

# NewzBreak<sup>TM</sup>

*The Workplace Newsletter That's Both Informative and Fun!*



## Identifying the ideal team player

The best team players have three virtues: humility, hunger, and smarts.

According to Patrick Lencioni of management consulting firm The Table Group, these traits are sometimes inherent in personality, but more commonly they show themselves through how a person reacts to life, work, and personal development over time.

Humility allows a person to drop their ego and put a team ahead of themselves. Humble people recognize the contributions of others and don't step on others to get to the top. If a team member lacks this characteristic, they will not be able to build trust and work through conflict over time.

Hungry people are always trying to learn more, improve themselves, and achieve more responsibility and recognition. This drive will propel them to work with a high level of self-motivation and see that projects are completed quickly and correctly. Their ambition will keep them moving upward toward the next opportunity. A person who isn't hungry will have a hard time getting the desired results and will likely only perform at the bare minimum required.

Smart team players understand how to talk to other people. Listening, asking the right questions, and engaging the team in conflict resolutions are all qualities a smart person will bring to the table. People without this emotional intelligence will tend to create interpersonal problems that require constant mediation from others.

Lencioni suggests these virtues should permeate interviews, performance reviews, and even personal introspection to help identify the best way to hire, retain, and coach employees. Deficiency in even one of these areas can cause problems for businesses, and it can take time to correct a culture problem caused by weak team players.

## Sweet potato vines for summer!

Lovely sweet potato vines could once be found on sunny kitchen window sills everywhere.

And why not? Sweet potatoes are perfect for a kitchen garden plus they are beautiful and easy to grow. Best of all, everyone has the odd sweet potato now and then. That's all you need to start your garden or just a lovely plant.

Growing a sweet potato vine is also a great way to introduce kids to plants.

It's easy to do. Get a small jar you would normally throw out -- maybe a pickle jar. Fill the jar halfway with water. Now put your sweet potato in it, making sure the top one-third is exposed. Typically, people insert toothpicks into the side of the potato to hold it out of the water.

In a few weeks, the sprouts begin to grow. If you want, you can plant it outside in a sunny spot.



*I hope you enjoy this month's newsletter!*

*Fred Tighe  
Evolving Svc*

## Plan for your fall garden in spring

In May, we are excited about the colors of our perennial gardens, now just hinting at their summer glory.

But while you plan for summer, don't ignore fall.

Mums are the standard for fall color and while they are abundant in stores around late September and October, if you want them as a member of your perennial garden, plant in the summer.

According to Better Homes and Gardens, planting mums in the fall doesn't give them much of a chance to overwinter. Their roots don't have time to dig down deep enough to stay healthy. Instead, plant in spring to give them a chance to establish.

Basic tips for growing mums:

- Choose a location with at least six hours of sun.
- Choose well-drained soil. Clay soils won't do.
- Never let newly planted mums wilt. Water regularly at the roots, avoiding foliage. If bottom leaves look limp or turn brown, water more often.
- Your mums set out in spring need a 5-10-10 fertilizer once or twice a month until October. No need to fertilize fall annuals, but overwintering plants must be fertilized to stimulate roots.
- Prepare for overwintering by mulching at least 4 inches with straw or shredded hardwood.
- Pinch off spent blooms but leave the branches. Wait until next spring to prune old stems.
- When the weather warms the following year, pull away the mulch to allow new sprouts.



## Do You Know...

... someone that could use our services? Perhaps a colleague, friend, family member, or networking buddy?

When a new client signs up for regular cleaning services at your recommendation; you will receive \$200!

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Thanks in advance for your help and we look forward to sending cash your way!

## Thanks a Bunch!

*"Our company has been a satisfied customer of Evolving Service since 1991. This longevity in a competitive market speaks to the quality of their service. What makes Evolving Service stand out is their excellent customer service. Fred Tighe is a hands-on manager And very responsive to any of our requests or special needs. We highly recommend Evolving Service" Transportation Company, Bedford*

## Hungry hummingbirds begin staking out territory

They've just flown 500 miles across the Gulf of Mexico and they are headed north to your house. And they are hungry.

Hummingbirds return in force in May through June, looking for nectar from flowers and a free handout from neighborhood feeders.

Of the over 320 species of hummingbirds, only 26 are found north of Mexico. After flying across the Gulf, they migrate 20 miles per day. Their wings flutter 80 times per second, but not in flaps; in a figure eight, which enables them to fly backwards and to hover.

Migrating birds cover thousands of miles in their annual travels and have amazing navigational skills, including by the stars, sensing changes in the earth's magnetic field, and even by smell.

Even though their brains are the size of a grain of rice, hummingbirds have enough gray matter to know where they nested the year before. Many return to the same nesting areas, and even the same feeders, on their trip across country.

People may start seeing traveling birds as early as March. These are usually the males on their way to stake out mating territory. During these early weeks, males will actually feed from a feeder at night if the area is well lit.



## Morel mania: A favorite mushroom dodges spring foragers

It's hard to overstate the mania for morel mushrooms.

From March to May, in Canada and the United States, morel hunting is a seasonal delirium in which novices and pros tramp the forests looking for fungus gold.

The wily morel is not easy prey.

Difficult to cultivate, morels remain mainly volunteers and they guard their secrets.

While they may grow in the same spot for years, they may also suddenly disappear. But when the spot is right, and the temperature is over 40 degrees, the tasty mushroom grows in wild abundance, peeking out from under tree for a couple of weeks before they are gone.

According to fieldandstream.com, morels are found in and on the edge of forested areas, especially among leaf litter. They grow in the shade of trees like ash, aspen and oak. They cloak themselves in colors similar to the forest's floor, making it difficult to find the early, smaller specimens. Often located on the southern slopes of fairly open areas in the early spring, as the season progresses, morels are found on north-facing slopes and tend to grow deeper in the forested areas.

They also love wooded areas which have been burned by a fire. These slippery ash-covered forest floors are often a challenge for hunters.

There is some money in the fungus; maybe not enough to make a hunter rich, but enough to encourage enthusiasm. The market for morels veers wildly from season to season and place to place. Sometimes fetching as little as 50 cents per pound and sometimes up to \$6 or more, according to the New York Times. Serious morel traders carry backpacks suitable for 120 pounds of morels. At \$6 a pound, that would justify a wet, itchy, thorny 12-hour day tromping through the forest. At 50 cents, maybe not so much.



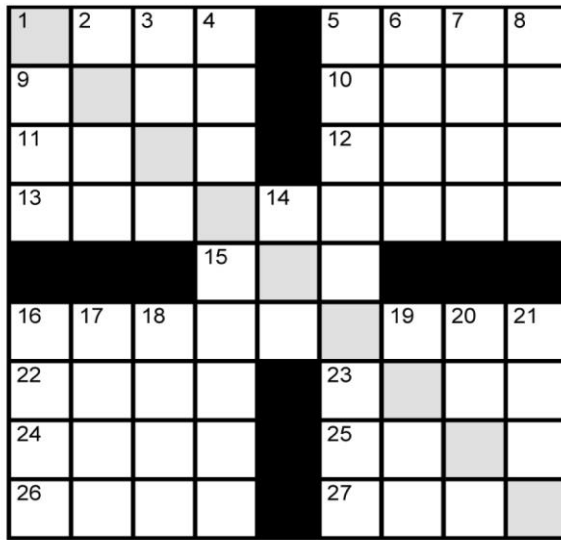
## Customary Way

### Across

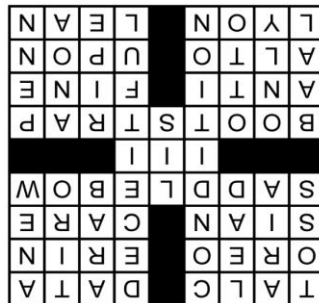
1. Locker room supply
5. Facts and figures
9. Hydrox alternative
10. Land of leprechauns
11. City in central China
12. Give a darn
13. Pommel
15. Sundial number
16. Self puller-upper
22. Not pro
23. Dandy
24. Chorus member
25. \_\_\_ reflection
26. Capital of Rhone
27. Incline

### Down

1. Fling
2. "Tosca" tune
3. Its symbol is Pb (in poor shape)
5. Misleading
6. Kuwaiti, e.g.
7. Novice



8. Again
14. Sue Grafton's "\_\_\_" for Lawless"
16. Canaanite deity
17. Nothing but
18. "Beetle Bailey" dog
19. Ready for picking
20. Wild ox
21. Ivy League team



*The headline is a clue to the answer in the diagonal.*

## Training: Going the last mile for new hires

New training programs aim to bridge the gap between college and a first job.

Some companies have expanded and lengthened training to develop technology and business talent, according to The Wall Street Journal.

One company, German business-software giant SAP, opens a few hundred spots in its paid, nine-month-long sales academy each year and brings recent graduates from across the world to participate. Although the program consumes a chunk of its yearly training budget, it has paid for itself by producing high-performing new employees, company officials say. Turnover among this group is only 10 percent.

Capital One's developer academy gives new graduate hires six months in a classroom setting to learn programming skills and business processes. New hires are also assigned company mentors to teach both skills and company culture.

U.S. employers spent about \$1,252 per employee on training in 2015.

## Trivia Teaser – Hello Neighbor

1. Which U.S. President instituted a "Good Neighbor" policy with other Western Hemisphere countries? a-Lyndon Johnson, b-James Madison, c-Franklin Roosevelt, d-George Washington.

2. The Tenderloin is a downtown neighborhood area, situated on the southern slope of Nob Hill, in which California city? a-San Diego, b-San Francisco, c-Stockton, d-Santa Cruz.

3. What did next-door neighbor Jerry Helper do for a living on "The Dick Van Dyke Show"? a-TV repairman, b-Airline pilot, c-Dentist, d-Zookeeper.

4. What is the name of the young neighbor of the Bumsteads in the "Blondie" comic strip? a-Charles, b-Roberto, c-Telly, d-Elmo.

5. Which poet noted that "good fences make good neighbors" in his poem "Mending Wall"? a-Robert Frost, b-Carl Sandburg, c-A.E. Housman, d-Walt Whitman.

6. The animated series "Daniel Tiger's Neighborhood" is a spinoff of which children's TV show? a-"Mister Rogers' Neighborhood," b-"Captain Kangaroo," c-"The New Zoo Revue," d-"Pee-wee's Playhouse."

7. The Danube River separates Bulgaria from which neighboring country? a-Slovenia, b-Slovakia, c-Moldova, d-Romania.

8. Released in 1991, "Waking Up the Neighbours" was the sixth studio album for which Canadian singer-songwriter? a-Bryan Adams, b-Aldo Nova, c-Corey Hart, d-Michael Buble.

9. Which African country is sandwiched between neighboring countries Nigeria and Togo? a-Niger, b-Burkina Faso, c-Benin, d-Cote d'Ivoire.

10. In Jonathan Swift's "Gulliver's Travels," which island neighbor was separated from Lilliput by a channel only 800 yards wide? a-Sod, b-Taunuu, c-Blefuscu, d-Gourami.

- 1-c, Franklin Roosevelt  
2-b, San Francisco  
3-c, Dentist  
4-d, Elmo  
5-a, Robert Frost  
6-a, "Mister Rogers' Neighborhood"  
7-d, Romania  
8-a, Bryan Adams  
9-c, Benin  
10-c, Blefuscu

Answers to 'Hello Neighbor'



# EVOLVING SERVICE

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## About Our Company

**Evolving Service is a full service commercial cleaning company that operates in the suburban Boston area. Services include: general cleaning, carpet cleaning, upholstery cleaning, all types of hard floor care, and window washing.**

**Our professional quality standards top the competition and the secret lies in our hiring process. Because of it, we confidently assure you outstanding customer satisfaction day-in, day-out, ongoing. That's why our customers stick with us at levels far higher than industry standards**

**An excellent rate of client retention, year after year, means we don't front-load your proposal with extra profit in the first year. Many companies do.**

## Robot accidents

Since 1984 there have been 38 robot-related accidents, according to a Zdnet review of OSHA statistics.

"Of the 38 incidents, 27 resulted in a worker's death. For comparison, in 2013, when the last US worker was killed in a robot-involved accident, there were 4,585 workplace fatalities in the US overall, according to the Bureau of Labor," according to Zdnet.

Recent robot-involved worker deaths in India and Germany have renewed the conversation about robot safety in the workforce.

We provide service to the following types of buildings:

- Commercial Office Buildings
- Bio Tech Facilities
- Banks
- Schools & Day Care Facilities
- Manufacturing Plants

*Compare yourself to who you were yesterday instead of who someone else is today.*

~Jordan Peterson

## Simple ways to improve sleep quality

Getting a sufficient amount of quality sleep can be difficult for many, but a few changes can have a significant impact, according to the Mayo Clinic.

Much of the requirement for getting a good night's rest revolves around controlling the environment in which a person is sleeping and developing routines that aid a person in transitioning from awake time to sleep time.

A big part of training the body to sleep better involves having a consistent sleep schedule. Ideally, a person will go to sleep and wake up within an hour of this set schedule each day while ensuring that there is time for at least seven hours of sleep or more. For those who find it hard to stick to a bedtime, focus on waking up at the desired time even if you stay up late to help reinforce that part of the cycle first and make yourself tired for the next night.

An often-overlooked area for good sleep is what happens during the daytime. One helpful change could be adding extra physical activities into the daily routine. Engaging in sports, exercise or even just a long walk helps a person fall asleep faster and deeper at night but shouldn't be done too close to bedtime to avoid being overly energized. Daytime naps, while they can be beneficial, should be limited to 30 minutes and taken earlier in the day to avoid disrupting that set sleep schedule. Similarly, eating big meals or drinking a lot of alcohol right before bed can create disruptions in the sleep cycle.

Finally, the environment itself can be crucial for falling and staying asleep, and this means making the room cool, dark, and quiet. After setting the thermostat to lower itself a couple of degrees shortly before bed, focus on eliminating sources of light and noise in the bedroom. This can include turning off the TV or computer screen, hanging up light-blocking shades, and using earplugs and face masks.

## Free Carpet Spotting for One Month!

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