Module 3

Understanding Employment Expectations
**Professionalism** means that you have the skill, good judgment, and polite behavior that is expected of a person who is trained to do a job well.

**PROFESSIONALS HAVE:**

- A Positive ATTITUDE
- An Appropriate APPEARANCE
- Great ATTENDANCE
What’s the **PROFESSIONAL** thing to do?

You were having a difficult morning and you missed the bus for work.
What’s the PROFESSIONAL thing to do?

You desperately need to take a bathroom break, but it’s not your time for a break.

Photo credit: sylvar via Foter.com / CC BY
What’s the **PROFESSIONAL** thing to do?

Your sister drives you to work and her car constantly breaks down.
What’s the **PROFESSIONAL** thing to do?

You are exhausted from problems at home and are not always feeling focused at work.
What’s the **PROFESSIONAL** thing to do?

You and your doctor are working on identifying the best medication for you, but in the meantime you are having side effects that interfere with your concentration.
What’s the **PROFESSIONAL** thing to do?

A customer is really giving you a hard time.
What’s the PROFESSIONAL thing to do?

A coworker is really annoying.
What’s the **PROFESSIONAL** thing to do?

Your supervisor is always pressuring everyone.
What’s the **PROFESSIONAL** thing to do?

Your uniform has a food stain on it.
What’s the **PROFESSIONAL** thing to do?

Your co-workers are gossiping and not working and you are very interested in what they are saying.
What’s the **PROFESSIONAL** thing to do?

Your supervisor is constantly piling on more work.
What’s the **PROFESSIONAL** thing to do?

You need to leave work on time in order to catch your regular bus, but the relief staff is late and the next bus will be an hour later.
Thinking About Rules

What is a RULE in your OWN words?
Employee Handbook

Lesson 3

Employee Job Requirements

McDonald’s has certain guidelines for each of our employees to follow. These are the specific job requirements for: Restaurant # 1866 – 756 W. Main St. Lewisville, TX 75067.

Employee Uniforms

New employees will be provided:

- Uniform shirts
- Hat
- Nametag

You must provide your own pants. Acceptable uniform pants are black dress pants. Unacceptable pants include, but are not limited to:

- Jumps
- Wide-legged jeans
- Jeans with wide-stitching on the seams
- Warm-up pants
- Running suit pants

You are responsible for cleaning and maintaining your uniform. You may not come in to work if you are not completely dressed in uniform (shirt, pants, hat, and nametag).

Other Resources:
http://www.waytobeuniforms.com/ - create a free MAC account to view McDonald’s Full Apparel Collection
http://www.waytobe.com/uniforms.html - learn more about McDonald’s uniform suppliers

Employee Appearance

An employee must follow these guidelines regarding employee appearance:

- Limited size and amount of jewelry is allowed
- Hair styles should not draw any attention (e.g. hair color, height, length, and objects worn in hair). All employees must wear a hat or visor when on duty
- Long or artificial nails are not permitted. Also, fingernail polish is not allowed.

Employee Job Requirements
Written Rules

What are **written rules**?

**Written rules** are rules that a workplace specifically announces to their employees. You can find these rules:

- in the employee handbook
- posted somewhere in the workplace
What’s the Rule?
What’s the Rule?
What’s the Rule?
What's the Rule?
What’s the Rule?
What’s the Rule?
What’s the Rule?
Unwritten Rules

What are **unwritten rules**?

**Unwritten rules** are rules that are NOT specifically announced to employees. They are rules that may include:

- certain behaviors that employees expect of each other (ex. only eat the food that you brought to work)
- rules about the way people interact with each other (ex. how employees and employers greet each other)
Unwritten Rules

How do I learn what the *unwritten rules* are if they aren’t written down?

• Observe what others do first  
  (ex. *how are other employees addressing each other*)
• When in doubt, *JUST ASK!*  
  (ex. ‘Is it ok to share the creamer that is in the fridge for coffee, or do we each bring our own?’)
What does it mean if...

You are talking and the listener looks at his watch.
What does it mean if...

You are talking and the listener looks over your shoulder.
What does it mean if... 

You are being noisy and the room is completely silent.
What does it mean if...

You are talking and the listener keeps saying “wait, let me finish.”
Ways to Communicate Positively:

- Wave Hello
- Smile at Others
- Wait Your Turn to Talk
- Don’t Shout!
- Respect Personal Space
- Shake Hands