

## Case study 2

John recently started working for your company. He was your first choice of the interviewees and is settling in well. He's quiet, but seems nice enough, no one has a bad thing to say about him, he just gets on with the job and seems to be managing his workload reasonably well, although he's so quiet it would be hard to tell. However, recently you've noticed a few small things (he's not coming for lunch, deadlines are pushed) and then just the last week, he has been late three out of five mornings. His team lead/ supervisor mentioned it to you in general conversation and you decided to keep an eye and in passing John's desk casually ask if everything is alright. He nods and says yes, yes, fine, thanks. But later the next week he's late again and for an important meeting too, so you ask him in for a chat. He's quieter than normal and when you ask if everything is alright, he pauses and then says yes. When you tell him that this lateness could become a concern and ask again, he says he's just having some problems and he'll be fine and he won't be late again. What do you do?