As we all know, dealing with the unexpected workplace hurdles at a small company is very different than working within the confines of a job description at a big business. So what are signs that an employee isn’t cut out for small business work environment? Lee Meadows, business consultant and professor of management at Walsh College in Troy, Mich., offers this advice:

An employee isn’t cut out for small business if …

**They aren’t motivated by an opportunity to take on more responsibility.**

Small organizations often promote their employees by giving them more responsibility, rather than more pay. If money is an employee’s one and only motivator, they would probably be better off in a larger corporation.

**They can’t handle a heavy workload or wear many hats.**

Small business employees often take on the work of several people. If an employee can’t take the pressure that comes along with this, they may begin missing work, develop a negative attitude or become generally lazy. “A small business owner, at the point in time they recognize that behavior, they have to confront it right away by giving the person some kind of performance improvement plan, or get rid of them,” Meadows says.

**They have a disruptive or dysfunctional personality.**

In a setting like a small business, individual personalities are magnified because layers of management don’t hide them. It’s important that small business owners choose their employees wisely, taking into consideration how a new hire’s personality will mesh with the rest of the organization.

**They have difficulty handling the unexpected.**

If an employee is playing the blame game or refusing to participate in problem solving, it may be that the person doesn’t take change well. It’s important that employees are willing to go with the flow when the unexpected happens – because it happens pretty regularly at many small companies.

**They aren’t willing to go the extra mile.**
It’s 5 p.m. on Friday and a late shipment comes in. Does your employee bolt out the door, or stay to get the job done? Small business employees should understand from the beginning that their commitment to going the extra mile has a direct impact on the growth of the organization. If they’re fixated on their departure time, they’re probably not cut out for a small business.