

FRESCO - MANUAL

FRESCO - Overview

FRESCO™ (Frequent Response Evaluation System for Observations of Communicative Achievement) Performance is designed for public sector educators as a communication instrument to help promote positive change in substandard employee performance on an ongoing basis. It uses the primary elements of job, which are based on the core of the FRESCO™ components. The Manual covers 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 special 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 negative habits and/or performance rather than negative 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 misconduct 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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Patrick Vollmar



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