



Delegating

Holding the sandwich together

Evaluation and Feedback

Productivity will increase if the workers are happy and feel as though their opinions matter. For this reason, you must ensure that their voices are heard, and that you take into consideration their feedback. This will also make giving feedback much easier, because employees will feel as though their relationship with you is more equitable.

Here's how

- Be constructive; set standards to measure your own performance, and give employees the same opportunity.
- Ask for information, or the employee's perspective, before evaluating a situation. Jumping to conclusions will lead miscommunications and hurt feelings.
- Take the time to ask in-store customers how the service was. You can still be polite while being freaky fast, and making connections with customers can ensure repeated visits.
- Avoid coercive power -- no threats, black mail, or intimidation! You're not Donald Trump, so don't throw around the phrase "You're Fired," unless you mean it.
- Upon evaluating employees keep in mind that many of them may be enrolled in school. This should not lower your standards, but be sympathetic, and understanding when it comes their responsibilities



Customers are much more likely to share their feedback and experiences with managers rather than average college-aged employees.

Jimmy Johns Manual

David Kirk



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