





MAKE JOB TITLES (AND COMPENSATION) CLEAR

Leave no grey area when it comes to who is doing what, and for what amount.



Establish professionalism at the beginning of the hiring process — even if that "process" is a discussion around the dinner table.

Outline an explicit contract summarizing all duties and responsibilities associated with the role. Clarify the title exactly as you would a typical new hire, so the position is crystal clear.





Lack of bias is also important when it comes to compensation. Whenever a new relative joins the team, do a salary comparison on Glassdoor or Salary.com to match the average pay for a similar job title. This will give both of you a fair starting point at the outset.

GET TO
KNOW YOUR
FAMILY ON A
PROFESSIONAL
LEVEL

See your familial coworker in a new light.





REMEMBER:

Family members may struggle to be objective when it comes to each others' strengths and weaknesses. Be open to seeing relatives in a different light.

One way to shake up preconceptions is to allow each other to try new things. If your sister wants to test an innovative marketing strategy, let her map out her plan of execution and enact it. If it doesn't work out, leave it and move on to the next idea.

EMPLOY AN OUTSIDE MEDIATOR

Hire a trusted, impartial party to help your family resolve disputes, craft conflict resolutions and make decisions that impact the company as a whole.



Some mediators focus specifically on family business mediation; ask a trusted friend, peer or mentor for a recommendation in your area.

Allow all parties involved to interview the candidates, then take a vote. Employ the mediator's services to help resolve conflicts or when making big decisions, like hiring personnel or expanding the business.



WORK TO CLOSE THE GENERATIONAL GAP

Capitalize on the business insights of several generations.





FOR EXAMPLE:

If a younger employee wants to use a new social media platform to reach customers, they might formally present their case to the business's leadership. They should supply research showing that this platform can truly help the business and detail how they'll execute their plans.

The business's leaders then can ask questions and provide input. This way, younger staff can pursue new ideas while being guided by the older leaders' experience.

SEPARATE WORK FROM PERSONAL SITUATIONS

Serious shop talk doesn't belong at the Sunday barbeque.



MAKE THE RULE UP FRONT:

No matter how large or small the topic, it's only appropriate to discuss during working hours.





To see more tips for the small business savvy,

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