



Bad Hire vs. Bad Attitude

Use this checklist to help determine whether you're dealing with a bad attitude or a skill mismatch. Jot down examples in the notes column, then decide your next step.

Behavior Observed	Attitude or Skills Gap?		Notes/Examples
Constant negativity or complaining	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Disrupts team dynamics or causes drama	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Disrespectful to supervisors or coworkers	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Resistant to feedback or coaching	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Brings down morale; others avoid working with them	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Undermines safety culture or ignores rules on purpose	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Struggles to meet daily productivity expectations	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Takes longer than peers to learn new tasks	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Repeated errors, even after training	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Trouble following instructions or procedures	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Doesn't have required certifications or experience	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	
Doesn't meet the physical or technical demands of role	<input type="checkbox"/> Attitude	<input type="checkbox"/> Skills	