



Freedom Wealth **NEWSLETTER**

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Management Tips to Keep You on Track

If you want to be a good manager, you have to commit yourself to employee involvement, says Andy Grove of Intel in *1001 Ways to Energize Employees*, by Bob Nelson. **Here are Grove's management tips:**

- Create an environment where motivated people can flourish.
- Don't take personal credit for what your team accomplishes.
- Take time to consider what you need to do today to avoid tomorrow's problems.
- Keep in mind that your time is finite, and when you say yes to something it likely means you're going to have to say no to something else.



- Schedule one hour every day to deal with things that will inevitably interrupt you. That way you can deal with them in an organized, planned way.
- Realize that performance evaluations are absolutely necessary.
- If you need information about what's going on in your company, drop by unannounced and observe.
- Realize that if an employee is not doing his job that there are only two possible explanations. **1.** He can't do it. **2.** He won't do it. To determine which problem, you're dealing with ask yourself whether the person could do the job if his life depended on it. If the answer is yes, then you know you're dealing with a motivation problem. If the answer is no, what you've got is a lack of ability.



Can Allergies be Overcome?

By gradually consuming increased quantities of eggs, children who were allergic to them were essentially able to overcome their allergy, researchers at Duke University Medical School have found in a small pilot study.

Egg allergy is one of the most common food allergies among children. The National Institute of Allergy and Infectious Disease estimates that 6 percent to 8 percent of children have some type of food allergy. **While most children outgrow the allergy by age 5, some remain allergic their entire lives.**

“Participants who took a daily dose of egg product over the two-year study were able to build up their bodies’ resistance to the point where most could eat eggs without a reaction,” says A. Wesley Burkes, chief of Dukes Division of Allergy and Immunology. “Egg allergies cause a significant decrease in quality of life for many people, so this study is exciting in that it brings us a step closer to being able to offer a meaningful therapy for these people.”

Health in the News

Maintain correct posture to avoid back pain

A correct posture can help people avoid all manner of pain. Incorrect posture is a common cause of back pain. Here are a few tips for maintaining good posture while standing and sitting from Spine Health.com:

Standing

- Try to maintain the natural S curve of the spine.
- Hold your head directly over the shoulders – that means head up and chest out.
- Keep the shoulders directly over the pelvis.
- Tighten your abdominal muscles.
- Stand with feet slightly apart, with one foot just slightly ahead of the other and the knees slightly bent.



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Monthly Quiz

Question 1

What does an artist mix his paints on?

Question 2

Charles Dicken's a Tale of Two Cities is set in London and what other city?

Question 3

Which song won Paul Simon a Song of the Year Grammy?

Answers: Palette, Paris, Bridge Over Troubled Water.

Sitting

- Make your workstation user friendly by adjusting your chair, computer and desk.
- Don't sit toward the front of your chair, instead sit back in the chair and use the chair's lumbar support to keep the head and neck erect.
- Take frequent stretching or walking breaks.

Study: Overwhelming evidence that exercise reduces fatigue

Feeling fatigued? A study by University of Virginia has found overwhelming evidence that regular exercise can play a significant role in increasing energy levels. The researchers analyzed 70 previous exercise trials to assess whether exercise reduced fatigue. Originally the studies had looked at whether exercise helped prevent or improve symptoms of conditions such as heart disease, diabetes and obesity.

"More than 90 percent of the studies showed the same thing: Sedentary people who completed a regular exercise program reported improved fatigue compared to groups that did not exercise," says Patrick O'Connor, co-director of the University of Georgia exercise psychology laboratory. "A lot of times when people are fatigued the last thing, they want to do is exercise. But if you're physically inactive and fatigued, being just a little more active will help."

The researchers found in their analysis that nearly every group, whether it was healthy adults, cancer patients or people with chronic conditions such as diabetes or heart disease, benefited from exercise. And though it may seem counterintuitive that expending energy will give you more energy, study after study told the same story.

"We live in a society that's always looking for the next sports drink, energy bar or cup of coffee that will give them the extra edge to get through the day," Tom Puetz, the lead author of the study, says. "But it may be that lacing up your tennis shoes and getting out there and doing some physical activity every morning can provide that spark of energy that people are looking for."

Did You Know?

- Warthogs live for **15 years**
- When baby polar bear cubs are born they cannot see or hear **for their first month**
- **2 out of 5 people** marry their first love
- **30% of people** refuse to sit on a public toilet seats
- **45% of people** use mouthwash everyday
- **Less than 20% of shark attacks** are fatal
- **People in Iceland** read more books per capita than any other country
- The average shower temperature is **38C (101F)**
- **Raindrops are not tear shaped** (they more resemble the shape of a tiny hamburger bun)
- The algae found in the world's ocean produces nearly **50% of the world's oxygen**
- The game of Tug-of-war was an **Olympic sport from 1900-1920**

*Thanks www.did-you-knows.com p41

Thoughts of the Month

"Courage is the greatest of all virtues, because if you haven't courage, you may not have an opportunity to use any of the others."

– **Samuel Johnson.**

"Don't judge each day by the harvest you reap but by the seeds that you plant."

– **Robert Louis Stevenson**

Referral Corner

I want to thank you for your referrals over the years. We always ask our clients, "If they can just refer us one client per year, it would help us immensely." We are grateful to everyone who's referred someone our way, and we always love to have new people become part of our inner circle of friends and family.

Chocolate Baileys Brownies

Thick and rich chocolate Baileys brownie recipe made with a hint of Irish Cream and espresso powder. A dessert to satisfy your sweet craving!

Ingredients

1 cup unsalted butter
2 1/4 cup sugar
4 tablespoons Irish cream liqueur
1 1/4 cup cocoa powder
1 teaspoon salt
1 teaspoon baking powder
1 tablespoon vanilla
1 teaspoon espresso powder
4 eggs
1 1/2 cup flour
1 cup chocolate chips
1 cup butter, softened
4 tablespoon Irish Cream
4 tablespoon heavy cream
4 cups powdered sugar



Instructions

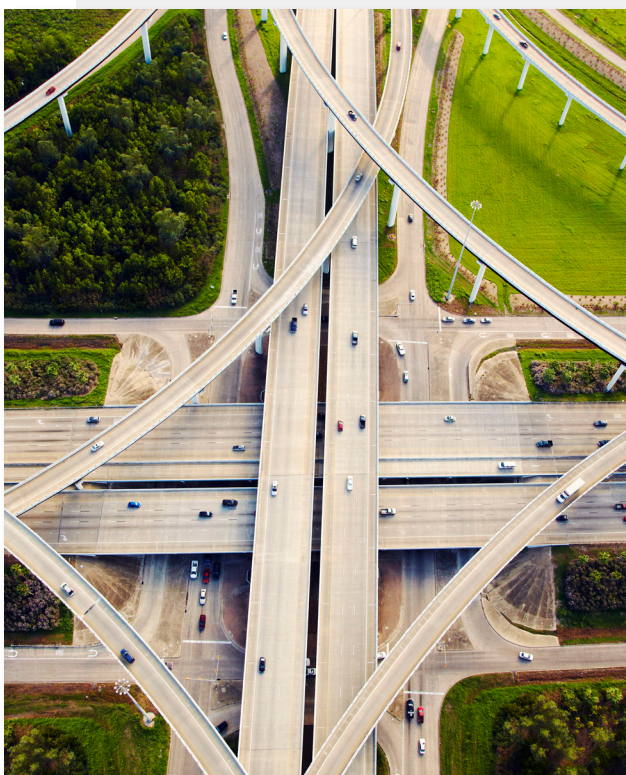
Preheat oven to 350. Spray a 9x13 in. pan.

In a large microwave safe bowl, melt butter. Stir in sugar and return to microwave for a minute or until mixture is glossy. Stir in Irish Cream.

Stir in cocoa, salt, baking powder, vanilla and coffee. Stir in eggs until blended. Carefully add flour and stir just until combined. Fold in chocolate chips. Pour batter into prepared pan and bake for 28 minutes. Let brownies cool before frosting.

To prepare the frosting:

In the bowl of an electric mixture, beat butter until creamy. Carefully mix in powdered sugar. Add Irish cream and heavy cream, adjusting the amount until you achieve a good spreading consistency.



To Stay Safe on the Road, Don't Get in a Hurry

Being in a hurry can be dangerous, especially when you are driving. Managing your mindset when you are behind the wheel is essential for your own safety as well as that of others on the road. Here are his tips for managing your driving time:

- Make sure you allow ample time to get where you're going, then add 10 minutes to that time.
- When planning your drive, always assume the slowest scenario, like getting caught at every red light or behind a slow driver.
- Stop and call whoever is waiting for you and tell them that your drive is going to take a little longer than you thought.
- If you are habitually late, set your clock 10 minutes fast. You'd be surprised at how well this works for some.

Pointers on How to Say I'm Sorry – the Right Way

If you've been on planet Earth for long, you know that apologies are an important and necessary way for humans to maintain long-term relationships. And, as Dawn Friedman points out in a piece titled "Forgive yourself" in Yoga Journal, when it's not done well then you know how much it matters to do a good job when you apologize. Here are three recommendations from Friedman on how to deliver a winning apology:

- **Take responsibility.** Tell the person the apology is aimed at that exactly what you are sorry for. "I'm sorry I lost control of my temper the other night." Stay away from excuses like "I've been fighting with my husband a lot and I just lost it." Stick with what happened and don't blame your shortcoming on anything or anyone else.
- **Acknowledge that you've hurt the other person.** Say "I know I hurt you." Avoid saying "You seemed offended from what I said".
- **Let the other person know that you have good intentions for the future.** Be specific. Say "I will remember how much I've hurt you. I will also remember that you don't like to be criticized publicly." This is better than just saying you'll try not to do it in the future.



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