



PARNASSUS LEADERSHIP INSIGHTS

EVALUATING YOUR TEAM FROM THE BALCONY

Evaluating when and how to change or alter key leadership roles within your team is a critical and complex decision for leaders. Understanding how to weigh those choices, including when to trust your gut and when to wait, is important to ensure high-level performance and sustained growth.



“Having a strong staff team is my most valuable asset. For too long I hesitated to make changes, but I’ve learned that getting the right fit is what’s best for everyone.”

President, Clinical Diagnostics Division
Thermo Fisher Scientific

LEARN MORE

If you find The Parnassus Group can be of assistance in your talent search, or if you have questions, contact Justin at jhale@theparnassusgroup.com

ADDITIONAL RESOURCE

The Parnassus Group
“9-Square Staff Evaluation”



Common Concerns

Below are some of the most frequent tensions or uncertainties we hear leaders cite when they are trying to decide how to handle a staffing challenge.

Known vs. Unknown Entity

Underperforming or poor fit leaders may not optimize team growth, but they are a known quantity. Not knowing who will come next and how they compare can fuel hesitation.

Quantifiable vs. Unquantifiable Cost

Teams know roughly what a new hire will cost in terms of time, effort, onboarding, and expense, but it is harder to quantify the lost opportunity cost of a weak team member.

Subjective vs. Objective Data

Leaders often have a “gut feeling” about whether or not someone is a long-term fit, but they also tend to fear its subjectivity and may prefer to wait (usually too long) for “hard facts” that corroborate their decision.

Kind vs. Cut-throat Personal Identity

Most leaders want to be viewed as considerate people who develop and help others, so letting staff go can be personally challenging, especially if the staff member is kind and likeable.



**THE PARNASSUS GROUP IS A PREMIERE EXECUTIVE SEARCH
AND LEADERSHIP ADVISORY FIRM SPECIALIZING IN
SENIOR HEALTHCARE LEADERSHIP.**

Guided by the health-centric principles of human dignity and exceptional care, the Parnassus team consistently strives to find, cultivate, and advance outstanding leaders committed to delivering superior outcomes to improve the lives of patients, clinicians, and care-giving families.