

Ep #124: How to Set Boundaries for Contractors



Full Episode Transcript

With Your Host

Becca Pike

Ep #124: How to Set Boundaries for Contractors

Today we are discussing contractors versus employees and why your boundaries as their boss might be a little too loose. This is episode number 124. I am your host, Becca Pike, and it is time for your weekly dose of Hell Yes Coaching. Let's go.

Hey, guys. I'm Becca Pike and welcome to *The Hell Yes Entrepreneur* podcast, the number one show for entrepreneurs looking to create their first six-figure year. If you've got the drive and you know how to hustle but you're not sure where to channel your energy, we've got the answers. Let's dive into today's show.

So guys, today's episode is going to be short and sweet. I have a message that I want to get across to you all. I want you to love your business. I want you to love your staff. I want you to feel good in the company that you are creating.

One of the biggest issues that come to me, especially in my private clients as well as my mastermind clients, a lot of the higher end clients that have decent sized staff members, they come to me with kind of the same problem just dressed in different outfits. This seems to be a topic that is very, very tippy toed in into the business coaching industry because so many people don't want to be wrong. They don't want to give like bad legal advice. This seems to be a hushed topic.

I am here to bring some light on it today. I am rooting for the boss in this episode. I am rooting for the CEO. I want to see more CEOs not get trampled on by their staff members. I want to see more CEOs have a conducive enjoyable experience with the people that they employ. This is one of the ways that we can start doing that.

Contractors and employees work for you. Correct. But just because someone is a contractor versus not an employee does not mean that they can steamroll your boundaries. Okay. You can still expect that your contractors show up on time, and that they follow company policies. You can expect that they don't talk on their phones while they're working. Right?

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You can still expect that they follow the no gossip policy. You can expect just about anything from your contractors.

So the reason that this hits me in the heartstrings so much is because there is a lot of misinformation out there. There are a lot of people that aren't willing to talk about it. There are a lot of people that say hey, if you have contractors, you can't at all tell them what to do or expect anything of them. They are their own business working within your business. This just is not true at all.

So let me paint a picture for you. Your contractor is signing a contractual agreement with your company. Okay, so your contract can say just about anything at once. It can say that they have to show up 15 minutes early to their appointments. It can say that they have to wear a polo every day to their job. It can say that they have to dance a waltz to enter their shift. You can change that contract at any time also as long as your contract states that you can change that contract at any time.

But when you hire them, you and your contractor together are choosing to agree to this contract. If they choose not to agree to it then they don't work for you. It's very simple, right? If they agree to it, they can work for you. If they don't agree to it, that is totally fine, and they don't work for you.

So if you were to go hire a painting company to come into your kitchen and paint your kitchen in your living room, these people are contractors. We all know this, right? These are not your employees. These are contractors coming in to paint.

But before the project starts, you can say hey, I'm looking for a painting company. I'm shopping through many painting companies to find someone who can come only during the hours my kids are at school. So from like 9:00 a.m. to 4:00 p.m.. I'm looking high and low to find a company that can come only from 9:00 a.m. to 4:00 p.m.. Or you can say I'm looking for a company that will only paint on the weekends, or will only come and paint while I'm on vacation, or whatever you want. Right?

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That paint company can either agree to take the job or not agree and not take the job. Most of the time when a paint company comes, you don't have to write this down contractually. It's usually a verbal agreement. But just because you hired them to paint does not mean that they can come and be in your kitchen painting until midnight, or that they can be smoking cigarettes in your kitchen until 1:00 a.m. with their girlfriends, right.

Just because they're not employees doesn't mean that you can't not enforce agreements. I want your contractors to like their jobs, right? I want them to feel at home, and I want them to have an open door policy with you. In fact, as the business owner, it is your responsibility to create an environment that contractors want to work in. It is your duty to create jobs in the community and your duty to provide really great fair wages, right.

But this whole like they're a contractor, so I can't say anything when they act unprofessionally. Or they're a contractor. So I can't say anything when they show up late, or when they are talking poorly to a client. Or I can't say anything because I want them to work three days a week, but they're only showing up for one day a week. All of that has got to stop you guys.

This is a recipe for you being completely out of control in your business, a recipe for you not liking the business that you have, and eventually resenting the people that work for you. That is not what we are doing here. Your staff members should feel good. You can have them all agree to whatever it is that you want as long as they are willing to do that as contractors.

So if you say hey, I only want people that work for me three days a week or upwards of three days a week. I don't want anyone to work for me only one day per week. It seems to cause issues. I want to get rid of that. You can have that. You can say I want everyone to wear scrubs. I want everyone to show up 15 minutes early. I want there to be a no gossip policy. I want there to be X, Y, and Z. You fill in the blank, whatever it is, because you and your contractors are agreeing together towards the betterment of the business.

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This is stuff that we talk about in depth deep, deep, deep inside of my membership, The Circle. I have entire videos on this. I have it broken down, I mean down to a tee, of what you are allowed to do, what you are allowed to expect. If you have contractors that are pushing the boundaries, what to do from there, how to go about it, how to have these conversations with them, and how to turn your business around.

So if you desire more direction on this topic specifically, please come into The Circle. We would love to have you. We have some awesome CEOs in there right now. When you get ahold of this, when you change the way that you approach your contractors versus your employees, there is going to be such a big pressure relieved off of your chest.

You are going to feel so much better. You are going to actually enjoy walking. You're going to have deeper friendships with the people that work with you. It is going to feel good, and that is exactly what I want for you. That is it for today's episode. I can't wait to talk to you guys next week. Bye.

Hey guys, this podcast is the blood sweat and tears of a lot of different people. The planning and the preparation of each episode is extensive. My team and I are really proud to bring you this free and abundant content each week, and we hope that you're loving it. If you are, the very best thank you that we can receive from you is a review and a share.

When you share this episode with a friend or leave us a five star review, it is like pouring a little bit of magic into our podcasting bucket. It is what gets our work recognized. It's what gives us energy and keeps us going, truly. Not one share nor review goes without recognition from our team. As always, we fucking love you here at Hell Yes Coaching. Have a beautiful day.

Hey, thanks for taking the time to listen to today's episode. If you're looking to get more clarity and momentum for your business, visit hellyescoachingonline.com. See you next week here on *The Hell Yes Entrepreneur* podcast.