

Russ Knight has provided termination counseling services for over 30 years with



many organizations and with all levels of employees. "Employees appreciate a counselor that can provide comfort and guidance through this situation. While my first priority is risk reduction, almost every case results in my being able to provide needed

support to the employee and family. By helping them take a positive approach we minimize risk for the organization, the employee and others.

When First Sun termination assistance services are used, many employees are deterred from filing lawsuits or otherwise retaliating against the organization and are encouraged to create a positive direction to move forward with their lives. Each case is customized to best serve the specific needs of the organization and the individual employee. We assist the employee to move on to the next phase of their life in a positive way. Additionally, the consultant can serve as a witness that the termination was done properly. Many labor and employment attorneys advocate First Sun termination assistance services and agree that with its use, negative repercussions and liability are greatly reduced for the employer.



FIRST SUN  
SOLUTIONS

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*Employee  
Termination  
What Are the  
Risks?*

## Employee Termination: What Are the Risks?

Involuntary termination can have unpredictable consequences for employees, their families and the organization. This is true whether it is the Executive VP or a line worker on the shop floor. Losing a job is traumatic and can become a crisis if the termination is handled poorly. Many organizations have experienced workplace violence (including fatalities) committed by employees that were being fired, feared being fired or had been recently terminated. Whether the termination is a result of performance problems or economic conditions, the person being terminated can perceive the event as a disaster. They can immediately fear losing a home, a spouse or a sense of pride. On the day of the termination interview, employees are at risk of:

- ◆ Harming others
- ◆ Harming themselves

- ◆ Sabotaging the organization
- ◆ Stealing from the organization
- ◆ Filing a lawsuit
- ◆ Instigating discontent among other employees

Employers can take reasonable precautions to assure a more predictable transition by working with a First Sun consultant. The consultant who can help to review the documentation, plan the delivery of the message and insure the best possible outcome. The First Sun consultant then attends the interview meeting with the employer representative. The consultant is introduced to the employee as an impartial third party that will be the liaison between the organization and the employee. After delivering the brief termination message, the organizational supervisors/managers leaves the employee alone with the First Sun consultant.



The consultant **will then:**

- ◆ Assist the employee with accessing benefits from the organization and other sources
- ◆ Counsel the employee regarding future prospects
- ◆ Assist the employee with telling the family, as needed
- ◆ Assist with other matters in a way that promotes dignity and a successful transition
- ◆ Discuss the benefits of the employee moving on in a positive way rather than staying negative
- ◆ Assess the employee's potential for violence or other negative acts
- ◆ Provide counseling and resources to prevent harm

Following the session with the terminated employee, the consultant debriefs with the Human Resources personnel and the managers and supervisors involved.

**To find out how First Sun can help you  
with this service,  
Please call Russ Knight at  
803-324-9171**