

[For the Record]



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In the last issue of For the Record we uncovered the interesting traits of one personality “shape” through the creative categorization called psycho-geometrics. Like personality profiles and horoscopes, the discoveries are often considered unscientific and merely coincidental; yet, there is still that element of “truth” that always finds us intrigued enough to start comparing friends, family and co-workers. Some of our readers have already discovered who the reliable, logical and organized squares are in their offices; and most likely a few have uttered at least an “ah ha” when that trusted square once again turned in their assignment or project completely accurate and ahead of deadline. In this issue we will discover the shape no office, family or circle of friends can do without!

THE SQUIGGLE

The creativity of a squiggle may not be apparent or easily visible in a law firm or legal department, but a good dose of their out-of-the-box thinking probably lurks behind the scenes or beneath the surface. All types of companies need their squiggles. They are the innovators, the idea people, the unconventional thinkers and risk takers. The squiggles are multi-task oriented and like to do 15 things at once – getting them done is a different issue. Give a squiggle a task and they will come up with fantastic ideas. Don’t expect them to be systematic about projects though - organization is not their strong suit. Squiggles often see things from a different perspective or angle. They are sometimes thought of as off-the-wall but their exploratory nature results in innovative and unique solutions. Unique may also occasionally describe their appearance or dress.

Still not quite sure who the squiggles are in your firm or circle of friends? Just check their calendar or daily planner. They always carry one with them. What is unusual about their particular daily planner is that there is nothing in it – the pages will all be blank! It is as if schedules do not matter – squiggles just go with the flow. Most people are jealous of their creative uniqueness and sometimes the squiggle is teased for being unusual. They truly desire being respected for their strengths yet seldom receive it. The key to handling a squiggle is to accept them for who they are - different and creative.



L E G A L

★ [T. L. R. STAR PERFORMERS] ★

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

BRENDA WHEELER – Clearwater

Brenda was seeking a permanent position as a Receptionist/Administrative Assistant when she registered with our Clearwater office. She was sent out on a client interview the same day and was selected to start the assignment immediately. Her attendance has been perfect; her work ethic is excellent; and her warm personality makes everyone happy to see her. Brenda is a true gem and we are happy to have her on our team.

NADA HADDAD – Tampa

Nada applied with The Legal Registry seeking temporary work and preferred a long-term assignment that would last until her college classes resumed. Shortly after applying she was placed with a corporation to handle document production. Nada has quickly demonstrated her dependability and strong work ethic. We look forward to working with Nada throughout her college years and hope to assist her with career opportunities after graduation.

● **CHARLOTTE BEAULIEU – St. Petersburg**

● Charlotte contacted The Legal Registry after being laid off from her permanent position. She was eager to accept temporary assignments while seeking a new employment opportunity. ● Charlotte is an experienced Paralegal who has been flexible in accepting a variety of temporary positions. ● Charlotte is now on a Temp-to-Hire assignment. ● We wish her success as she transitions to her new permanent position.

● **MORGAN TURNER – Milwaukee**

● Morgan received her Juris Doctorate from Marquette University. ● Her present assignment was to cover a 10 week medical leave of absence, but because of her ability to handle any task she is given, our client has requested she continue with them on a part-time basis while she pursues her career as an attorney. ● Morgan's great skills and wonderful attitude are sure to open many doors for her.

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...

The Legal Registry takes an active role in community events and strongly supports professional associations of both the legal community and the staffing industry.

A very special thank-you to Attorney Kathy Wade of Fee & Jeffries for her recent assistance in helping The Legal Registry begin its journey of realizing a long-time desire to form a not-for-profit organization. The assistance and guidance offered by Fee & Jeffries to those who desire to undertake not-for-profit endeavors is both noteworthy and commendable. Future TLR community service and fundraising initiatives will be directed by the new not-for-profit organization.

On June 12, Bobbie Wheeler, President of The Legal Registry, was inducted into the Florida Staffing Association Hall of Fame. Ms. Wheeler was honored as the first inductee of the Hall of Fame and was recognized for her years of dedication to both the national and statewide associations. She has been a member of the FSA Board of Directors for over 20 years and served for six years as the state president of the association.

“And The Envelope Please...”

During the second quarter of the year, The Legal Registry continued its campaign highlighting Award Winning Performances. The series recognizes the talents of the many Star Performers that assist our clients with temporary projects each and every day. The campaign included a John Grisham novel with a “movie ticket” bookmark used as an entry form. The campaign will conclude at the end of July when winners are chosen to receive an “award winning” night at the movies.

Previews & Upcoming Events

Select clients have been receiving an email survey regarding The Benefits Game (Issue 1, 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 did not receive a survey, simply notify any TLR staff member to add your name to the list. All participants will be eligible for a TLR drawing for a Night at the Movies. Survey results will be shared in the next issue of For the Record.

IS THE FAMILY FEELING LOST?

How Eating and Organizational Success are Related

Competitive pressures, demands from stockholders, and the struggling economy have all made organizations less paternalistic, less employee-friendly, and to put it simply, less fun. Forty-four percent of employees feel there is no family-feeling in their organization. In response, employees have become psychologically distant from their organizations, resulting in staff that is less committed, more apt to leave and often less productive.

One of the most basic "work groups" is families. Simple comparison would ask, "What do families do to strengthen their bonds?" **They get together and eat.** Eating together provides a way for everyone in the family (work group) to share, connect, and bond. Note what experts say about families that regularly eat together:

- *Sociologists* report children perform better in school.
- *Physicians* report children are less likely to be depressed, drink alcohol, smoke, or use marijuana.
- *Psychologists* report children are better adjusted socially and emotionally.
- *Anthropologists* have found that food is how social systems solidify group membership and share their belief systems; in other words, food rituals bind people to their shared identity.

Employees in *healthy companies* often eat together, talk about food, and even cook for each other. Certainly, getting employees to eat together more often is not the sole antidote for organizational problems. However, experts agree that the practice of eating together can have many positive psychological benefits. There are powerful links between food and memory, food and health, food and social behavior, food and productivity and most importantly, between food and a sense of belonging. And if you're still not convinced, just like taking a spoonful of your mother's chicken soup, it can't hurt.

WHAT TO DO

Round up your Squiggles to come up with creative ideas; then be sure the Squares are in charge; for a preview of the Circles watch who is making sure everyone is happy.

- **Celebrate with Food** – personal occasions such as anniversaries and birthdays are easily celebrated with food such as cake or desserts BUT don't forget to celebrate company successes as well.
- **Serve Interesting Food at Company Meetings** - not the same boring bagels or sandwiches. Make it food that people will enjoy eating, perhaps introduce ethnic treats.
- **Make Food Fun and Interactive** – get people involved. Conduct special food-related events such as a contest for the best chili, potato salad, curry dish, or dessert. Offer a prize or present a "trophy" to the winner. Periodic potluck lunches are another excellent way to get people involved and sharing.
- **Develop Annual Food Eating Rituals** - serve apple pie in the fall, hold a summertime clambake or barbeque, serve hot cider on the first day of winter. Make these annual events that people can look forward to attending.
- **Set Aside Time for Eating** – abandon the tradition of eating at the desk or while listening to a presenter. Providing employees a separate time to eat and socialize may result in more alertness and attentiveness
- **Provide Communal Space** – large or fancy is not a requirement. Make it a comfortable and inviting environment, a gathering place where people can sit, chat, and eat.

Article information provided by Bruce Katcher, PhD, President of Discovery Surveys, Inc.
Learn more at www.DiscoverySurveys.com

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[Legal Insanity]



"I TOLD YOU TO FILE THE MOTION 'IN LIMINI..'"

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