



The Farm Labor Dashboard

Communicating for Change

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Based on material provided by:

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The Farm Labor Dashboard

For more information: uvm.edu/aglabor/dashboard

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Take out the negative criticism and sarcasm



Ask for what you want done instead

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Turnarounds

Derived from the work of Jamie Resker, Lead for Employee Performance Solutions Inc.



- Resists a major part of the job >> Need you to accept that your job includes ...
- Doesn't respect others' time >> Respect everyone's time by doing your prep in advance
- Makes poor choices >> Prioritize w/more attention to overall goals.
- Is disrespectful of colleagues >> Show respect for your colleagues

Turnaround Examples



- **Reactive**
 - Proactive
- **Late**
 - On time
- **Tasks take twice the time they should**
 - Complete tasks in 1/2 the time...
- **Excuse expert!**
 - Put your energy into finding solutions...
- **Makes assumptions**
 - Make conclusions based on facts...

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Turnaround Examples, cont.

- ~~Does not~~ dig into the difficult work
- ~~Doesn't take~~ responsibility for...
- Takes ~~no~~ ownership for...
- ~~Can't~~ let others finish their thoughts...
- Shows ~~no~~ consideration of the time limits we have
- Pays ~~no~~ attention to others' needs

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