

Frugals Gossip ®

Newsletter

July 2010

We would like to extend a huge "WELCOME" to all of our new hires who have joined our Frugals® family recently.

Frugals #2

Kaila S.
Kimberly R.
Maria C.

Frugals #4

Alexander N.
Kyle M.

Frugals #5

Amber W.

WELCOME ABOARD!

BIRTHDAYS!

We have plenty of birthdays coming up next month so let's get ready to celebrate...

Frugals #1

Robert B. – Aug. 29th
Rebekka B. – Aug. 10th
Cynthia T. – Aug. 22nd

Frugals #2

Ashley V. – Aug. 2nd
Michelle J. – Aug. 3rd
Kurt G. – Aug. 17th

Frugals #4

Jeanette H. – Aug. 23rd

Frugals #5

Curtis C. – Aug. 9th
Sarah S. – Aug. 14th
Joan J. – Aug. 27th

Happy Birthday!!



EMPLOYMENT ANNIVERSARIES

Frugals #1

Bryan S. – 4 yrs.

Frugals #2

Kurt G. – 2 yrs.
William M. – 1 yr.

Frugals #4

Christopher G. – 3 yrs.
Lavyonne D. – 1 yr.

Frugals #5

Austin C. – 2 yrs.
Dalton H. – 1 yr.
Jean B. – 1 yr.

Thank you for being a part of our team!

MISC INFORMATION

The fast food industry has been associated with being temporary work until something better is found. Therefore, the turn around can be high and cause lack of motivation within the employees. So, then the question becomes how do managers motivate their team?

1. Managers can help employees value their work through consistent praise, recognition and special incentives. A few examples include rewarding perfect attendance, anniversary cards, or a 'Thanks for your help box' have employees put the name of a fellow employee who went beyond to help out then draw a name monthly for a small reward.
2. Managers can increase the level of support their employees feel by listening more, understanding employee issues, and taking action accordingly. Employees who feel better about their jobs persist more, exert more effort, and are less likely to leave in the face of difficulties.
3. Negative emotions produce

avoidance behaviors (tardiness, inattentiveness, job abandonment); positive emotions energize (choosing a task, staying longer, etc).

Team work is essential in any work environment. When the presence of Team Work is missing, the less likely the work being performed is efficient and effective towards reaching the overall goal. Without teamwork a lack of trust and openness blocks the critical communication needed and leads to loss of coordination in the individual efforts.

Team Work Factors consist of:

1. Goals – ensure goals are clear and understood by each team member. Be open to answering questions for clarification. This is a critical element in team work success; the team efforts need to be directed towards reaching the same clear goals.
2. Roles – responsibilities and authority of the team members needs to be clear. Conflicts pertaining to authority and dominance can deter from the goal. A team needs a good leader who is able to deal with all issues and bring the team back into harmony.
3. Process and Relationships– the process of working together with communication and influencing skills can build the team as a whole. Diversity of skills and personalities can aid towards effective team work. When people use their strengths in full then it can compensate for each other weaknesses.

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