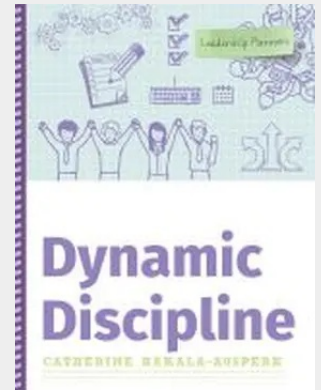


Dynamic Discipline

You're a manager, supervisor, and library leader—but you're still human. And, as social animals, humans tend to shy away from situations that are uncomfortable or even potentially threatening. So it's no wonder that disciplining employees doesn't rank high on anyone's list of favorite job duties. But because negativity can quickly spread, personnel problems cannot be ignored. The good news is that discipline does not have to be a dirty word, and in fact dynamic discipline can go beyond just fixing a problem to making your whole team stronger. Using a combination of readings, exercises, and activities, this planner will guide you through - understanding why we don't like to discipline but why it's so essential; - the concept of Improvement Discipline (ID) and how you can use it to overcome your reluctance at confronting someone; - "what if" scenarios that will help you prepare for difficult conversations with employees; - administering discipline in such a way that it moves beyond censure to positive outcomes; and - reflecting on the steps you've taken and those you plan to take in the future. This planner will ensure that you discipline well by helping you focus on improvement, not punishment.


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