Module 3.8:
How to Fire a Developer

Navigating difficult conversations with professionalism and clarity.

Understanding the "Why"

Sometimes, the hardest choices are the most necessary for the health and success of your team and company.

- The Performance Dilemma
- The "Hire Slow, Fire Fast" Principle

The Hidden Cost of Delay

- Increased workload and burnout for other team members .
- Decreased team morale => bad example.
- Missed deadlines.
- Erosion of trust in leadership if tough decisions are avoided.
- Financial losses.

The Excuse Trap

Your mind will generate endless excuses because firing someone is an extremely uncomfortable thing to do.

Each time, there will be new excuses, and the cycle continues.

The Decision Criteria

If you see that:

1. You wouldn't hire this person again

2. You've already given them several chances

That's all you need to know.

Don't Feel Guilty

Time Given
You gave them enough time to improve.

Fair Payment
You paid them fairly for their work.

Business Decision
It's business, not personal.

Cost Reality
Continuing would waste more money.

The Right Way to Handle It

Don't

- Explain extensively why (they'll argue)
- Ask for their input (decision is made)
- Give them "one more chance"

Do

You have a notice clause in the contract. Follow it. Communicate your decision to the developer clearly and directly.

Your Responsibility

Clients share responsibility for problematic situations. Use transitions as learning opportunities to identify and improve:

Communication Style

Evaluate how clearly you convey expectations and feedback.

Requirement Clarity

Ensure specifications are detailed and unambiguous.

Decision-Making Speed

Respond promptly to avoid confusion and delays.

Feedback Quality

Provide constructive, actionable input consistently.