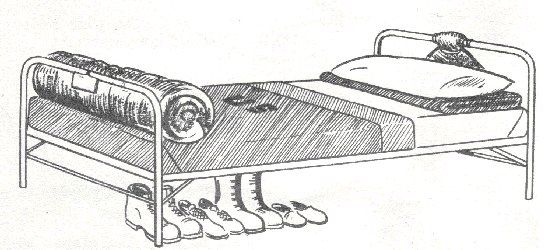
(Mr. Tenkey's Tips #224) www.mrtenkey.com

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Dear Management:  When you give a task to a direct report... obviously, you already have a defined expectation of an outcome, right?  
  
Well, this needs to NOT be a secret... to anyone.  
  
Two reasons for that... 1)  you're just setting yourself up to be disappointed and the employee frustrated... and 2) persons that actually have experience to share, can't show you the potholes that they have already run into... trying to help you to your goal.  
  
So if you request your house to be cleaned... let the employee know that you want the shelves along the ceiling, dusted as well.    
  
They will then know your baseline expectations... and they just might surprise you and clean under the stove, to exceed those expectations.  
  
And... other people, knowing that you have these expectations, might share needed advice,  otherwise you're not going to get those much desired military corners on your bed sheets.  
  
So moral...  make sure you define clean peeps!