

FRESCO - MANUAL

FRESCO - Overview

FRESCO™ (Frequent Response Evaluation for Sustaining or Strengthening Achievement) Employee Performance is designed for public sector employees as a communication technique to help promote positive change in substandard employee performance on an ongoing basis. It uses the primary elements of job design to form the basis of the FRESCO™ components. The Manual reviews each of these components and their specific application as part of an effective communication skills strategy to promote change and develop a clear understanding of performance expectations. Emphasis is placed on open, honest, and useful information sharing to avoid misinterpretation and promote employees with clear direction for change within an appropriate and comfortable working relationship.

What does FRESCO™ stand for?

FRESCO™ is an acronym representing the universal components which should be included in any communication with employees involving performance problems or concerns. These communication components represent the "FRESCO™ Language." Each of these components has a specific purpose:

1. **FACTS** regarding the employee's immediate conduct
2. **FEEL** or authority related to the employee's behavior.
3. **IMPACT** of the employee's immediate conduct on the employee.
4. **CONSEQUENCE** to assist the employee in improving performance and direction as to the proper conduct the employee is expected to follow in the future. These directions are also referred to as Directions such as "Immediately you will..."
5. **KNOWLEDGE** of the employee's right to respond to corrective direction/evaluation given in the present or the future.

The FRESCO™ Manual focuses on each FRESCO™ communication component and identifies basic guidelines and procedures necessary for their proper application in communicating, understanding, and correcting employee performance problems. It is a critical component in a progressive discipline model.

There are three elements that must be considered:

1. The process will be **positive**. Emphasis is placed on the positive of employees to change behavior that affects performance rather than punitive methods.
2. The process will be **immediate**. Supervising there is responsibility to assist employees in modifying their conduct.
3. The process will be **progressive**. By progressively increasing the severity of the communication and discipline imposed for persistent misbehavior as follows to meet the established standards it is assumed that employees will be given the necessary incentive to take corrective action.

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Table of Contents Frisk Training Manual

1. Understanding the eBook Frisk Training Manual
 - The Rise of Digital Reading Frisk Training Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Frisk Training Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Frisk Training Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Frisk Training Manual
 - Personalized Recommendations
 - Frisk Training Manual User Reviews and Ratings

- Frisk Training Manual and Bestseller Lists
- 5. Accessing Frisk Training Manual Free and Paid eBooks
 - Frisk Training Manual Public Domain eBooks
 - Frisk Training Manual eBook Subscription Services
 - Frisk Training Manual Budget-Friendly Options
- 6. Navigating Frisk Training Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Frisk Training Manual Compatibility with Devices
 - Frisk Training Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Frisk Training Manual
 - Highlighting and Note-Taking Frisk Training Manual
 - Interactive Elements Frisk Training Manual
- 8. Staying Engaged with Frisk Training Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Frisk Training Manual
- 9. Balancing eBooks and Physical Books Frisk Training Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Frisk Training Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Frisk Training Manual
 - Setting Reading Goals Frisk Training Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Frisk Training Manual
 - Fact-Checking eBook Content of Frisk Training Manual
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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