



Temp News

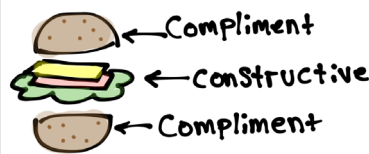


How to Successfully Work with Different Personalities

It should come as no surprise that the workplace can be made up of a plethora of different personalities. The trick is identifying the different types of personalities and learning how to effectively communicate and get along with the variety of people and personalities we work with.

When dealing with different personality types in the workplace, consider these ideas for communicating and avoiding possible conflicts or misunderstandings.

- **Provide feedback like a sandwich.** You may like speaking your mind, but others may not like to hear it. Most workers have a tough time



receiving negative feedback, even when it comes

from someone they know, like and admire. To ease the situation, try implementing a *feedback sandwich*.

Start on a positive note ("I really like the work you've been completing"), continue with the potentially negative feedback ("but would love to see you meet deadlines"), and always try to end on another positive note ("so we can continue the momentum on this project").

- **Learn how others prefer to communicate.** Observe your colleagues and managers work styles and try your best not to interrupt their productivity flow. Your coworkers may prefer you send an email versus speaking loudly or stopping by his/her workspace to tell them something. Being considerate of others' processes will position you as a team player, not to mention make it easier to get answers and ensure accurate communication.



- **Respect others expertise.** Most people just want to be heard and validated. Respect and acknowledge that your colleagues may have an expertise that you don't. Try not to undermine anyone's authority and instead, ask for their input and advice when something comes up in their realm of expertise. They'll appreciate being consulted and you may even learn something new.

Working with different personalities isn't always easy, so practicing strategies to get along is always necessary.



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C&S EMPLOYEE SPOTLIGHT

VERNON MORRIS



C&S is pleased to shine the Employee Spotlight on Vernon Morris. Vernon has been an employee of C&S Business Services since January 2018 and is currently on his third job assignment through C&S.

A graduate of Lincoln University, Vernon worked over 15 years for the Missouri Office of Administration/Design & Construction (as an operations manager) and prior to that he worked at Lincoln University for 13 years (as a janitorial services supervisor).

Like many other retirees, Vernon wasn't quite ready to stop working completely after his retirement. He sought employment through C&S Business Services to keep his mind stimulated, add some structure to his day as well as to remain social and interact with others.

C&S staffing specialist, Carrie Russell, speaks very highly of Vernon and didn't have any problem finding him temporary job assignments that meet both his needs as well as the needs of the client.

Through his temporary job assignments with C&S, Vernon can keep active and also has time to travel, be with his family and keep up with his gardening and other hobbies. While on his job assignment, you may even see Vernon enjoying a walk on his afternoon break with his co-workers. He said, "C&S provides me with the perfect opportunity to work part-time, keep trained and still be retired."

Originally from St. Louis, Vernon makes his home in Jefferson City with his wife of 36 years, Lendia. They have two adult children and three grandchildren. When he is not traveling or working, Vernon finds relaxation in tending to his aquarium and fish.

Thank you to Vernon for permitting C&S to feature him in our August Active Life ad in the News Tribune and in our Employee Spotlight.



What's happening in August:

August 3 -- National Watermelon Day

August 13 -- National Left Handers Day

August 20 -- National Lemonade Day

August 31 -- National Eat Outside Day

Permanent Placements

The following employees were recently offered and accepted permanent employment at their assignments. C&S would like to congratulate and thank each of these individuals for their hard work and dedication!

Jesse Noll
Robert Arnold, Jr.
Jaymes Lange
Kelly Spence



VERNON ON VACATION

Ability
IS WHAT YOU ARE
CAPABLE OF DOING

Motivation
DETERMINES WHAT
YOU DO

Attitude
DETERMINES HOW
WELL YOU DO IT

- Lou Holtz -