

[For the Record]



In This Issue:

Volume 4 : Issue 3

[What Shape Are You In?] [T. L. R. Stars] [T.L.R. Spotlight] [Recession-Friendly Employee Perks]

[What Shape Are You In?]



In previous issues, For the Record uncovered the interesting traits of two personality shapes through a creative system developed by Dr. Susan Dellinger, the founder of *Psycho-Geometrics*®. Most likely a few creative Squiggles have surfaced in your firm; and hopefully some of the reliable, organized and logical Squares are a part of your staff; but the core existence of a law firm may very well be this issue's Shape.

THE TRIANGLE

The fact that Triangles are curious, want answers and like to debate might lead one to assume a law firm might attract its share of this Shape. Triangles are highly organized, focused, and direct. They are great leaders because they are decisive and get to the point. Triangles like to set the goals and then delegate the work to the Squares. They work toward something specific and finite and they do this in the most logical and systematic way. Triangles are strategic thinkers (left-brained); they have a plan for every project.

This Shape is happiest when there are multiple projects going on and he/she is the leader on several of them. Triangles abhor laziness or incompetence, so they must guard against being overly critical of their peers. They are primarily individual contributors and only excel in teamwork if they are perceived as the team leader. Triangles are driven to achieve, at times to the point of obsessive-compulsive; yet sometimes when they look to the long term they tend to forget the details and are accused of having a low attention span. Actually, they just get bored with the minutia and are ready to move on to the next challenge. Triangles are fast thinkers, highly competitive and love a challenge! The key to handling a triangle is to be sure that the underlying intention for each task is always clear. If the goal is clear, the Triangle will develop the plan to accomplish it.

PS – We already know all you Triangles are curious and must want confirmation of your Shape, so log onto www.psychogeometrics.com and take the ONLINE Test! (Squiggles, Circles, Squares and Rectangles are welcome too.) Dr. Susan Dellinger is offering our readers a 40% discount on her products, including the test and her book, "*Communicating Beyond Our Differences: Introducing the Psycho-Geometrics® System*" (Prentice-Hall/Jade Ink, 1989/1996).



LEGAL

★ [T. L. R. STAR PERFORMERS] ★

Listed below are the recipients of the Star Performer award for the First quarter!

RITA BINGHAM - Clearwater

When Rita called TLR she was seeking temporary work while going through the interviewing process for a permanent position. After being placed on her first TLR assignment, the client requested Rita back for an additional 2 week assignment. Due to her exceptional performance that assignment was extended to 4 weeks – right up to the start date of her new permanent position.

MELISSA LOTT - Tampa

Melissa completed her Juris Doctorate in December of 2007. Knowing she would be sitting for the Florida Bar exam in February, Melissa registered with TLR for temporary work. Melissa’s flexibility and good work ethics have made it easy to keep her busy with assignments at Tampa’s prestigious law firms. We are happy to report Ms. Lott passed the bar exam and starts her new career as Attorney Lott in September.

KELLY MC CUE – St. Petersburg

When Kelly met with our St. Petersburg office she desired a temporary or permanent position that would fit with her schedule and plans of returning to school to finish her BA degree. Within days of applying with TLR Kelly was placed with a law firm needing a part time employee. Kelly has proved to be a very hard working & determined employee. We are happy to have her on the TLR team.

DEMETRA CHRISTOPOULOS - Milwaukee

Demetra, now a 2nd year law student, first applied with TLR in 2006. Her initial 4-week assignment turned into 4 months! After completing her 1st year of law school Demetra contacted TLR again for summer work. Once again TLR was able to assign her immediately as a receptionist for the entire summer. Demetra is a very reliable, professional employee with a great attitude. We hope to have her back next summer, too.

If you would like to see an exceptional TLR employee listed among our Star Performers, please submit their name via email to postmaster@thelegalregistry.com, and a representative will contact you for details.

[T.L.R. SPOTLIGHT]

Supporting Roles...

Temporary and contract employees play a significant role in today’s workforce, providing American businesses of all types much needed flexible staffing solutions. Nearly _____ talented personnel worked through TLR at area law firms in support staff and contract attorney roles during the past year.

Staffing services across the country will celebrate National Staffing Employee Week September 15-21. The Legal Registry will honor its Star Performers with special events, prizes and drawings throughout the month of September.

JOIN US IN THE CELEBRATION

When you sign TLR employee timecards during the month of September, enter the words “Award Winning Performance” in the grey box at the bottom of the timecard and the staffing employee will automatically become eligible for an Evening at the Movies and other great prizes.

“And The Envelope Please...”

During the past several months several lucky clients have been selected for an “Evening at the Movies” in conjunction with TLR’s Award Winning Performances campaign. Two winners were randomly selected from the participants of the first e-survey conducted by TLR regarding benefits. Another winner was selected from entries included with the John Grisham paperback novels. Be on the lookout for more campaign events.

Previews & Upcoming Events

Select clients will receive an email survey regarding The Benefits Game (see article on page 3). The survey is brief, concise, and easy to navigate. The questions can be answered in a matter of minutes. If you would like to be included but do not receive a survey, simply notify any TLR staff member to add your name to the list. We will share the results with participants.

RECESSION-FRIENDLY EMPLOYEE PERKS

During a slow economy, most companies are looking for places to cut spending. It's tempting to start with employee perks and rewards. The word perk itself implies an unnecessary extra. But your employees are your most important asset, and keeping them happy is never more important than when "trim, trim, trim" is the mantra of the day. Today's economy has created an atmosphere of uncertainty and insecurity among employees that is echoed in even the soundest of companies and "recession-proof" industries. Low employee morale and declining productivity levels that accompany layoffs and budgets cuts can cost more than what "trimming" saved. Studies have shown that one of the greatest impacts a recession can have is the talent shortage that company suffers after the recession is over. More than a few companies have survived recessions only to fail after it was over. So, doing what you can to retain the talent you need when you need it is not only a good business practice, but also makes good fiscal sense - and in the end improves long-term profitability.

Some surprising results regarding benefits came from a recent survey conducted by The Legal Registry. Only a few responses mentioned 401k's or bonuses; but many mentioned perks that revolved around less monetary things. Several creative ways to keep rewards in your budget and employee morale up are below. Remember even those that cost a few dollars are variable expenses that can be added and/or deleted as warranted rather than fixed expenses that occur each and every month.

Give Gifts That Mean Something

No money in the budget for gifts? Not all gifts are costly. If you have children, young or grown, the best gifts you ever received are probably in that memory box you have - artwork from kindergarten or Popsicle stick picture frames from camp. We're not suggesting a company craft party, but keeping it simple lessens the cost and oftentimes is much more appreciated. An evening at the movies, a gift card for lunch at a local restaurant, a single rose in a bud vase, bagel breakfasts, theme casual days, and bring your pet to work day seem to be high on everyone's list - huge impact for little or no money.

When You Can't Give Money, Give Time

While employee "time off" can be a cost concern, the benefit in terms of productivity and attitude when it is used intermittently or as a reward well outweighs the cost factor. "Why don't you go home early today" is music to an employee's ear after meeting a time sensitive deadline or project that may have put them under stress. A few hours out of the office is a simple but effective way to let an employee know they are greatly appreciated and to keep overall company morale at a high. For the ultimate morale booster try giving employees time off to work on a short community service project that is of interest to them. Many are for short commitments - serving lunch at a Ronald McDonald House, MDA lockups, annual Teach-Ins, Reading Festivals, Walk-a-thons. Not only is volunteering a rewarding experience, being the employer that supports it sends a positive and heartfelt message to employees, the community and clients.

For articles from previous For the Record issues regarding best business practices go to www.TheLegalRegistry.com, click on the green door (Resources).

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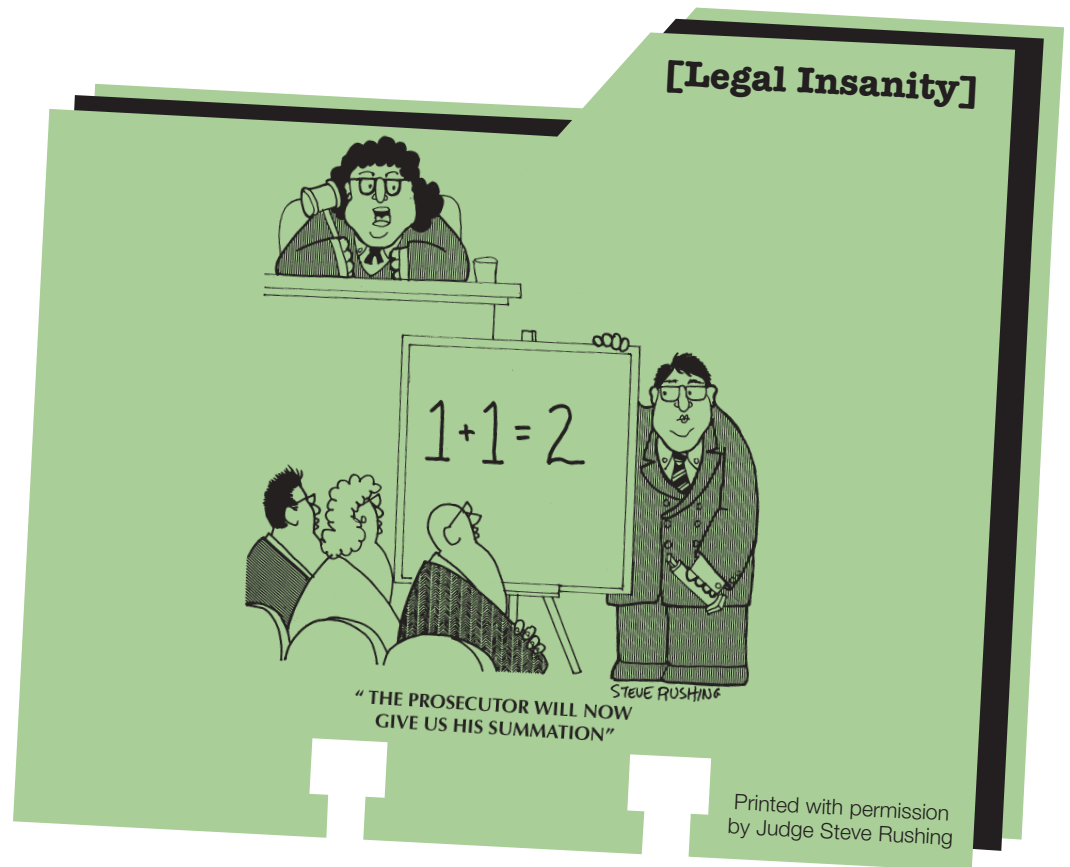
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