

# RAJ REVIEW

Ideas

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News

## Monthly Briefing for the Business Professional

### A Message From RAJ

**We're challenging your mind and offering rewards – it's a contest!**

It's hard to believe that summer is nearly over and the "dog days" are upon us. Hope everyone is managing to stay cool! As a little summer "treat", we've decided to run a **contest** this month to test your hiring skills – and we're offering a **great prize** to the winner! So, put on your thinking caps and let's see who can come up with the best answer. The winner will receive two free screening interviews

### Special of the Month

**Coaching 101: Enjoy Solid Savings! We are offering 30% off our \$300 one-on-one coaching session. This offer expires September 30, 2007 – take advantage of it now.**

along with a great book on the art of interviewing.

conducted for two candidates. You learned that:

**Mary** has ten years of experience in the field. She has a proven track record and good knowledge of the product line. She holds a Masters Degree in Marketing and possesses the technical know-how needed to do the job. She is precise, detail-oriented, organized, and cautious.

Here's the scenario: You have an opening for Product Manager in the Marketing Department and one hour interviews have been

**Joe** is relatively inexperienced in the field and lacks some technical know-how. He has an MBA and is a results-oriented individual who is aggressive and a self-starter. He is young, ambitious, and anxious to prove himself in business.

From the above descriptions, **WHICH ONE WOULD YOU CHOOSE – AND WHY?**

Email your answer to us by September 15, 2007. We will contact the winner and post his/her response in our October newsletter! Our email address is: [RAJ@rajassoc.com](mailto:RAJ@rajassoc.com)

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### Reader Highlights

**NEWS:** A Contest to test your hiring skills

**FEATURE:** Improve Your Management Style with Employee Surveys

**TIPS:** Registering your handprint with the U.S. INS and obtaining an INSPASS card.

**FOOD FOR THOUGHT:** Too old to try something new?



## Featured Article

### Improve Your Management Style with Employee Surveys

*Adapted from "The Only Thing That Matters," by Karl Albrecht*

To improve leadership skills and advance one's career, more than books and input from the boss are necessary. Honest feedback from those who experience it daily (your staff) is key. Here are some simple questions you might ask in such a survey. (Keeping it anonymous will ensure more honest answers).

1. How well do I communicate my expectations of you?
2. Am too involved with your work, not involved enough, or just about right?
3. How do you feel about asking me questions and discussing your concerns?
4. What do you think about my listening skills, particularly as they apply to your ideas?
5. How fairly do you think I treat staff?
6. How can I best show you that I'm interested in your workplace success?
7. What would you like me to start doing, stop doing, or continue doing?

You might want to use a 1-5 or 1-10 point scale for the first 5 questions and leave the final two as essay answers. Once you have digested all the feedback, hold an informal meeting to discuss the results, along with your plan for improvement.



### Books of the Month

**The Manager**  
by Dr. David Thompson

**Boxcar Millionaire**  
by Tom Black.

### Tip of the Month

If you travel overseas often, consider registering your handprint with the U.S. INS and obtaining an INSPASS card. Then all you'll have to do is slide your card through a machine, press your hand against a screen, and slip on through, bypassing the lines. For more info, write to: INSPASS, P.O. Box 2010, Newark, NJ 07114-2010.

### On The Humorous Side

*Louisiana Tourist Attraction-anon*

*Two tourists were driving through Louisiana. As they were approaching Natchitoches, they started arguing about the pronunciation of the town. They argued back and forth until they stopped for lunch. As they stood at the counter, one tourist asked the employee, "Before we order, could you please settle an argument for us? Would you please pronounce where we are...very slowly?" The guy leaned over the counter and said, "Burrrrrr-gerrrrr Kiiinnnnggg."*

## Food for Thought

*Think You Are Too Old To Try Something New?*

**Age isn't always a factor in your success or failure! Consider these famous examples:**

- George Burns won his first Oscar at age 80;
- Golda Meir was 71 when she became prime minister of Israel;
- George Bernard Shaw broke his leg when he fell out of a tree he was trimming in his back yard at 96;
- Grandma Moses didn't start painting until she was 80 and completed over 1500 paintings after that, 25% of them when she was over 100;
- Michelangelo was 71 when he painted the Sistine Chapel;
- Albert Schweitzer was still performing operations in his African hospital at 89;
- Don Counsilman became the oldest person to swim the English Channel at 58;
- S.I. Hayakawa retired as president of San Francisco State U at 70 when he was elected to the U.S. Senate;
- Casey Stengel didn't retire from managing the NY Mets until he was 75;
- and Robal Johnson began his Masters of Industrial/Organizational Psychology at age 77 and is still going strong!



## Inspirational Thought

*Whatever your life's work, do it well. A man should do his job so well that the living, the dead, and the unborn could do it no better. - Martin Luther King*

*If we listened to our intellect, we'd never have a love affair. We'd never have a friendship. We'd never go into business, because we'd be cynical. Well, that's nonsense. You've got to jump off cliffs all the time and build your wings on the way down.*

Ray Bradbury



## GET IN TOUCH

We love feedback. Let us hear from you about what's most useful in our newsletters, how we can make it better, and topics you'd us to tackle for you.

Call us to discuss your needs, explore how we can help, and learn more about our services.

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