

THE EXTRA POINT

BY JERRY ROBERTS



1314 Barbara Corcoran: The One Person You Must Fire Now

Barbara Corcoran, one of the stars of the TV show *Shark Tank*, says there is one person that every organization needs to get rid of right now. I'm Jerry Roberts, and I'll tell you who that is, next on The Extra Point.

According to Barbara Corcoran, the well-known real estate entrepreneur and Shark Tank shark, one type of employee that every business should fire is the one with — ready? — a constantly negative attitude.

Corcoran distinguishes between people who constructively give feedback and those who are chronic complainers and see negativity in everything, saying that it is the latter group that should be terminated.

Negativity is contagious, she says, and having employees like these can drag down the rest of the team and absorb valuable resources.

There are even health implications. Stress, especially bad stress from negative sentiments, can cause significant health problems. Having such negative people in your organization can also make it difficult to retain employees who want to be optimistic and engaged.

Think about it for a moment. Are there any negative folks where you work? Is work more fun or more enjoyable when they're not around?

We just went through a pandemic, and the thought of anything going viral that has nothing to do with social media, makes us nervous. Yet, we all live within a constant contagion of negativity.

Corcoran believes that people's attitudes and actions are profoundly influenced by those people they associate with. Negative people are highly contagious. The more employees are exposed to negativity, the more negative they become.

Further, negative folks love to spread what they have to others.

In Corcoran's view, negative employees use up resources that are needed elsewhere, taking away time and energy from other employees who may be trying to improve the business.

Therefore, one person's negativity can be detrimental to the entire organization. She says she doesn't want people like that on her payroll.

Many business leaders agree that removing negative employees is a vital step in improving morale, increasing productivity, and building a successful organization.

One more thing. Negative employees are people, too. They have their own issues, their own stresses, and their own reasons for being negative. Maybe they weren't always negative. Firing them may be necessary for the good of the organization, but it's important to do this with all normal compassion you would show anyone else.

Hopefully, you can catch a situation before it gets too far out of hand. Leaders should focus on creating a positive work environment that encourages collaboration, innovation, and open communication. They should model the kind of positive attitude and behavior they want to see in their employees.

If negative employees do emerge, they should be handled with a focus on helping them improve their behavior rather than punishing them for it. If that doesn't work, then Barbara Corcoran would say it's likely better for all that they continue their career somewhere else. It's tough to disagree with that.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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