

FRISK™ MANUAL

FRISK™ Overview

FRISK™ Documentation Model, Practical Guidelines for Evaluators in Documenting Unsatisfactory Employee Performance is designed for public sector evaluators as a communication framework to help promote positive change in substandard employee performance or to correct misconduct. It uses the primary elements of just cause to form the basis of the FRISK™ components. The Model reviews each of these components and their specific application as part of an assertive communication skills strategy to promote change and develop a clear understanding of performance expectations. Emphasis is placed on open, honest, and precise information sharing to avoid misinterpretation and provide employees with clear direction for change within an accountable and considerate working relationship.

What does FRISK™ stand for?

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

- F** FACTS evidencing the employee's unsatisfactory conduct.
- R** RULE or authority violated by the employee's behavior.
- I** IMPACT of the employee's unsatisfactory conduct on the workplace.
- S** SUGGESTIONS to assist the employee in improving performance and directions as to the proper conduct the employee is expected to follow in the future. These directions are also referred to as Directives such as "Immediately you will..."
- K** KNOWLEDGE of the employee's right to respond to corrective documentation placed in the personnel file.

The FRISK™ Model focuses on each FRISK™ communication component and identifies basic guidelines and procedures necessary for their proper application in communicating, documenting, 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 potential of employees to change/improve their behavior/performance rather than punitive measures.
2. The process will be **corrective**. Supervisors have a 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 misconduct or failure to meet the established standard it is expected that employees will be given the necessary incentive to take corrective action.

Frisk Documentation Manual

Martindale-Hubbell



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WESTLAW Reference Manual Nancy Johnson-Maloney,1993 *Document Retrieval Index* ,1972 **Stop and Frisk** Douglas R. Mitchell,Gregory J. Connor,2017-10-25 Every law enforcement patrol officer and investigator needs to understand both the tactical considerations of stopping and frisking a suspect and the legal constraints that should govern that power Recent years have shown clearly the damage that can be done when police lack an adequate understanding of the legal foundation for their activities In this new edition of Stop and Frisk Mitchell and Connor team up to provide active or aspiring police officers with the knowledge of applicable law as well as practical techniques they need to safely and legally carry out their crime suppression and investigative duties This updated edition includes clear summaries of major cases of the last decade and lessons learned when police and communities failed to fully understand the results of Terry v Ohio Ideal for in service training at the post academy level this book also gives time tested tools to police officers supervisors and legal advisors Stop and Frisk can be used to teach undergraduate Criminal Justice majors as well as concerned citizens to prevent crime in their communities *Design Engineering Manual* Mike Tooley,2009-10-30 Design Engineering Manual offers a practical guide to the key principles of design engineering It features a compilation of extracts from several books within the range of Design Engineering books in the Elsevier collection The book is organized into 11 sections Beginning with a review of the processes of product development and design the book goes on to describe systematic ways of choosing materials and processes It details the properties of modern metallic alloys including commercial steels cast irons superalloys titanium alloys structural intermetallic compounds and aluminum alloys The book explains the human system interface procedures to assess the risks associated with job and task characteristics and environmental factors that may be encountered at work and affect behavior Product liability and safety rules are discussed The final section on design techniques introduces the design process from an inventors perspective to a more formal model called total design It also deals with the behavior of plastics that influence the application of practical and complex engineering equations and analysis in the design of products Provides a single source of critical information to the design engineer saving time and therefore money on a particular design project Presents both the fundamentals and advanced topics and also the latest information in key aspects of the design process Examines all aspects of the design process in one concise and accessible volume United States Attorneys' Manual Executive Office for U.S. Attorneys,1976 Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards United States. Bureau of Naval Personnel,1996-07 **FAO Documentation** ,1979 *Police Practices and Civil Rights in New York City* Mary Frances Berry,2000-12 On May 26 1999 the U S Commission on Civil Rights conducted a hearing in New York City to examine current police practices police community relations civilian complaints **Martindale Hubbell Law Directory** Martindale-Hubbell,2003-12 AF Manual United States. Department of the Air Force,1968

The Enigmatic Realm of **Frisk Documentation Manual**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Frisk Documentation Manual** a literary masterpiece penned by a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those that partake in its reading experience.

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