



Performance Management PUBLICATIONS

A Division of Aubrey Daniels International, Inc.



BOOKS AUDIO TRAINING TOOLS DVD/VHS SEMINARS

**SPECIAL
OFFER**

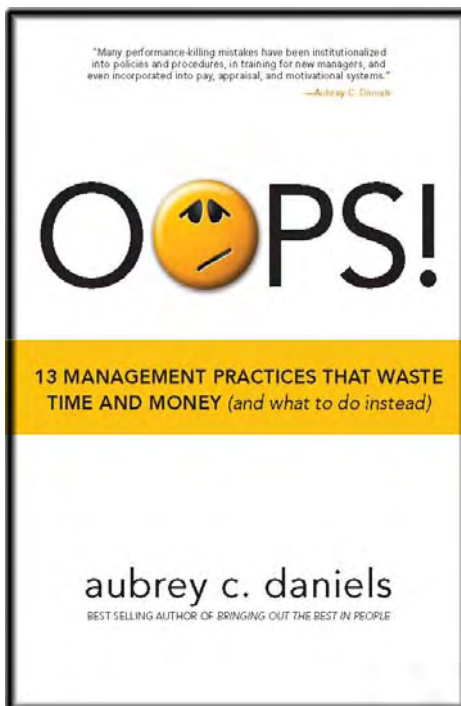
Click here for
details.

The PMP collection contains the latest behavioral applications in business, sports, and parenting as well as a comprehensive selection of literature and lessons on applied behavior analysis. Central to our product offerings are the award-winning books of Aubrey C. Daniels, Ph.D., founder of Aubrey Daniels International.

Announcing the release of our newest book from
best-selling author Aubrey C. Daniels.



www.AubreyDanielsBlog.com



\$21.95

OOPS!

You just sank more company money into a performance strategy that doesn't work!

In these strained economic times when every penny counts (and demands accountability) you can no longer afford to invest in the financially flawed activities typically associated with . . .

- Mergers & Acquisitions
- Downsizing
- Stretch goals
- Performance Appraisal

And you really have to stop . . .

- Promoting people that nobody likes
- Overrating "smart" people
- Upsetting everyone with Employee of the Month programs

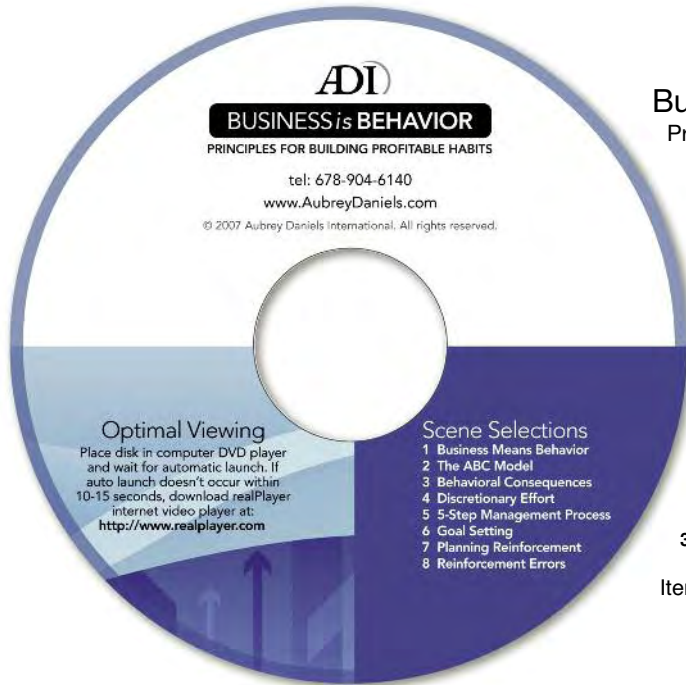
As the founder of a behavior-based process that has revitalized companies around the world, Aubrey Daniels has repeatedly witnessed the 13 most universally used, but ineffective management tactics. Businesses have been wasting time and funds on the same tired approaches for years. Now Daniels reveals **what to do instead!**

Many performance-killing mistakes have been institutionalized into policies and procedures, in training for new managers, and even incorporated into pay, appraisal, and motivational systems."

–Aubrey C. Daniels

www.13OOPS.com

Free Podcasts & Videos Available at www.AubreyDanielsBlog.com



Business Is Behavior:
Principles for Building Profitable Habits

Dr. Aubrey C. Daniels

A DVD that will change the way think about managing people.

In this 30 minute video introduction to the ADI process for maximizing human potential, Dr. Aubrey C. Daniels discusses principles that, when applied properly, will revolutionize the way you work, manage, or lead in your organization. Watch it and start building Profitable Habits today!

This program is meant to be shared corporate-wide. Take advantage of our introductory discount offer and purchase multiple copies.

30 Minute DVD

Item #: VI9700 **\$19⁹⁵**

SAVE 5%
when you spend \$30 or more
Use promo code PAD% when prompted at checkout

Customer's Choice
Our Most Requested Product for the New Year

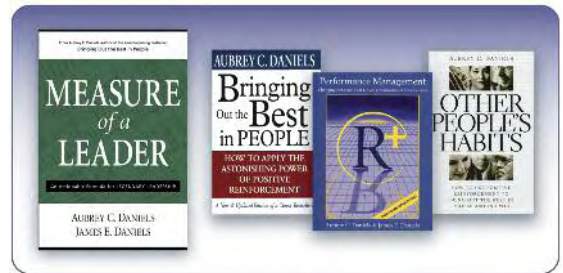


Aubrey Daniels paints an inspired picture of the workplace transformed . . . he brings this vision to life with invaluable tips and compelling stories of change.



Performance Management Publications

Established in 1980, Performance Management Publications (PMP) delivers published works, tools, and educational training materials that explore the role of human behavior in the workplace. PMP, a division of Aubrey Daniels International (www.aubreydaniels.com), showcases publications that assist individuals and organizations in applying the laws of behavioral science to achieve and sustain consistently high levels of performance, building profitable habits within themselves and throughout their organizations. Central to our product offerings are the award-winning books of Aubrey C. Daniels, Ph.D., founder of Aubrey Daniels International.



ADI Seminars

Organizations need their employees to give their best, but what can they do to become even better? ADI offers specialized and focused workshops based on the science of behavior. Facilitated by some of the best trainers in the world, participants learn how to apply this science to the workplace and tap into the discretionary effort of their employees. Train the Trainer courses teach trainers the skills they need and provide a safe learning environment to practice delivering the program. ADI workshops can be delivered on-site at your organization as requested.

AUBREY C. DANIELS

Bringing Out the Best in PEOPLE

HOW TO APPLY THE
ASTONISHING POWER
OF POSITIVE
REINFORCEMENT

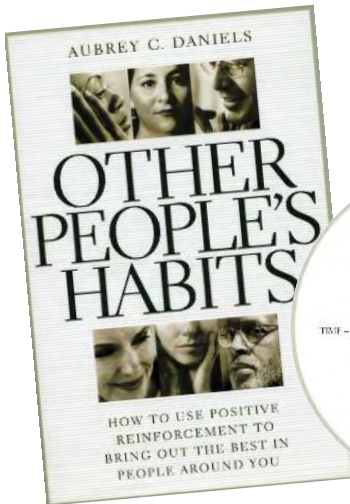
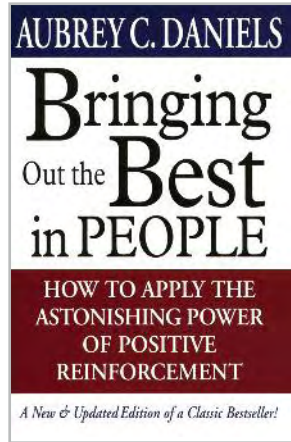
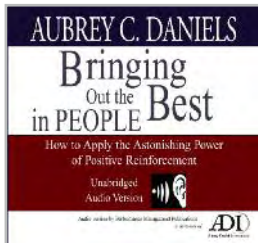
A New & Updated Edition of a Classic Bestseller!

ADI Consulting

At Aubrey Daniels International (ADI) it's about the people. Our staff not only walks the talk but we work tirelessly to help our clients do the same by building work environments rich in positive reinforcement. Through a consulting team steeped in practical experience and behavioral knowledge, we work very carefully to understand the true results our clients seek to gain, and provide the products and/or services that will help them reach their goals, in a sustainable way. Our consultants are your business partners, guiding your company through successful behavioral applications that fit any organization.

ADI e-Surveys

Eliminate your internal administrative burden and take advantage of ADI's proven survey process. Choose from our broad array of pre-existing surveys, provide your own, or work with an ADI consultant to develop a customized survey to measure your organization's leadership, safety, teamwork, internal/external customer satisfaction, culture and more. ADI surveys offer confidential responding, as well as provide access to advanced technical tools and customized analyses. Contact an ADI Survey Specialist today.



Bringing Out the Best in People

Dr. Aubrey C. Daniels, Ph.D.

Hard Cover Book 245 pages

One of the preeminent management texts of our time, this updated edition should be required reading for anyone who manages people. This book tells you how to use Dr. Aubrey C. Daniels' behavior-based performance management system to transform employees' work into something they are willing, ready and even eager to do, ensuring that everyone performs to his or her full potential, which in turn yields outstanding organizational performance.

item # TM5500 \$21^{.95}

CD Version (unabridged)

item # TM5315 \$39^{.95}

Other People's Habits

Aubrey C. Daniels, Ph.D.

Soft Cover Book 196 pages

An **invaluable** guide guaranteed to optimize each and every one of our relationships—both at home and at work. This science-based guide shows you how to use the same powerful techniques found in *Bringing Out the Best in People* to honestly and beneficially influence those around you and maximize your own happiness and personal productivity.

item # TM5450P \$21^{.95}

CD Version (unabridged)

item # TM5320 \$29^{.95}

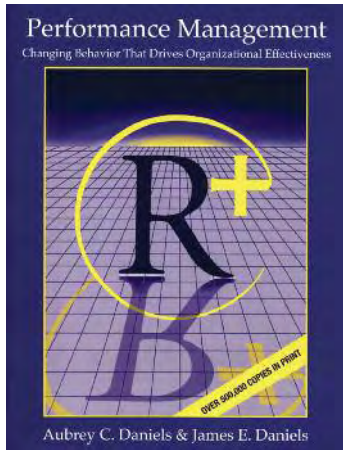
Business is Behavior

Principles for Building Profitable Habits in Your Organization

30 Minute DVD

This 30 minute DVD is a perfect introduction to the pioneering technology Aubrey Daniels International uses to achieve lasting results vital to any organization's long-term success. See Dr. Daniels in action and watch as he discusses creating profitable habits, the pitfalls of antecedents, behavioral consequences in business, the 5-step management process, goal-setting, discretionary effort, and reinforcement planning. View a demo online at www.AubreyDaniels.com

item # VI2000 \$19^{.95}



CONTENTS

INTRODUCTION	APPREHENSION
Chapter 1: Introduction to Performance Management 1	Chapter 11: Appraisal 20
Chapter 2: Why Performance Management Matters 4	Chapter 12: Feedback 214
Chapter 3: The Strategic Business Model 11	Chapter 13: Written Appraisals 243
	Chapter 14: Self-Appraisal 273
THEORY	Chapter 15: Performance Appraisal 273
Chapter 4: Behavioral Objectives 27	Chapter 16: Performance Appraisal 273
Chapter 5: Organizational Behavior 34	Chapter 17: Performance Appraisal 273
Chapter 6: Motivation 41	Chapter 18: Performance Appraisal 273
Chapter 7: Job Design 48	Chapter 19: Performance Appraisal 273
Chapter 8: Organizational Culture 55	Chapter 20: Performance Appraisal 273
Chapter 9: Organizational Structure 62	Chapter 21: Performance Appraisal 273
Chapter 10: Organizational Development 69	Chapter 22: Performance Appraisal 273
Chapter 23: Performance Appraisal 273	Chapter 24: Performance Appraisal 273
Chapter 24: Performance Appraisal 273	Chapter 25: Performance Appraisal 273
Chapter 25: Performance Appraisal 273	Chapter 26: Performance Appraisal 273
Chapter 26: Performance Appraisal 273	Chapter 27: Performance Appraisal 273
Chapter 27: Performance Appraisal 273	Chapter 28: Performance Appraisal 273
Chapter 28: Performance Appraisal 273	Chapter 29: Performance Appraisal 273
Chapter 29: Performance Appraisal 273	Chapter 30: Performance Appraisal 273
Chapter 30: Performance Appraisal 273	Chapter 31: Performance Appraisal 273
Chapter 31: Performance Appraisal 273	Chapter 32: Performance Appraisal 273
Chapter 32: Performance Appraisal 273	Chapter 33: Performance Appraisal 273
Chapter 33: Performance Appraisal 273	Chapter 34: Performance Appraisal 273
Chapter 34: Performance Appraisal 273	Chapter 35: Performance Appraisal 273
Chapter 35: Performance Appraisal 273	Chapter 36: Performance Appraisal 273
Chapter 36: Performance Appraisal 273	Chapter 37: Performance Appraisal 273
Chapter 37: Performance Appraisal 273	Chapter 38: Performance Appraisal 273
Chapter 38: Performance Appraisal 273	Chapter 39: Performance Appraisal 273
Chapter 39: Performance Appraisal 273	Chapter 40: Performance Appraisal 273
Chapter 40: Performance Appraisal 273	Chapter 41: Performance Appraisal 273
Chapter 41: Performance Appraisal 273	Chapter 42: Performance Appraisal 273
Chapter 42: Performance Appraisal 273	Chapter 43: Performance Appraisal 273
Chapter 43: Performance Appraisal 273	Chapter 44: Performance Appraisal 273
Chapter 44: Performance Appraisal 273	Chapter 45: Performance Appraisal 273
Chapter 45: Performance Appraisal 273	Chapter 46: Performance Appraisal 273
Chapter 46: Performance Appraisal 273	Chapter 47: Performance Appraisal 273
Chapter 47: Performance Appraisal 273	Chapter 48: Performance Appraisal 273
Chapter 48: Performance Appraisal 273	Chapter 49: Performance Appraisal 273
Chapter 49: Performance Appraisal 273	Chapter 50: Performance Appraisal 273
Chapter 50: Performance Appraisal 273	Chapter 51: Performance Appraisal 273
Chapter 51: Performance Appraisal 273	Chapter 52: Performance Appraisal 273
Chapter 52: Performance Appraisal 273	Chapter 53: Performance Appraisal 273
Chapter 53: Performance Appraisal 273	Chapter 54: Performance Appraisal 273
Chapter 54: Performance Appraisal 273	Chapter 55: Performance Appraisal 273
Chapter 55: Performance Appraisal 273	Chapter 56: Performance Appraisal 273
Chapter 56: Performance Appraisal 273	Chapter 57: Performance Appraisal 273
Chapter 57: Performance Appraisal 273	Chapter 58: Performance Appraisal 273
Chapter 58: Performance Appraisal 273	Chapter 59: Performance Appraisal 273
Chapter 59: Performance Appraisal 273	Chapter 60: Performance Appraisal 273
Chapter 60: Performance Appraisal 273	Chapter 61: Performance Appraisal 273
Chapter 61: Performance Appraisal 273	Chapter 62: Performance Appraisal 273
Chapter 62: Performance Appraisal 273	Chapter 63: Performance Appraisal 273
Chapter 63: Performance Appraisal 273	Chapter 64: Performance Appraisal 273
Chapter 64: Performance Appraisal 273	Chapter 65: Performance Appraisal 273
Chapter 65: Performance Appraisal 273	Chapter 66: Performance Appraisal 273
Chapter 66: Performance Appraisal 273	Chapter 67: Performance Appraisal 273
Chapter 67: Performance Appraisal 273	Chapter 68: Performance Appraisal 273
Chapter 68: Performance Appraisal 273	Chapter 69: Performance Appraisal 273
Chapter 69: Performance Appraisal 273	Chapter 70: Performance Appraisal 273
Chapter 70: Performance Appraisal 273	Chapter 71: Performance Appraisal 273
Chapter 71: Performance Appraisal 273	Chapter 72: Performance Appraisal 273
Chapter 72: Performance Appraisal 273	Chapter 73: Performance Appraisal 273
Chapter 73: Performance Appraisal 273	Chapter 74: Performance Appraisal 273
Chapter 74: Performance Appraisal 273	Chapter 75: Performance Appraisal 273
Chapter 75: Performance Appraisal 273	Chapter 76: Performance Appraisal 273
Chapter 76: Performance Appraisal 273	Chapter 77: Performance Appraisal 273
Chapter 77: Performance Appraisal 273	Chapter 78: Performance Appraisal 273
Chapter 78: Performance Appraisal 273	Chapter 79: Performance Appraisal 273
Chapter 79: Performance Appraisal 273	Chapter 80: Performance Appraisal 273
Chapter 80: Performance Appraisal 273	Chapter 81: Performance Appraisal 273
Chapter 81: Performance Appraisal 273	Chapter 82: Performance Appraisal 273
Chapter 82: Performance Appraisal 273	Chapter 83: Performance Appraisal 273
Chapter 83: Performance Appraisal 273	Chapter 84: Performance Appraisal 273
Chapter 84: Performance Appraisal 273	Chapter 85: Performance Appraisal 273
Chapter 85: Performance Appraisal 273	Chapter 86: Performance Appraisal 273
Chapter 86: Performance Appraisal 273	Chapter 87: Performance Appraisal 273
Chapter 87: Performance Appraisal 273	Chapter 88: Performance Appraisal 273
Chapter 88: Performance Appraisal 273	Chapter 89: Performance Appraisal 273
Chapter 89: Performance Appraisal 273	Chapter 90: Performance Appraisal 273
Chapter 90: Performance Appraisal 273	Chapter 91: Performance Appraisal 273
Chapter 91: Performance Appraisal 273	Chapter 92: Performance Appraisal 273
Chapter 92: Performance Appraisal 273	Chapter 93: Performance Appraisal 273
Chapter 93: Performance Appraisal 273	Chapter 94: Performance Appraisal 273
Chapter 94: Performance Appraisal 273	Chapter 95: Performance Appraisal 273
Chapter 95: Performance Appraisal 273	Chapter 96: Performance Appraisal 273
Chapter 96: Performance Appraisal 273	Chapter 97: Performance Appraisal 273
Chapter 97: Performance Appraisal 273	Chapter 98: Performance Appraisal 273
Chapter 98: Performance Appraisal 273	Chapter 99: Performance Appraisal 273
Chapter 99: Performance Appraisal 273	Chapter 100: Performance Appraisal 273

Performance Management: *Changing Behavior that Drives Organizational Effectiveness*

Aubrey C. Daniels & James E. Daniels

Hard Cover 321 pages

The **definitive** text on performance management. No university business school or corporate library would be complete without it. Over 500,000 copies were in print with the introduction of this 4th edition. After reading this book you will be able to:

- Recognize the observable effects of consequences in the work environment
- Optimally employ positive consequences to inspire discretionary effort
- Design training, verbal instruction, and other antecedents to clearly communicate required and desired workplace behaviors.
- Eliminate negative evaluation processes after reading “The 10 Top Reasons Why Traditional Performance Appraisals Produce Little Value to Organizations.”

item # TM5300 **\$49.95**

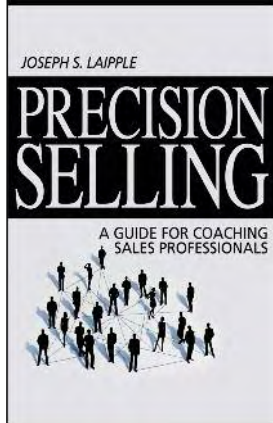
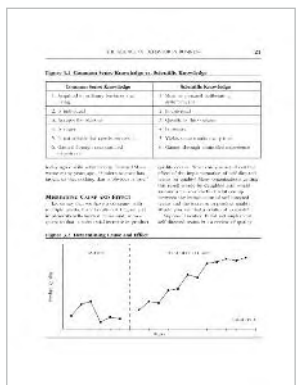
Precision Selling

Joseph S. Laipple

What if you could do ONE thing differently and close the deal? This book delivers the formula for increasing your top line results. Advances in technology have made the sales process more efficient and cost effective, but that doesn't maximize your human capital potential! *Precision Selling* delivers specific steps & science-based tools to sales managers & leaders for effectively identifying and engaging any sales team in actions that drive successful sales behavior.

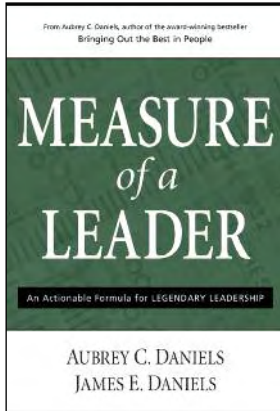
Soft Cover 165 pages

item # TM6650 **\$18.95**



To learn more about MANAGEMENT, see also:

- Measure of a Leader - LEADERSHIP
- You Can't Apologize to a Dawg - LEADERSHIP
- Removing Obstacles to Safety SAFETY
- The Sin of Wages PERFORMANCE PAY
- Managing Without Supervising PERFORMANCE PAY
- Individual's Handbook for Performance Management TRAINING TOOLS



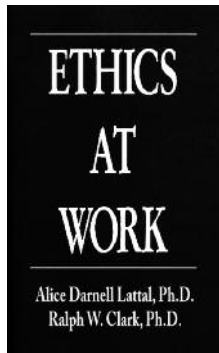
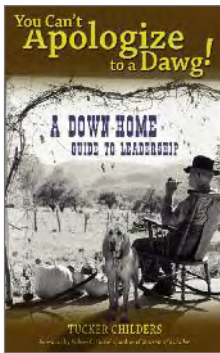
Measure of a Leader

Dr. Aubrey C. Daniels & James E. Daniels

Hard Cover from the author's personal supply – 224 pages

Are you an effective leader? It depends on what your followers are doing. Leadership has been written about for decades, yet American business still faces a leadership crisis with an alarming 60% failure rate of top corporate executives. By observing the behavior of followers, anyone can develop effective leadership skills. Daniels & Daniels' "twelve measures" provide the best possible forecast of a leader's impact on the growth of the business, on the customers and the marketplace, and on his or her legacy.

item # TM5600 **\$21⁹⁵**



**You Can't Apologize to a Dawg:
A Down Home Guide to Leadership**

Tucker Childers

Soft Cover 240 pages

Tucker Childers, former ADI consultant, is a southern man with a way with words, to say the least. Tucker's laid-back style really shines through in this fun read that features tail-wagging tales with leadership lessons. This book is a perfect complement to *Measure of a Leader*, the latest release from award-winning author Aubrey C. Daniels.

item # TM7000 **\$14⁹⁵**

To learn more about LEADERSHIP, see also:

Bringing Out the Best in People - MANAGEMENT

I Saw What You Did - RECOGNITION

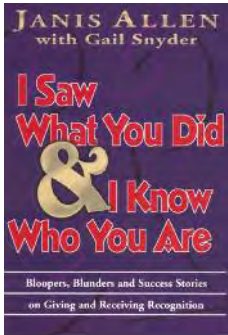
Ethics at Work

Darnell Lattal, Ph.D. & Ralph W. Clark, Ph.D.

Soft Cover 360 pages

This book provides the philosophical foundation and the practical, specific steps for pursuing profit with principle. More importantly, it outlines problem-solving and decision-making tools to help you engage in ethical behavior at work in spite of potential profit or loss. From the challenges of global enterprise and conflicting cultures to the everyday dilemmas of accurate expense reporting and honest use of office supplies, this book is a must for every individual contending with the realities of the workplace.

item # TM5550 **\$15⁰⁰**



I Saw What You Did & I Know Who You Are

Janis Allen with Gail Snyder

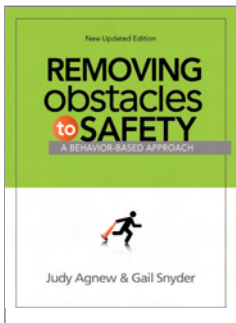
Soft Cover 221 pages

The busier managers become, the easier it is for them to manage by exception, giving attention only to problems and problem employees. Readers of this book will flip this negative approach: they will give their attention (a.k.a. recognition) to good performers and coach those who need improvement. Their payoff is improved performance. There is an art to giving and receiving recognition and this book illustrates valuable tips on how to handle people and problems. It is an amusing and practical guide for fine-tuning interpersonal skills.

item # TM5650 **\$18.⁹⁵**

To learn more about RECOGNITION, see also:

- Bringing Out the Best in People - MANAGEMENT
- Other People's Habits - MANAGEMENT
- Business is Behavior - MANAGEMENT
- Precision Selling - MANAGEMENT
- Measure of a Leader - LEADERSHIP
- You Can't Apologize to a Dawg - LEADERSHIP
- Ethics in the Workplace - LEADERSHIP
- Removing Obstacles to Safety - SAFETY



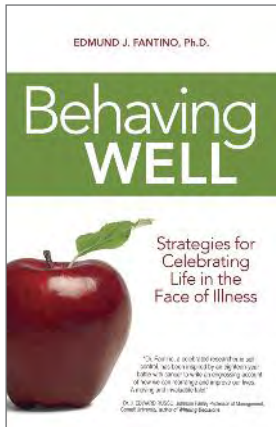
Removing Obstacles to Safety

Judy Agnew & Gail Snyder

Soft Cover 228 pages

Removing Obstacles to Safety condenses the knowledge gained from hundreds of successful behavior-based safety interventions into a quick-read 228-page overview. This book provides the busy executive with the knowledge needed to support the process and works as a concise training manual for the front-line personnel who activate the BBS system. After reading *Removing Obstacles to Safety*, every employee will understand the how and why of applying behavioral tools to make safety a habit while adding enjoyment to the everyday work environment.

item # TM6600 **\$21.⁹⁵**



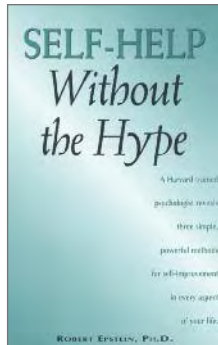
Behaving Well

Edmund J. Fantino, Ph.D.

Soft Cover 122 pages

Celebrating life, deliberately! Edmund Fantino, author, scientist and psychologist, had already earned more accolades and prestige than most people accumulate in a lifetime, when at the prime of his life, he was given a death sentence—5 years to live due to a diagnosis of metastasized prostate cancer. Throughout his career, Fantino, an esteemed teacher of human behavior and decision making, suddenly was thrust into the role of becoming the student. A very personal, yet objectively instructional story of his battle with disease emerged as an uplifting book on behaving well with priceless lessons for not only prolonging but enriching one's life. Anyone can learn from the lessons and tips presented in this book.

item # 7500 **\$14.95**



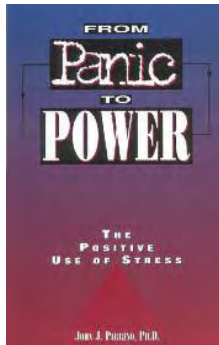
Self-Help Without the Hype

Robert Epstein, Ph.D.

Soft Cover 194 pages

This book uses an age-old format, "the quest" to teach you some practical methods for changing your life. Good self-managers live good lives—and they manage others effectively. The author reveals simple, effective, practical methods for self-improvement. You will be amazed at what a difference some very simple skills can make!

item # TM5750 **\$14.95**



From Panic to Power

John J. Parrino, Ph.D.

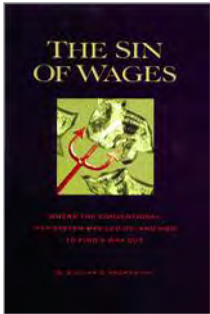
Hard Cover 217 pages

An easy-to-read book about the effective management of one's behavior during stressful life events. Dr. Parrino discusses techniques for identifying, monitoring and controlling stress. Drawing from the author's successful practice and some astonishing case histories, this book is ideal for people working in a high-pressure environment.

item # TM5700 **\$23.95**

To learn more about SELF-MANAGEMENT, SELF-IMPROVEMENT, and HEALTH, see also:

- Other People's Habits - MANAGEMENT
- Performance Management - MANAGEMENT
- Precision Selling - MANAGEMENT
- Ethics in the Workplace - LEADERSHIP
- I Saw What You Did ... - RECOGNITION
- Removing Obstacles to Safety - SAFETY



The Sin of Wages

William B. Abernathy, Ph.D.

Soft Cover 182 pages

This compelling and innovative book is a must read for business professionals who are tired of the counterproductive environment fostered by the conventional wage and salary system. The current pay structure is guilty of undermining organizational success in countless companies. It has led to organizations with unmotivated and uninterested employees, poor strategic alignment, and ineffective management styles. In his thought-provoking book, Dr. Abernathy identifies the roots of this problem and offers a solution.

item # 8475 **\$18.00**

Dr. William B. Abernathy is considered a pioneer in the area of performance measurement & incentive pay. He has worked with large and small organizations in a variety of industries including banking, manufacturing, distribution, retail, healthcare, and insurance. Dr. Abernathy received his doctorate in organizational psychology from Ohio State University and is currently a faculty member at Southeastern Louisiana State University.



Managing Without Supervising

William B. Abernathy, Ph.D.

Hard Cover 329 pages

Learn how to measure all types of performance, how to organize them into balanced scorecards, and how to link incentives to performance improvement through profit-indexed performance pay. This book shows you how to manage and sustain a performance system including techniques for validating measures and incentive payouts, conducting performance analyses, and identifying improvement strategies.

item # 8476 **\$21.95**

To learn more about PERFORMANCE PAY, see also:

Performance Management - MANAGEMENT

“With the complex challenges facing American business leaders today, the science of human behavior cannot be ignored.”

-Aubrey C. Daniels, Ph.D.



Sharing the science of applied behavior analysis with the world is an integral part of ADI’s mission and a heartfelt calling for Dr. Daniels himself. Visit our science corner online at www.adiscience.com to learn more about the science behind the ADI process and discover what inspired Aubrey C. Daniels to make changing the world his lifelong mission.



BOOKS

1001 Ways to Reward Employees	Bob Nelson	item # 8250	\$10.95
1001 Rewards & Recognition Fieldbook	Bob Nelson with Dean Spitzer	item # 8255	\$17.95
About Behaviorism	B. F. Skinner	item # 8000	\$12.00
B. F. Skinner from A to Z	W. Joseph Wyatt	item # 8600	\$15.95
Don't Shoot the Dog	Karen Pryor	item # 8325	\$13.95
			\$19.95
How Dogs Learn	Mary R. Burch, Jon S. Bailey	item # 8326	\$19.95
Parenting With Love	Glenn I. Latham, Ph.D.	item # 8450	\$9.95
Performance Management French Version	Aubrey C. Daniels, Ph.D.	item # TM5950	\$39.95
The Power of Positive Parenting	Glen Latham, Ph.D.	item # 8400	\$24.95
Self-Directed Behavior	Watson & Tharp	item # 8425	\$43.95
Walden Two	B. F. Skinner	item # 8500	\$9.00



AUDIO

How to Talk to People	John B. Davis, Jr., Ph.D.	item # JD2000	\$10.00
Ten Actions of the Best People Managers	John B. Davis, Jr. Ph.D.	item # JD1000	\$10.00
The Muscular Relaxation Response	John J. Parrino, Ph.D.	item # JD3000	\$10.00



TRAINING TOOLS

Performance Improvement Plan	50 sheets	item # TL2001	\$12.00
Performance Management Flashcards	3 decks/176 cards each set	item # CD2000	\$35.00
R+ Stickers	3 sheets/32 stickers per sheet	item # TL3002	\$2.75
Wall Graph Paper	Size 16 x 21 inches	item # GP3000	¢ .80



DVD/VHS

Pos. or Neg. Reinforcement How Do You Know	DVD	item # VI8000	\$195.00
22 Minutes with Dr. Aubrey C. Daniels	DVD	item # VI9500	\$195.00
Working Together	VHS	item # VI7000	\$99.95
Working Together Leader Manual	Video Workbook, Soft Cover	item # VI7100	\$8.95
Working Together Member Manual	Video Workbook, Soft Cover	item # VI7200	\$5.95

SAVE 5%

.....I se promo code PAD% when prompted at checkout.

Aubrey Daniels International

www.AubreyDaniels.com

When it comes
to putting
business solutions
to work...
we wrote
the books!

SAVE 5%

when you spend \$30 or more
www.PManagementPubs.com

Promo Code: PAD%

TOPICS

Management
Leadership
Recognition
Safety
Self-Management/
Self-Improvement/
Health
Performance Pay
Training Tools
Backlist

