



## Dealing with Employees' Fear of 'Odd' Co-Workers

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You know the employee the caller is talking about. He is the "odd duck." The caller relays the rumor: He has a mental impairment and doesn't always take his medication. You aren't sure what to do and don't want to lose good employees. You know the "strange employee" has performed competently, has never made threats and has never had disciplinary issues, but outside influences are making co-workers nervous.

There's a difference between strange behavior that suggests a threat and an employee who is simply strange or awkward. An ability to recognize the difference will dictate how you respond to employee concerns.

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