

# Hire Edge

November 2005

[www.searchfinancegroup.com](http://www.searchfinancegroup.com)

(213) 614-7400

## Happy Is As Happy Does

In the movie, *Forrest Gump*, Forrest had an I.Q. of 75 and his favorite book was *Curious George*. One of Forrest Gump's favorite sayings was "stupid is as stupid does." Forrest's point was that one should only be judged stupid if one acts stupid. In applying Gump logic to the workplace, since Forrest never got around to comment on the workplace, I think that Forrest would have said to managers, "happy is as happy does," in reference to employees. In other words, a happy employee is an employee who acts happy.

Old style managers were trained that if an employee was too happy at work, the employee must be goofing

off and not working. A manager's job was to make an employee's work life tough, and to prevent an employee from goofing off while at work. If the job itself was not difficult enough, the manager could make an employee's work life more difficult by frequently changing vacation time policy, forgetting to send in an employee's changes to their health plan, and by misplacing their timecard.

New style managers have embraced the concept that work and fun are no longer contradictions. An employee who laughs, has fun, and maintains a playful attitude at work is a happy employee. Happy employees tend to be more

energetic, productive, and have an outlet for stress and tension. Also, happy employees build morale in themselves and other employees. Laughter, fun, and playfulness are contagious.

Companies and organizations benefit from happy employees who laugh, have fun, and are playful on the job because happy employees are less likely to be absent, tend to be more creative, and are less likely to quit. And if your company has its employees working in teams, humor is essential to promoting team bonding, team trust, and team participation.



## Search Finance Group

The L.A. Business Journal ranked Search Finance Group as the 5<sup>th</sup> largest search firm in Los Angeles County!

Office: 213-614-7400

Fax: 213-891-1150

[jobs@searchfinancegroup.com](mailto:jobs@searchfinancegroup.com)

## Our Team:

Joe Biolsi

Jaime Hurtado

Denise Schmitz

John Shier

Deanna Kaplun

Nikki Martinez

Jennifer Winch

## Asking 'Why?' Is Usually Counterproductive!

As people try to work through difficult situations in their lives, they sometimes focus on "Why." They ask: Why was there a tornado; why did I get laid off; why was there a car accident? Why me?

Modern psychologists say they are asking the wrong questions. "Whys" keep them in the victim state and focusing on placing blame.

They should begin to focus on how to get on with their

lives by asking "What" and "How." These questions focus on solving problems, and the answers keep you moving forward:

"What should I do now?"

"How can I make my situation better?"

"What can I do to get through this and come out a stronger person?"

Doctors at Psychiatric Associates in Indianapolis say asking how and what questions helps you focus

on the future instead of the past. You begin to realize that you have the power to make changes.

They recommend honestly admitting to yourself what your thoughts and feeling are. Allow yourself to experience the crisis. Ask yourself the right questions and develop a plan of action.

## In this Edition:

Happy Is As

Happy Does.....1

A Younger Boss.....2

Mission Statements .....3

Employee Wellness .....4

## Safety in the Workplace: Tips on Preventing Back Disorders!

Like the finest machinery, your back requires proper care to keep it working. Injuries to the back can be very debilitating, and everyone whose job involves stressful lifting or awkward posture is at risk for a back injury. The National Institute of Occupational Safety and Health lists back disorders among the "top ten" leading workplace injuries. They account for 27 percent of all non-fatal injuries and illnesses involving days away from work.

**Here are some tips to keep your back in optimum condition:**

### When lifting objects:

- Don't bend over--instead, bend your knees, lifting the object from a squatting position.
- Use your leg and arm muscles instead of pulling with your back.
- Keep your head up and look straight ahead.
- Keep the object as close to your body as possible.
- Keep abdominal muscles tight.

You should use these same techniques when you put the object down. For large or heavy objects, ask someone to help or use mechanical lifting equipment.

### When reaching for objects:

- Use a stepladder if the object is above shoulder height.
- Avoid stretching awkwardly--you may lose your balance or strain your back.
- Don't depend on structures (a shelf or storage rack, for example) for support
- Do not reach for an object unless you're sure you are strong enough to lift it.

Exercise plays an important role in keeping your back strong, healthy, and flexible--a strong back is less likely to be injured. Your physician, a chiropractor, or a physical therapist can recommend the best exercises for you, taking into account your physical condition and the type of work you do.

Always be prepared for situations that could cause back injury and don't take unnecessary chances. By following proper lifting and reaching techniques and exercising properly, you'll help keep back problems behind you!

## More Workers Have A Younger Boss!

Many people in the work force are finding that their bosses are some 20 years younger than they are. Some bosses are in the Gen X category, ages 25 to 39.

It's a trend caused in part by an older average retirement age and Gen Xers rising to manager positions. Baby boomers who are 40 to 59 years of age are finding that their bosses are younger than they are.

Gen Xers have different values, styles, and attitudes about how the workplace should run. In spite of these differences, 86 percent of Gen Xers and boomers say their younger boss is very competent. Some 92 percent of workers over age 59 feel the same way.

The average employee today is older than the average was a generation ago. A study by the Families and Work Institute and American Business Collaboration shows that 56 percent of today's workers are 40 or older compared to 38 percent in 1977.

The situation is working because young bosses treat older workers the same as everyone else. They value older workers' life experience and learn from it. They don't assume that older workers know what is expected of them. Older workers are very willing to be trained for new duties.

## Win a Trip to Hawaii!

We appreciate your referrals and to show you how much we want to send you to the Island of Paradise!

Check our website for details.

- Aloha -



Visit Us Online at:

[www.searchfinancegroup.com](http://www.searchfinancegroup.com)

## **Recruiter's Corner:** **Mission Statements & Motivation!**

*Do you know where your employees are going in their lives, career, and within your organization? If not, you are missing out on using a valuable intrinsic motivational tool.*

*Companies write mission statements to tell employees within the organization the direction that the company is heading in order to achieve profit and success. A company's mission statement also tells the employees what behaviors will be required in order to achieve the goals of the organization. Mission*

*statements work to keep the organization on track and function as a standard to measure performance.*

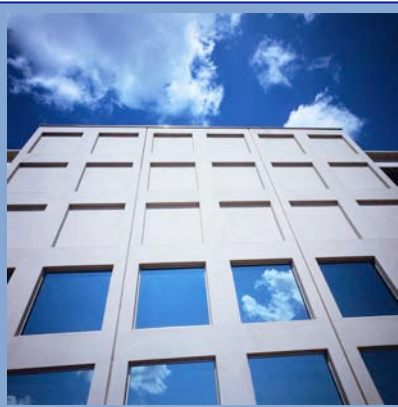
*Similarly, individually written mission statements by each employee will communicate to their supervisor where their employees are heading in their lives, career, and within the organization. When the supervisor knows where the employee wants to go, understanding what will intrinsically motivate him or her will be clear.*

*For example, if an employee writes a mission statement that*

*includes learning new skills associated with possible advancement or lateral transition, the employer knows what will intrinsically motivate the employee.*

*Motivation is general and not specific in its nature, so even though the employee may spend time learning a subject not directly applicable to his/her current job, the positive energy that the employee develops from meeting his/her goals will transfer into their current work performance.*

*Therefore, it pays for a supervisor to know their employees' personal mission statements.*



**Search Finance Group**  
is located in Downtown L.A.  
at 915 Wilshire Blvd, Suite 1600  
Los Angeles, CA 90017

### Remember The Golden Rule

*Treat others at work the way you want to be treated and you are more likely to be treated well. Treat others badly and you won't get much respect in return. If you find it hard to be respectful and polite to some people, remember that some day you might be their boss. Or they might be your boss.*

## **Demand for Business Equipment** **Raises Manufacturing Output!**

*American factories are going strong. Contrary to the view that most things consumers buy now come from overseas, manufacturers in several areas are producing more than ever before.*

*Manufacturing in the areas of high-tech equipment, machinery, and aerospace products has outpaced overall economic growth. Production of motor vehicles is growing at a healthy pace. It is expanding by 8.5 percent in the last 12 months.*

*Production in some consumer products is also*

*on the rise. Manufacturers of food products and toiletries are having a very good year.*

*Two factors are at work in manufacturing gains. First is a continuing increase in productivity, the ability to produce more with fewer workers. Second is the growing global economy. It allows U.S. producers to expand production even as China and Mexico build up market share.*

*The production of products used by business rather than consumers rose by 8.2 percent from a year earlier. Producers of information-*

*processing, defense, and aerospace products rose by double digits.*

*In other areas, Proctor and Gamble had to add to facilities in Pennsylvania and Missouri due to demand for soap, toiletries, and diapers. Campbell Soup Co. plans to build an \$80 million factory in Everett, Wash., because of strong demand for fresh soups and sauces used by restaurants.*

## Focus More On Employee Wellness

*At the University of Michigan Health Management Research Center, they say companies can make such rules as not smoking and requiring wearing seat belt use. But they need to do more.*

*Fewer than 5 percent have on-site gyms and even fewer have on-site medical centers, according to Aon Consulting. The consultants expect to see a growth in on-site clinics in the next five years.*

*Companies can save money and reduce absence if workers can get on-site treatment for minor ailments.*

*Preventive services that monitor chronic conditions without people having to travel to a doctor's office are convenient. They can keep people at work.*

## Search Finance Group

Over 50 years of combined recruiting experience

***Search Finance Group (SFG)** is a specialized recruiting firm, comprised of Finance and Accounting professionals. Our partners at SFG have **50 years** of combined recruiting expertise to provide full service recruiting services. In the past, we have held positions for which we are now recruiting. This enables us to create a valuable matching system by truly understanding the hiring requirements of our clients and evaluating candidate talent.*

*We are excited to present our company to you, in hopes of providing Accounting and Finance Recruiting Services.*



## OUR SERVICES

*The following services are available at Search Finance Group:*

- ⊙ *Recruitment*
- ⊙ *Position Profiling*
- ⊙ *Reference Checking*
- ⊙ *Interviewing*
- ⊙ *Career Assessment*

\*\*\*