Welcome to
SNAPA
Teaches Tuesday Tuesday,
March 17, 2020
Go to Webinar Control Panel

Handouts are found using the Go to Webinar Control Panel
Webinar and Handouts

• Webinar recording and copies of all the handouts will be posted on the SNAPA website and available to SNAPA members.

• Members will need their username and password to access the recorded webinar.

• SNAPA Website Link - Events/Webinars
  • www.snapa.org/events/webinars
Welcome & Introduction

Moderator
Pamela Gallagher
Executive Director, SNS, MBA
The School Nutrition Association of Pennsylvania
717-732-1100
executivedirector@snapa.org
www.snapa.org

Presenter:
JoAnne Robinett, MSA, SNS
America's Meal
Child Nutrition Consulting, Training, and See my session offerings online at
AMERICASMEAL.COM
americasmeal@yahoo.com
937-675-5337
Heigh Ho, Heigh Ho! Where Did the Work Ethic Go???

JoAnne Robinett, MSA, SNS
America’s Meal
Americasmeal.com
Do you have a work ethic? is kinda like:

- Do you have a “Fashion Sense?”
A work ethic is a personal thing – it is a part of who we are, and is influenced by many factors – economic, religious, cultural, generational, and educational.
Factors that influence YOUR Work Ethic

- Do you value work?
- How did your parents feel about the value of work?
- How did your educational experience relate to a “work ethic”?
- How are you treated at work? Like an outsider?
Whose work ethic – YOURS, or MINE?

- It is more than just “Old School versus New School”

- What do you think is different between the manager’s attitude toward work, and your attitude?
What we have here, might be a failure to communicate …

- We need to remember that mind reading is a lost art.
- Please communicate your expectations about “dedication” to the job.
Different But Not Divided

“Generational differences bring challenges and rewards to school nutrition operations”

By Julie L. Ecker, School Nutrition, – SNA’s Award winning flagship magazine
Generation Differences

A diverse workforce can benefit student customers. After all, some students relate better to younger employees, while others enjoy a “grandparent-type” relationship with older employees. These nurturing relationships also can extend to colleagues, with peers of various ages helping one another with professional issues, as well as personal ones.
Work Ethic

Different generations tend to have varied perceptions and definitions of employee dedication.

**Older** generations might cite a willingness to work long hours; a desire for professional growth and a demonstration of professionalism; and punctuality.

**Younger** generations may be more likely to view dedication in relation to the quality and quantity of work that is completed.
Work Ethic

While there is strength in our diversity, there are also trouble spots that can surface when we are not open-minded about age, gender or cultural differences.
Work Ethic

Even though there are different reasons and interpretations about the work ethic – some ideas are universally accepted as characterizing the work ethic.

I have 26 ideas to share on this; first I will sum up what I learned in preparing this –

- #1 – Tolerance
- # 2- Expectations
- #3 – Accountability.
Work Ethic

- #1 – Tolerance – we may all be created equal, but we are not all the same

- #2 – Expectations – we both have these, management and staff. The expectations aren’t the problem. The gap is!

- #3 – Accountability. As a manager I am accountable for the entire operation. As a team member, you, too, are accountable!
ABCs of the Work Ethic

- A – Always bring your “A Game”
- Apply Yourself
- Be Accurate and
- Be an Asset to your team

- Be Ambitious, but not at the expense of others
ABCs of the Work Ethic

- B - Be Dependable

- As they say in the Army
  – Be all that you can be!
It’s not just what you bring to work, but also about what you leave home!

- C is for the Chip on your Shoulder – take that one out of your backpack and leave it at home!
- C is also for Cooperative, Considerate, Conscientious, Cordial and Courteous!
ABCD

- D is for Discipline, Diligence, and as we said under B “Be Dependable”
ABCDE

- E is for EFFORT
- And E is for EVERYDAY

- A good work ethic is not something you have only one or two days a week.
F is for Focus. Focus on WORK when you are at work.
Get up, Get Dressed, and Get to Work on Time!
H is for Habit. Make good ones – like

- Honesty
- Hard Work
- Helpful
I is for Initiative – Don’t wait to be told a task needs done, if you know it needs done, go ahead and offer to do it!

Be INDUSTRIOUS and work to IMPROVE.
J – there is no better motivator or work ethic mantra than the Nike tagline!

JUST DO IT!
**K – KEEP TRYING**

On the plains of hesitation, bleach the bones of countless millions who, on the threshold of victory, sat down to wait, and in waiting, died. -William Moulton Marston
L is for Likeable – social interaction showed up in each article I used to research this presentation.

Loyal
M is for motivate – figure out what motivates you.

What does motivate you?
N - NEVER be NEGLIGENT at work!!

Always be NICE!!
O is for ORDERLY.

Be prepared and ORGANIZED when you do your job.

Do you know what OHIO stands for?
P is for PUNCTUAL

And for PRACTICE. A good work ethic may not be natural for you, so practice!

Be PRODUCTIVE

And, be PLEASANT
Q – Quit comparing your workload to someone else’s workload. If you have a good work ethic, you do what is expected of you – both by your boss, and by yourself.
R is for

• RELIABLE
• RESPONSIBLE
• RESOURCEFUL

AND FOR FOLLOWING THE RULES
S – IS FOR SUCCESS! NO SLACKERS ALLOWED!

S is also for proper use of sick days
T is for TIME

Be time oriented. Time is money and time is of the essence at work.

There is a business mantra that says work expands to fit the time given to it. Don’t be the one who stretches the job to fit the time – help others when finished!
U is for useful. Shame on you if some one has ever said you are useless.
V is for VOLUNTEER. Don’t wait to be told to do something. Just do it!
W – work hard – there is a widely held belief that a good work ethic improves your character and your entire life.

“Work spares us from three evils: boredom, vice, and need”

-Voltaire
X – XCELL at all you do.
If you are struggling with something, ask for help.
Y – YOU? YES, YOU!
No one else can give you a good work ethic – unless your parents already did.
Zest

Z END!
Work ethic is defined by what you are willing to do when no one is watching.
PROFESSIONAL STANDARDS CODE

• This session provides one (1) CEU
  • Key Area: Key Area 3 - Administration
  • Key Topic: Where Did the Work Ethic Go??

• Professional Standards Code: 3210
Thank You! Stay Healthy!

JoAnne Robinett  
MSA, SNS, SNA Certified Trainer  
America’s Meal  
Child Nutrition Consulting and Training  
1576 Hite Rd., Jamestown, OH 45335  
937.675.5337 (H)  937.475.0683 (c)  
Americasmeal@ yahoo.com  
www.americasmeal.com