



The 10 Benefits of Positive Discipline

- 1. Early problem identification:** Since the supervisor does not have to reprimand the employee, he or she feels more comfortable dealing with the first occurrences of an issue rather than letting minor infractions slip by.
- 2. Lower cost, less production disruption:** There is the cost of the one-day decision-making leave, but a traditional 3- to 5-day suspension means replacing the missing worker and disruption for a longer period of time. Also, the worker often returns hostile, even to the point of sabotage.
- 3. Consistency of administration:** Since supervisors are more comfortable in the supportive setting, they are more likely to consistently apply the process.
- 4. Reduction of grievances:** The employee has been paid for the day and is not likely to grieve the decision. Even terminated employees tend not to grieve the decision. Why? Because *they've* made the decision to leave.
- 5. Applicable to all job levels:** A “Think it over” day works very well for hourly and salaried positions alike, including professional, managerial, and clerical jobs.
- 6. Improved morale:** The employee returning from the paid decision-making leave has less reason to gripe and complain to save face.
- 7. It enhances the organization’s reputation:** The more fairly an organization treats its people, the better its reputation and its ability to attract and keep good employees.
- 8. Removes the threat of human rights infringements:** Removal of punishment makes it easier for a supervisor to act whether the person is a member of a minority group or not.
- 9. Improved employer-supervisor relationships:** Rather than being seen as a dispenser of punishment, the supervisor is viewed as a coach, mentor, and counselor, and is often seen as being much more approachable and supportive.
- 10. Employees do change:** It is common for employees to return from the decision-making leave with a new commitment to changing their behaviour. The returning employees may also have gained a new respect for the supervisor and for the company that allows the employees to make their own decisions.