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## Did You Know?

That 86% of the US workforce is eligible for their overtime compensation yet less than 50% of employees working overtime are being paid for the extra effort?

40% of US workers live paycheck to paycheck?

The five best strategies to create trust with others are (1) Be honest; (2) Be positive & passionate; (3) Emphasize others' well-being; (4) Follow through; and (5) Follow up?

## Cashtration:

The act of buying a house or paying for college, which renders the subject financially impotent for an indefinite period.

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## Talent Plan

The quality of business performance is directly related to the talent that is managing and leading the company. Proactive businesses are creating and matching their Talent Plan with their Business Plan to support organic growth, acquisitions, and future retirements of seasoned talent.

## Recent Successes

Ten examples of successful searches by Bohan & Bradstreet include:

VP Sales & Marketing	Capital Equipment Manufacturer
Director, Financial Reporting	Audio/Video Distributor
IT Director	Consumer Product Distributor
Product Development Engineer	Commercial Products Mfg
Human Resources Director	Global OEM Supplier
Tax Manager	Technology Products Mfg
President & COO	Equipment Niche Leader
Senior Accountant	Regional CPA Firm
Forecasting Manager	Consumer Products Corporation
Database Administrator	Utility

## Employee Negatives

Some of the leading reasons why employees are released or not promoted are as follows: (1) Not a team player; (2) Leave deliverables until the last minute or miss deadlines; (3) hardness of listening; (4) assume too much credit for successes; (5) do not accept or respond well to being critiqued; and (6) lack interest or motivation to improve skills, knowledge, and/or processes.

## Workaphile or Workaholic?

Workaphiles love to work and Workaholics are obsessed by work. Key traits of Workaholics are: (1) preoccupation with work; (2) uncomfortable with delegating; (3) neglect other aspects of their life (find it difficult to go on vacation or use sick days); (4) sneak work into their personal life (i.e. checking emails or voice messages while playing golf or at a family event); and (5) blend the lines between business and leisure.

## 4 Best Interviewing Strategies

(1) Be prepared to concisely state your value proposition in 30 seconds; (2) present your top five past accomplishments that have value to your future employer; (3) answer your own toughest interview questions; and (4) identify your interviewer's motivations and satisfy their needs.

## Health Care Spending

Worldwide has increased from 5% to 9% of GDP in the last 25 years. Health care spending in the USA represents 15.3% of GDP.