

# Perform Or Else: From Discipline To Performance

Discipline is an essential ingredient for success in any area of life, and the workplace is no exception. A disciplined workforce is more productive, efficient, and profitable than a workforce that is undisciplined.



## Perform or Else: From Discipline to Performance

by Jon McKenzie

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There are many benefits to discipline in the workplace. For example, discipline can help to:

- \* Improve productivity
- \* Reduce absenteeism and turnover
- \* Create a more positive work environment
- \* Increase employee morale
- \* Enhance the company's reputation

If you are a manager or supervisor, it is important to create a disciplined workplace. This can be done by setting clear expectations, providing regular feedback, and enforcing consequences for unacceptable behavior.

## **Setting Clear Expectations**

The first step to creating a disciplined workplace is to set clear expectations for your employees. This means communicating the company's policies and procedures, as well as your own expectations for behavior and performance.

Your expectations should be clear, concise, and measurable. For example, instead of saying "Be on time for work," you could say "Be at your desk by 8:00 AM every day."

Once you have set clear expectations, it is important to communicate them to your employees. This can be done through a variety of methods, such as:

\* Verbal communication \* Written communication \* Training programs \* Performance reviews

## **Providing Regular Feedback**

Once you have set clear expectations, it is important to provide your employees with regular feedback on their performance. This feedback can be positive or negative, but it should always be specific, timely, and constructive.

Positive feedback can help to motivate employees and reinforce desired behaviors. Negative feedback can help to correct performance deficiencies and prevent future problems.

When providing feedback, it is important to focus on the employee's behavior or performance, not on the employee themselves. For example,

instead of saying "You are a bad employee," you could say "Your recent performance has not met expectations."

## **Enforcing Consequences**

In some cases, it may be necessary to enforce consequences for unacceptable behavior. This could include verbal warnings, written warnings, or even termination of employment.

When enforcing consequences, it is important to be fair and consistent. You should also make sure that the consequences are proportionate to the severity of the offense.

## **Creating a More Disciplined Workplace**

Creating a more disciplined workplace takes time and effort, but it is worth it. A disciplined workforce is a more productive, efficient, and profitable workforce.

Here are a few tips for creating a more disciplined workplace:

- \* Set clear expectations for your employees.
- \* Provide regular feedback on their performance.
- \* Enforce consequences for unacceptable behavior.
- \* Be fair and consistent in your discipline.
- \* Create a positive work environment.

By following these tips, you can create a more disciplined workplace that will lead to improved performance.

Discipline is an essential ingredient for success in the workplace. A disciplined workforce is more productive, efficient, and profitable than a workforce that is undisciplined.

If you are a manager or supervisor, it is important to create a disciplined workplace. This can be done by setting clear expectations, providing regular feedback, and enforcing consequences for unacceptable behavior.

By creating a more disciplined workplace, you can improve performance and achieve your business goals.



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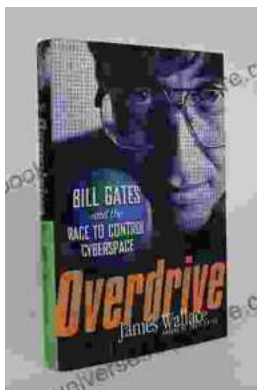
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