**WARNING SIGNS OF PEOPLE MANAGEMENT PROBLEMS**

**WARNING SIGN #1:**

**HIGHER-THAN-AVERAGE TURNOVER**

**WARNING SIGN #2:**

**DIFFICULTY FILLING OPEN POSITIONS FROM WITHIN**

**WARNING SIGN #3:**

**AN INCREASE IN THE QUANTITY AND/OR SEVERITY OF DISPUTES THAT HUMAN RESOURCES STAFF MEMBERS ARE CALLED UPON TO MEDIATE**

**WARNING SIGN #4:**

**PERFORMANCE REVIEWS ARE CHALLLENGED**

**WARNING SIGN #5:**

**COMPANY POLICIES AND PROCEDURES ARE SIDESTEPPED BECAUSE CERTAIN DEPARTMENTS AND/OR THEIR LEADERS ARE DEEMED “DIFFICULT TO WORK WITH”**

**WARNING SIGN #6:**

**SCHISMS OR CLIQUES ARE EVIDENT WITHIN A DEPARTMENT**

**FROM: Six Habits of Highly Effective Bosses**

**By: Stephen E. Kohn and Vincent D. O’Connell**