

Chapter 1 : Discipline in the Workplace - UBC Human Resources

I work in homeless shelters with children aged who come to my art class to unwind so I have a fine line between the structure and discipline that they receive at school and what I want them to experience in art class.

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Chapter 2 : Kessler Investment Group | Experience. Discipline. Dedication.

Because employee discipline is a difficult experience that managers and supervisors sometimes face, these guidelines are intended to review the most effective approach to managing performance and/or behavioral issues.

Discipline should not generally come as a surprise to the employee. Try to avoid this situation if possible and attempt to regularly communicate issues to employees rather than wait until the performance problems can no longer be tolerated or until annual performance reviews are conducted. When it becomes necessary to discipline an employee, two principles apply: In most cases, the purpose of discipline is to instruct and correct rather than to punish. It is your responsibility as a supervisor to explain to the employee those areas in which he or she is expected to improve, to make suggestions about how to improve, and to allow time for the employee to make improvements. It is usually only in instances such as theft, physical violence or other serious misconduct that immediate termination may be the proper action. If you believe that you are confronted by such a case, please seek assistance from the Office of Labor Relations. Progressive Discipline In most instances of behavioral problems, supervisors are encouraged to take a progressive approach to discipline. When you become aware of a problem, promptly speak to the employee, taking particular care to specify the deficiencies you wish to see corrected and how corrective action is to be undertaken. Have as many additional discussions with the employee as seems appropriate under the particular circumstances. Usually, at this early stage, the employee should be given advice and guidance rather than a reprimand. It is important to maintain, at a minimum, a log of all discussions of this nature with employees. If the employee seems uncertain of the advice being given, then a confirmation of the discussion s in writing is advisable. Often it is helpful if such a letter makes reference to your earlier discussions with the employee. Ultimately it may be necessary to write to the employee to indicate that he or she will be suspended without pay or terminated if there is insufficient improvement in the conduct. You should specifically state, in a suspension letter, that the employee will be subject to further suspensions without pay or termination if there continues to be insufficient improvement. Before terminating, however, you must give the employee written notification that you are scheduling him or her to attend a Pre-Termination Conference , and attach a draft copy of a letter specifying the reasons for termination. During the Pre-Termination Conference, give the employee an opportunity to respond to the reasons for termination, and consider what he or she says. After the meeting, you may investigate further if you so choose. Nonetheless, at the conclusion of the process, decide whether or not you will terminate or impose some lesser discipline. If you decide to terminate, simply finalize the initial draft letter and issue it to the employee. The sequence outlined in steps 1, 2, and 3 above may not be appropriate in every circumstance. Such a progressive disciplinary approach may not be necessary with performance-based problems i. Please note that this application of the disciplinary process is distinct from the Performance evaluation process. Additional Considerations In regards to discipline, the following principals are important: Be honest, frank, and precise about the sources of your dissatisfaction and about your future expectations for the employee; Keep your criticisms free of non-work related matters and be as unemotional as possible, even though the situation is often stressful to you as a supervisor as well as to the employee. There are also some procedural items to keep in mind: First, the employee should sign the disciplinary letter in order to acknowledge that he or she has read it; if the employee refuses to sign, that should be noted on the letter; Second, provide one copy of the disciplinary letter to the employee and one copy to University Human Resources for placement into the official university personnel file; Third, if the employee is covered by a collective negotiations agreement, you should refer to the applicable collective negotiations agreement to ascertain the requirements for notification of the union. Unionized employees may grieve discipline or termination in accordance with the applicable collective negotiations agreement , but that fact should not deter you as a supervisor from taking appropriate action when necessary. Resources To Help You.

Chapter 3 : 6 Secrets of Highly Effective Discipline From a Seasoned Teacher - A Fine Parent

The key differences for the Dawgs: discipline and experience. Smart is working with a uniquely experienced side this season. Usually, his top players one season are making plays on Sundays the.

This article is part of the Be Positive series. Get free article updates here. Have you noticed how kids behave differently at school than at home? As an early education teacher, one of the most common questions I get from parents when they see their kids voluntarily cleaning up the classroom or sharing happily with other kids is: How do you do that? To raise loving, happy, well-adjusted kids without nagging, screaming, stress and drama, click here to get popular 6-part mini-course How to Be a Positive Parent for FREE. When a child receives consistent response from a caring adult, trust, deep attachment and a sense of being wanted develops. The key is to ensure that these relationships are respectful, responsive and reciprocal. For instance, as children arrive into my classroom, I always make sure to greet them at the door; just as they greet me. Not so I can begin my day with peace and quiet, but so I can wake her gently. First I turn on the light and call out her name and announce it is time to start thinking about getting up. I know in my house there would definitely be a fight. It avoids comparisons and competition. The most effective of all techniques though is to catch children being good or in an act of kindness. The reward and acknowledgement will be more genuine than if your child runs up to you and exclaims he cleaned his room or shared his cookie with his baby sister. When an older child tied the shoes of a younger child in my class I was all over it; I told him what he did was caring and kind. Then I drew attention to the facial expression of the girl he helped; she was smiling. Effective discipline is about modeling the right behavior. In addition to offering positive reinforcement, modeling appropriate behavior is equally important. Modeling provides visual clues to what acceptable behavior is and indirectly reinforces the appropriate way to act. Consider for example what happens in your car. The second scenario demonstrates proper problem solving skills by remaining calm and not endangering others on the road despite being angry. Effective discipline is about providing the right guidance. When you guide your kids, always be direct. Give reasons and explanations for rules keep it simple for young children. It will help to drive the notion home if you retell a story of when your child was running and got hurt. I even speak to my teenager in a similar way. Last weekend you were late because you overslept. Sometimes 15 minutes pass and I need to jog his memory again. But he hardly ever gives me a hard time. Why would I tell my baby to stay off the stairs a million times a day when I can install a safety gate? Or make extra work for myself lifting children to the sink every time they need to wash their hands, whereas placing a stool at the sink will allow them to access the soap, water and paper towels themselves. Prevention not only is a great form of discipline but also supports self-help skills and builds self-esteem. The same can be done on computers and mobile devices. Here are a few more tips to embrace the prevention attitude: Give children as much notice as possible when changing activities, leaving the house and a change in the schedule. Try setting a timer or pointing to where the minute hand on the clock will be at clean-up time. I will never forget my first experience with a child who had a behavioral disorder. He spent rest time at a table usually working on jigsaw puzzles he was a puzzle machine! However, rest time is also used to give staff breaks and when teachers do most of their planning. This child would constantly interrupt me while talking with parents or other staff. He begged and pleaded for my undivided attention and company. It began to disturb the rest of the other children and he would call to them to leave their cots and come play with him. This was hard for me because rest time is my favorite time to get in one-on-one interactions. Then when I returned provided he had been behaving while I was gone I would spend about minutes with him working on a puzzle or playing a quiet game of Uno. The difference however is huge. Instead of sitting students down at an empty table alone feeling bad about himself I created several spaces in my classroom where child could go to or be brought to when feelings become so overwhelming they interfere with the problem solving process. These areas were private, cozy spaces in the nooks and crannies of my classroom that included soft, over-sized pillows, a class photo album, a small selection of books and quiet objects such as sensory or calming jars, Magana-doodle-esque boards and boxes sorted by themes of quiet, calming activities like magna-tiles or puppets. Same as a time-out, a time-in should only last one minute per

year of life unless the child chooses to stay longer. When the time is up I ask the child if he knows why he had to be separated from the group, then I help him think of better ways he could have solved the problem instead. Negative reinforcement, such as spanking or time-out only seem to work at first because of shock value and over time it becomes less effective. As parents, it can be a lot more difficult. Give yourself a lot of grace. Get support; allow your partner, family and friends to pitch in and always remember to take time out to recharge your batteries. Receive others just like it once per week directly in your mailbox. How does this impact the way you approach a troubling situation? Do your kids see you as a loving guide or a dictator? How does this impact your relationship with them? How does this affect their motivation to comply with the house rules? The Ongoing Action Plan for Fine Parents Try a few of these over the course of the next week â€” Create a predictable schedule so your child knows what to expect; like nap time after lunch. Recognize problems as learning opportunities and give children freedom to solve problems on their own. Give your child the chance to make choices. One or two is enough and make sure you can live with whatever your child chooses. An example of this would be asking your child if he wants a peanut butter sandwich or pizza for lunch and not trying to talking him into the peanut butter sandwich when he chooses pizza. Be honest about your feelings and show how to express them appropriately. Save no for emergency and serious situations.

Chapter 4 : The Quick Guide to Employee Discipline: What Every Manager Needs to Know - When I Work

Fulfillment by Amazon (FBA) is a service we offer sellers that lets them store their products in Amazon's fulfillment centers, and we directly pack, ship, and provide customer service for these products.

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Chapter 5 : Domestic Discipline: Couple's experiences " calendrielascience.com

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Check new design of our homepage! Learn How to Discipline Yourself and Experience Freedom To some, discipline is the thing, which restricts and shackles life. However, the truth is the exact opposite. Discipline yourself and experience freedom from many of the daily problems one faces such as finance, time constraints, health, etc. MissionSelf Staff Last Updated: Oct 05, Personal discipline does not come naturally for many of us. When it comes to things like getting up in the morning and going to work, we barely manage. Self-discipline goes beyond pushing yourself through the , and developing it can be an incredible road to freedom. The Benefits of Discipline Health Following a healthy diet, will enable you to drop the extra pounds that you have been trying but failing to get rid of. It simply means that you will eat healthier foods in general, and cut back on things that you know are not good for you. You should not deprive yourself totally of "comfort foods," but you can have less of them. Find a way to make eating fruits and vegetables more fun, and say no to junk food at least every other time you are tempted to have it. Little by little, you will have more will power and watch the pounds go away. Fitness You should also note that exercise is necessary. It is not just for weight loss, but for other fitness issues as well. It can energize you, and help you feel happier and more free to get out and move. It takes a great deal of discipline to exercise regularly, but it really pay off. Improved Finances As we mentioned here, it takes self control to work efficiently. This can also help you to make more money. If you are more efficient on the job, and go above and beyond the call of duty, you might get a promotion or a raise. Instead of watching hours of television when you come home and nodding off, get online and make some money. If you are self-employed, your earning potential is virtually unlimited. As your own boss, you can get more marketing done, produce more sales, and earn more money. The more you work, the more you will earn. Having more money gives us the financial freedom to purchase the things we want, get out of debt, send our kids to college, and go on our dream vacation. We hope you are convinced that becoming more self-disciplined will have wonderful benefits for you. To be fair and honest, there is one difficulty in taking up the task of disciplining yourself. Even so, we are sure that you will see getting over that hurdle will prove to open the gateway to freedom in your life. Sometimes, it is the lack of this attribute that prevents us from reaching our goals and dreams. We want to encourage you to get over your negative habits and set yourself in gear. If it was, everyone would be thin, rich, and have more time on their hands. Become a better person, step by step, and little by little.

Chapter 6 : Customer Experience: At the Edge of a New Discipline

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Chapter 7 : Discipline in the school essay experiences

Little is known about how parent's experiences of discipline in childhood affect their disciplinary practices.

What are the spiritual disciplines? Discipline is defined as "training expected to produce a specific character or pattern of behavior. In fact, almost nothing of any significance in our lives is ever accomplished without it. Spiritual disciplines can be described as those behaviors that augment our spiritual growth and enable us to grow to spiritual maturity. This process of spiritual growth and development begins to take place the moment a person encounters the risen Christ and comes to Him for salvation. The purpose of spiritual discipline is the development of our inner being, that which has been transformed by Christ at salvation 2 Corinthians 5: Redeemed believers have experienced the total renewal of the whole person from within, involving differences in thought, feeling and character that may be slower to be evident in our outward behavior. There are a number of popular programs and books today on the spiritual disciplines, but some go too far from Scripture in an effort to outline various methods of disciplining oneself. Some of these methods border on the mystical and the extra-biblical, sometimes delving into areas of Eastern mysticism, Catholic mysticism, and New Age philosophy. The best way to avoid error in the understanding of spiritual disciplines is to stick with clear scriptural mandates given to all Christians to immerse ourselves in the Word of God wherein God speaks to us, and in prayer, whereby we speak to Him. The foremost of the disciplines is that involving the Word of God and constitutes the reading, study, memorization, and meditation of Scripture. If this discipline is neglected, no other effort to discipline ourselves will be successful because we simply do not have the power to overcome the resistance of the sin nature in which our new natures reside. Nor do we have the power to overcome the resistance of demonic influences whose aim is always to separate us from the only means of spiritual growth, the Word of God. Paul reminded Timothy of the inherent nature of Scripture, that it is literally from the mouth of God, i. We must begin any effort at spiritual discipline with the only source of power, the Word of God. Scripture memorization is also essential. We always have the freedom to choose what we place in our minds. With that in mind, memorization is vital. If we truly believe that the Bible is the Word of God, how can we not memorize it? Memorization enables us to keep it constantly in the forefront of our minds, and that makes it possible to react to all life circumstances according to its precepts. One of the most powerful passages of Scripture regarding the necessity of memorization is found in Joshua 1: Then you will be prosperous and successful. The second discipline is that of prayer. Our prayers are a spiritual communion with God through means of thanksgiving, adoration, supplication, petition, and confession. The wonderful thing about prayer is that God meets us where we are. He comes alongside us to lead us into a deeper, more real relationship with Him, not motivated by guilt, but driven by His love. Our knowing God really makes us want to conform to Jesus and His will for our lives. God slowly and graciously reveals Himself to us while we pray, and it is during those moments that we can more deeply understand and experience His love. Of course, one of the major outcomes of disciplined prayer is answered prayer. But, in all truth, that is secondary to the real purpose of prayer which is an ever-growing, unending communion with God. Taken together, the spiritual disciplines of prayer and the Word will provide us with a rewarding program which will lead to godly living, praise, submission, service and celebration of our salvation and the God who provided it.

Chapter 8 : Essay about workout discipline in school

Progressive discipline is the process where you increase the level of severity of your discipline when an employee fails to correct an issue. It's a common approach because it tends to protect employers from legal action, but not everyone is a fan.

Chapter 9 : Film Room: Discipline, experience fuel Georgia's elite defense

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