



BITE-SIZED CAREER STRATEGIES

Don't Do Things That Will Get You Fired

We never cease to be amazed at things that employees do sometimes; when asked why, more than one employee has expressed a desire to get fired! Actively looking to get fired is always a bad idea.

What can get you fired? There are certainly the obvious things: drinking or taking drugs on the job, stealing, sleeping on the job, and fighting. Other behaviors that can result in your firing include violations of company policy, harassment, swearing, and many other things that are too numerous to mention.

In right to work states, employers can fire you for virtually any reason. The federal government follows the concept of progressive discipline which basically means that the punishment matches the behavior. Regardless of your work environment, your employer does have the right to expect appropriate behavior from all employees while on duty — and in some cases, while off duty.

When your behavior deviates from expectations, you should expect your supervisor or Human Resources (HR) to address it. This includes behaviors that may have been tolerated in the past.

All employees should know the standards of behavior expected in their workplace. If you're unsure whether a certain behavior is acceptable, review your employee handbook or ask HR. Know that getting fired potentially affects more than just your paycheck; it could mean that you are ineligible for unemployment insurance. If your behavior caused an injury, you may find yourself ineligible for Workers Compensation. And in all cases, you're likely to not receive a good reference.

If you are fired, be as gracious as you can be, apologize if appropriate, and use the experience as a lesson-learned for your next position.



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