How to Be Fair When Releasing Freelancers from Your Employment When Outsourcing to Contractors Online

For whatever reason, it's not easy to let go of your staff and a freelancer is not different. However unlike a normal employee releasing a freelancer from a job usually presents far fewer complications than releasing a regular worker. Depending on how the working relationship ended will determine the steps you will take afterward. In most cases the simplest thing to do is to just not rehire a disappointing provider. However in the case of incompetent work or high levels of disagreements you may have to take another road. Make it less stressful on yourself by taking any of these steps.

Don't take it personally. If the freelancer has said some things about you by the end of your working relationship that you do not appreciate, don't take it personally. If at all possible, consider the fact that in most cases when things go wrong it's not always anyone's fault. It could possibly not even be their fault. Consider the fact there could be extenuating circumstances, or the fact that your freelancer could be having a hard time at the moment. No one appreciates not being appreciated but that doesn't have to mean that you have to take this personally.

Keep up the communication. Don't be vague when you communicate with your outsourcer about your concerns and about the areas that you were unhappy with, however, don't be mean spirited about it either. When communicating with your freelancer, keep to the facts and express your disappointment that it could not have worked out better.

Freelance sites work very hard to protect buyers, but you also need to take the initiative to protect yourself. Once you've put your project in the hands of a long-distance provider, you lose some control over the project's fate. So whether you're working on a one-time-only, short-term project or an ongoing, long-term project, make sure you are prepared in case your relationship with the provider sours.

From time to time on long-term projects and even on short-term projects, you may have no choice but to end your working relationship before the project is complete. If you're working through a freelance website, consult their guidelines for canceling a project or releasing a freelancer. Make sure you work within the parameters of the site in order to protect your money and your standing with the website.

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