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CRASH PROOF

WEALTH

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Build a Culture That Supports High Performance

Employees reflect the culture of their workplace. If you expect high performance from your employees, create a culture that inspires them to work to the best of their abilities. Start with these key principles:



- **COMMUNICATION:** Effective, two-way, face-to-face communication is vital to letting employees know how their performance contributes to the organization's success. If they don't understand how their day-to-day activities affect profits or customer satisfaction, they won't know what to focus on or why.
- **CAPABILITY:** Do employees have the knowledge and skills they need to do their jobs? Training in technical skills may be necessary, but don't forget other areas. "Soft" skills, such as communication and teamwork, are just as important.
- **RESOURCES:** Tools and equipment are important resources, of course, but don't neglect other, less obvious needs. The workplace environment itself is a resource, for example: Do workers have enough space and light to perform their jobs? The culture and atmosphere are also key: Do workers trust each other—and you? Do people work as a team or jealously guard their turf? And don't forget the most vital resource of all—time. Do employees have the time they need to do their jobs?
- **MOTIVATION:** Employees must want to do a good job. Money is an important factor, as long as its connection to performance is clear. But praise and recognition are powerful motivators as well; so are opportunities for development and advancement. Everyone responds to different motivational stimuli, so be sensitive to each person's unique needs.

Worms May Hold Cure for Obesity

Scientists have discovered 14 genes that cause obesity, according to the Science News website, along with three more that prevent weight gain. Where did they find them? Worms.

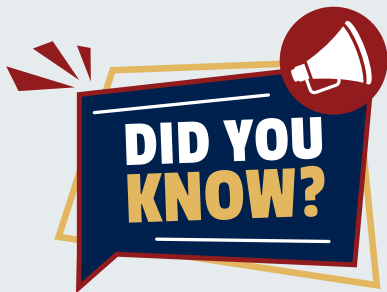
Worms known as *C. elegans*, but they share more than 70% of our genes. Just like humans, they become obese if they eat too much sugar.

Scientists analyzed 293 of the worms' genes known to be associated with human obesity after feeding some of the worms a standard diet and others a high-fructose diet. They identified both sets of genes, those that cause obesity and prevent it. They also found that blocking the three genes that prevented the worms from becoming obese helped them live longer—the kind of benefits drug developers are looking for in anti-obesity medicines.

More research needs to be done, but scientists say the early results are encouraging.

MONTHLY QUIZ

1. Born into a family of Dutch Americans, who is the only US President to speak English as a second language?
2. "Dazzle" is the term for a group of what type of animal?
3. The painting La Gioconda is better known by what name?



1. The average iceberg weighs 20,000,000 tons.
2. The blueprints for the Eiffel Tower covered more than 14,000 square feet of drafting paper.
3. The Colgate company started out by making starch, soap, and candles.
4. The first ever crossword puzzle appeared in 1913.
5. The human eye can detect more shades of green than any other color.
6. The number four is the only number that has the same number of letters in it.
7. The statue of Liberty's mouth is 3 feet wide.
8. The surface area of a brick is 79 cm squared.
9. Three teaspoons make up one tablespoon.
10. The useful life of a modern toilet is 50 years.

Thanks www.did-you-knows.com page 32!

Health In The News

Stay Fit and Healthy As You Celebrate.

The holidays are full of temptation and staying fit while everyone else is indulging in treats can be tough. If you don't want to start the new year with unwanted pounds, follow this advice from the Abilene-RC website:

- **STICK TO YOUR EXERCISE ROUTINE:** Keep going to the gym or working out at home on your usual schedule. Recruit a buddy if necessary to keep you on track.
- **CHOOSE FITNESS ACTIVITIES YOU ENJOY:** Don't force yourself to do exercises that you find boring, or excruciatingly difficult. Pick something as simple as yoga, dance classes, or a light run that you'll actually do, not avoid.
- **START OUT SLOW:** If you're starting an exercise routine during the holidays as a proactive measure, take things easy at first. Remember to stretch and warm up before any physical activity. Work with a personal trainer, at least up front, to learn how to get results without injuring yourself.
- **WATCH YOUR FOOD INTAKE:** It's all right to have a big dinner to celebrate, but don't overdo it. Stick to reasonable portions, and don't go back for seconds, thirds, or fourths.



Overcome Pandemic Grief During the Holidays.

The holidays are usually a happy time, but after two years of COVID-19, many people are still grieving for lost relatives and loved ones. The Healthline website offers these suggestions for managing grief during the holiday season:

- **MAKE A PLAN:** Anticipate scenarios that might upset you—getting together with a deceased spouse's family, for example. Decide what to do if you feel overwhelmed by emotion. You might take a short break in another room or offer a reasonable excuse for leaving a party early.
- **START SOME NEW TRADITIONS:** You may find it difficult to continue with the same holiday routines you shared with the people you've lost. Develop new practices for the holidays. Hold parties before or after the big day; exchange different kinds of gifts; or just spend the holidays alone or with just a few close friends, as long as that doesn't lead to greater depression.
- **SCALE BACK:** Don't feel pressured to celebrate the same way you did before tragedy struck. Feel free to limit your presence at festivities, cancel or downsize any traditional parties you usually throw, or cut down/eliminate gift giving. Avoid constant reminders of the people you lost, and the way things used to be.
- **TALK TO A THERAPIST:** If grief threatens to become too much for you to handle, seek out professional help. A psychologist or social worker can help you deal with your emotions, identify triggers, and develop strategies for maintaining your emotional equilibrium during the tough days.

Grinch Crinkle Cookies

These easy to make Grinch Crinkle Cookies are perfect for your holiday cookie tradition. This recipe uses cake mix, which is great for kids that just learning how to bake.

INGREDIENTS

- 1 box cake mix
- 2 eggs
- 1/4 cup oil
- Green food coloring
- 1 cup powdered sugar
- Heart sprinkles

Don't forget a nice, cold glass of milk for dunking!

DIRECTIONS

1. Preheat the oven to 375 degrees Fahrenheit.
2. In a bowl, combine cake mix, oil and eggs together.
3. Mix in green food coloring until you have the perfect Grinch color.
4. In a second bowl pour 1 cup of powdered sugar.
5. Make a ball of dough and roll in the powdered sugar.
6. Place ball of dough on a parchment lined cookie sheet.
7. Add a heart sprinkle to each cookie.
8. Bake at 375 degrees for 8-10 minutes.
9. Allow to cool and enjoy!



THOUGHTS OF THE *Month*

"A good criterion for measuring success in life is the number of people you have made happy."

-Robert J Lumsden

"We generate fears while we sit. We overcome them by action. Fear is nature's way of warning us to get busy."

-Dr. Henry Link

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. Martin Van Buren
2. Zebra
3. The Mona Lisa



Protect Your Home From Burglars

You can be on a two-week vacation or just out for the day, but your home is always a potential target for burglars. The CNet website recommends these precautions:

- **KEEP DOORS AND WINDOWS LOCKED:**

This may seem obvious, but it's easy to forget. Lock up every time you go to work or the store, and double-check locks everywhere when leaving on a long-term trip.

- **SECURE YOUR DOORS:** Make sure all doors have a deadbolt, which makes breaking in more difficult. Look into smart locks, which you can activate remotely.

- **INSTALL A HOME SECURITY SYSTEM:** Door and window sensors will alert you to suspicious movements on or near your house; some will call the police automatically.

- **HIDE YOUR VALUABLE ITEMS:** Keep your garage doors closed and locked so would-be burglars can't spot bikes or expensive tools.

- **INVEST IN OUTDOOR LIGHTING:** Floodlights outside your house will keep intruders away. Get motion-detecting sensors that will activate the lights when someone comes near, so you don't have to keep them lit all the time.



The Myths of Mistletoe

Kissing under the mistletoe is a custom that has spawned any number of popular songs, love affairs, and slaps across the faces of unwanted suitors.

The origins of the tradition are unknown. Here's one story:

In Viking mythology, the god Baldr was killed through the trickery of Loki, who caused Baldr's blind brother to shoot him with a poisoned dart made of mistletoe. Baldr's mother Frigga, the goddess of love, was stricken with grief. When her tears fell on a mistletoe plant, the berries turned from red to white (mistletoe has both red and white berries), and this brought her son back from the dead. Because Frigga was so grateful to have her son restored, she kissed everyone who walked beneath the mistletoe.

The berries are important to the tradition: According to etiquette, a man who kisses a woman under the mistletoe is supposed to remove one berry for each kiss. When the berries are gone, no more kisses are allowed.



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