

Episode 98: Taking legal action against your former employer.

I am not an attorney - always get your legal advice from someone who is qualified to give it.
What we can do is think through some of the issues from a career point of view.

1. It's not about the truth.

The question of whether this makes good business sense depends on your case.

If you have a good case then suing, or threatening to, may make sense. If it's poor, clearly suing makes no sense.

My guess is that at either extreme it's not really a debate. In most cases, there is a lot of judgment involved.

That means it's their opinion vs. yours and a "he said vs. she said". If this ever gets to court, a jury may decide!

You only need to watch a TV show about court cases to know how that can go.

I saw a report that says a majority of court cases are won by employers.

2. It will get personal.

Most companies are pretty smart and legally savvy about what they do.

Assuming they did the right legal things, fighting them will become personal.

If they quickly give in to you, then they risk having lots of people threatening them.

Any company, even one you think is nice, turns nasty when threatened.

You will be called names and people will say you said and did things that are bad.

You will either want to say that they never happened or imply they were made up.

The problem here is that your work friends have to take sides.

All of these things can have a huge personal and emotional cost.

Don't underestimate this side of it and be ready for its impact on you.

3. It's not a long-term strategy.

If you are unlucky, as there is an element of luck, you lose. If you are lucky, you settle before or after a win at court.

Either way, you then need to get on and live your life.

You cannot let this incident define your life or your future.

At some point you need to move on.

The real question is to decide when to start with the moving on.

It will be hard to get another job if you are mentally still fighting your last employer.

You think it's a secret, but will your next employer want a litigious employee?

Bottom Line: Your principles are important to you and your case may be good, but your life needs to be about more than this.

