Termination-Discussion.aspx>



VIDEO

From the HR360 video, **The Termination Meeting**, "Today we're going to discuss the steps you should take to protect yourself and your company in this very difficult and sometimes emotional meeting."

Watch the video

<https://www.youtube.com/watch?v=QsDGaKz0aw4>



ARTICLE

From the summary of Joel Peterson's article, **Firing with Compassion**, "The author, chairman of JetBlue and an adjunct professor at Stanford, has fired plenty of people during his long career—and he's been fired himself. In this article he outlines an empathetic approach in which the manager recognizes that he or she played a role in the employee's failure to perform—and that this difficult conversation, which should not be outsourced to the HR department, is something a manager should strive to handle well. The person you're firing today could become a key contact at a supplier or a client tomorrow."

Read the article

<https://hbr.org/2020/03/firing-with-compassion>

The Defense Personnel and Security Research Center (PERSEREC) founded **The Threat Lab** in 2018 to incorporate the social and behavioral sciences into the mission space. The BLUF is made possible by the support of the National Insider Threat Task Force. To be added to our distribution list, please email dodhra.ThreatLab@mail.mil.

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