The low performers negatively impact the organization as well as patient and employee satisfaction. If you have a low performer in the organization, it is likely they have little desire to grow or take on additional responsibilities beyond their current job. In addition, they may procrastinate, miss deadlines, and will not live by the organization’s values. Low performers may have a negative attitude and take up a lot of management’s time. False performance evaluations mislead employees and make termination more difficult for the employee and the managers. Addressing the low performer is difficult. When meeting with a low performer we recommend you follow the D-E-S-K approach.

**ISOLATION OF LOW PERFORMERS**

**LOW PERFORMERS UP OR OUT**

**D: DESCRIBE** - DESCRIBE WHAT HAS BEEN OBSERVED

**E: EVALUATE** - EVALUATE HOW YOU FEEL

**S: SHOW** - SHOW WHAT NEEDS TO BE DONE

**K: KNOW** - KNOW CONSEQUENCES OF CONTINUED SAME PERFORMANCE