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Money Tree Consulting, Inc

WEALTH BEYOND



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August 2021 • Issue 155

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What Makes a Leader

Leadership calls for the right perspective on people. The website of the MIT Sloan School of Management shares these words of wisdom from top leaders on how to lead:




- **CAROL COHEN, COGNIZANT:** “Your long term success is not just determined by what you achieve alone, but also by how you empower, engage, support, and elevate your colleagues and teams in the ecosystem around you.”
- **GEORGE WESTERMAN, MIT SLOAN:** “The ability to envision and drive change is just as important as the ability to work with technology. If you don't have both, you can't succeed in this world.”
- **CRAIG ROBINSON, WEWORK:** “Creating, aligning, and empowering diverse teams is one of the best ways to discover and develop new ideas.”
- **HAL GREGERSEN, MIT SLOAN:** “Most leaders excel at thinking, ‘Oh, here are the tasks to be done,’ but they often don't step back to consider how specific roles are changing and what that means for people experiencing a significant identity shift at work.”
- **PIYANKA JAIN, ARYNG:** “If you're not going to be able to be data-driven and [hold] your team accountable from the top, it's not going to flow down. Leadership is the key.”
- **DOUG READY, MIT SLOAN:** “Go out on the limb, that's where all the fruit is. Take a few risks—trust that your people will admire you for doing so. Leadership is a privilege. Embrace it as you build a community of leaders in this new economy.”

Don't Risk Injury on a Ladder

If your job calls for climbing on ladders a lot, you know that careful inspection is the key to safety. The EHS Daily Advisor spells out what to look for:

- **FEET/SHOES.** No, not your own feet, but the feet of the ladder. They're usually covered with soft rubber “shoes” for traction. If they're worn, replace them.
- **RUNGS AND SIDE RAILS.** If any of these or broken, discard the ladder.
- **FIBER BLOOM.** This happens when a ladder gets faded and discolored by sunlight. It can be a warning of cracks or splits that can gouge your hands with fiberglass slivers.
- **STICKERS.** Warning stickers about ladder safety should be easy to read. If they're rubbing off, replace them.
- **THE ENTIRE LADDER.** Check bolts, rivets, braces, and spreaders. Make sure they're rust free and in good condition.



MONTHLY QUIZ

1. Snickers is a brand name chocolate bar made by which American company?
2. Which marine mammal is the only known natural predator of the great white shark?
3. Girl With A Pearl Earring is an oil painting by which Dutch Golden Age Painter?



DID YOU KNOW?

1. August has the highest percentage of births.
2. It takes a plastic container over 50,000 years to start decomposing.
3. Every year over 98% of atoms in your body are replaced.
4. Your blood is 6 times thicker than water.
5. Clothes dried outside smell better because of a process called photolysis (sunlight breaks down compounds that cause odor).
6. Mercury is the only metal that is liquid at room temperature.
7. The opposite of a “vacuum” is a “plenum”.
8. Sound travels 15 faster through steel than air.

Health In The News

Treat Sunburn Quickly.

If you've been enjoying the great outdoors after a year of lockdown, chances are good you've been exposed to the sun, and that can cause sunburn if you're not careful. The Patience website shares these guidelines for treating sunburn effectively:

- **GET OUT OF THE SUN.** If your skin starts to feel hot or sore, get into the shade as quickly as possible to avoid further damage.
- **COOL AFFECTED SKIN.** Use a cool, damp washcloth, or take a bath or shower. This may feel uncomfortable, but it will help minimize the damage.
- **HYDRATE.** Drink lots of water. Sunburn is often associated with heatstroke and fatigue, so getting more fluids into your body helps heal you from the inside out.
- **TAKE PAINKILLERS.** Try over-the-counter pain relief and anti-inflammatory medications like ibuprofen or paracetamol to relieve soreness.
- **MOISTURIZE.** Skin lotions can soothe pain and replace moisture lost by burning. Look for more natural products that won't irritate your skin further.



Take Steps to Stave Off Postpartum Depression.

Having a baby is usually a joyous occasion, but for some mothers, it's a source of serious mental health issues. Postpartum depression can be debilitating, affecting the entire family. HuffPost offers advice from experts for maintaining a healthy outlook:

- **CHECK YOUR RISK FACTORS.** Postpartum depression can strike anyone but watch for factors that can make it more likely: a history of childhood trauma; loss of a job; little or no support during pregnancy; and more.
- **BE PREPARED FOR MIXED EMOTIONS.** Most women experience a range of emotions during the first few days, weeks, and months of motherhood. It's normal to feel overwhelmed, stressed, scared, and indecisive. Don't judge yourself too harshly for not enjoying the experience 100% of the time.
- **SEEK COUNSEL YOU CAN TRUST.** Don't depend on blog posts and parenting forums for information. Talk to your doctor and a therapist for solid advice on handling the stresses you encounter.
- **ACCEPT HELP.** You may feel the need to take care of everything yourself—your baby and your mental health problems. Be willing to ask for and accept assistance from others so you avoid feelings of isolation that only make matters worse.
- **TAKE TIME FOR YOURSELF.** You'll exhaust your physical and mental resources trying to take care of a newborn 24/7. Remember to schedule some time to rest and relax so you're not constantly dealing with crying, diapers, feeding, and worries.
- **TRUST YOUR OWN INSTINCTS.** Many people will be more than eager to give you advice, not all of it useful. Don't feel you have to follow all of it. Listen to your own instincts about what's best for you and your baby.

Grilled Zucchini Salad

This grilled zucchini salad is tossed in a lemon dressing for the ultimate summer salad recipe! It's fresh, healthy, and easy to make.

INGREDIENTS

- 2 medium zucchinis, sliced and quartered into 1/2 inch pieces
- 2 cups cherry tomatoes, halved
- 2 cups arugula
- 2 1/2 cups corn kernels
- 2 tablespoons olive oil
- Salt and pepper to taste

DRESSING

- 3 tablespoons olive oil
- 2 tablespoons lemon juice
- 1 clove garlic, minced
- 2 teaspoons dried oregano or other dried herbs
- 1/2 cup crumbled goat or feta cheese

DIRECTIONS

Preheat an outdoor Grill to medium-high; about 425° F. Brush grill grates with oil. Drizzle olive oil over slices of zucchini and season with salt and pepper. Grill zucchini for 2 to 3 minutes per side, or until tender and grill marks appear.

At the same time, grab a grill pan and combine tomatoes and corn inside the pan; drizzle with a tablespoon of olive oil and season with salt and pepper. Set grill pan on the grill and cook, stirring frequently, until tomatoes and corn are charred; about 2 to 3 minutes.

In a salad bowl, whisk together 3 tablespoons olive oil, lemon juice, garlic, oregano, salt, and pepper.

To the bowl, add zucchini, tomatoes, corn, and arugula; toss to coat with salad dressing.

Top with crumbled cheese and serve!



THOUGHTS OF THE *Month*

"Money and success don't change people; they merely amplify what is already there."

-Will Smith

"Life imposes things on you that you can't control, but you still have the choice of how you're going to live through this."

-Celine Dion

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.

Answers to The Quiz on Page 2.

1. Mars, Incorporated
2. Orca (killer whale)
3. Johannes Vermeer



Master Relationships with Active Listening

Relationships are a key to success in your life and your career and building them takes time. One essential skill to master when cultivating relationships is listening. If you don't actively listen to other people, you won't know what they want, and you won't gain any wisdom from their insights. The Healthline website shares these tips for learning active listening:



- **GIVE PEOPLE YOUR FULL ATTENTION.** Concentrate on their words to the exclusion of everything else. Don't plan your response while they're still speaking, and don't use a pause to change to another topic. If you really can't focus in the moment, ask to reconnect at a time when you can fully commit to the discussion.
- **USE POSITIVE BODY LANGUAGE.** Your body communicates just as much as your words do, if not more. Make sure you're fully facing the other person. Relax your body but lean in slightly to show interest in what they're saying. Make eye contact. Nod to show you're listening and you understand.
- **LET THEM SPEAK.** You may be tempted to jump in with an idea or solution. Restrain the impulse. Instead, wait for the other person to start talking before asking questions or offering your point of view.

August: What's in a Name?

August is named for the Roman emperor Augustus Caesar, grandnephew of Julius Caesar. When Augustus defeated Cleopatra and Mark Antony at the Battle of Actium in 30 B.C., he became emperor of Rome, and the Roman Senate quickly decided that since the month of July was named for Julius, their new emperor should also have his own month.

At the time, Sextillius (the sixth month of the year in the pre-Gregorian calendar) had only 30 days, so the Senate also decreed that the newly named August should be equal to July and took a day from February to keep the calendar in balance.

Other emperors tried to get months named for them: May was called Claudius for a while, and April became Neronius, but the names didn't stick. Only Julius and Augustus Caesar's names apparently had the staying power to last 2,000 years.



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