



advantage



Table of Contents

SIGNS SEEN AROUND THE WORKPLACE..... 2

RESUME’ BLUNDERS 2

CHOOSE YOUR WORDS CAREFULLY 3

ARE YOU LUCKY ENOUGH TO WORK IN THESE ORGANIZATIONS? 3

DR. SEUSS LOST POEM – I LOVE MY JOB..... 4

ODE TO A CUBICLE..... 4

OFFICE RIDDLE 5

PROFESSIONAL JOKE..... 5

WORK REFERENCES 5

SPECIAL BUSINESS MEETING..... 5

POSITION QUALIFICATION..... 5

NOT WHAT I EXPECTED 5

CLIENT/FRIEND ACCOLADES 6

WORTH PONDERING..... 6

FOR YOUR CALENDAR..... 7

ON MY SOAPBOX..... 8



advantage



SIGNS SEEN AROUND THE WORKPLACE

Some dot-coms used to boast about their benefits. One they liked a lot was sleep-pods. They were considered the latest in HR innovation. But some people say that they are not new at all. We have had them forever. It is just that they were called cubicles! We are Benefit magicians...just watch us as we make them disappear.

IN an interview, the applicant was asked why he left his last job. After sighing heavily, he said, “the company relocated and didn’t tell me where.”

An applicant asked, “No vacation at all for the whole year?” To which the Recruiter said, “Don’t be silly. Of course, you get a vacation. Around here we call them weekends!”

Some applicants give really good answers to the interviewer’s questions. For instance, there is the one I remember where the applicant was talking about their experience, saying “Don’t think of me as a 54-year-old applicant. Think of it as getting two 27 year olds for the price of one!”

Applicant to interviewer...”I pruned a tree once so I am allowed to put branch manager on my resume’.
Nothing surprises me...I work in HR.

RESUME’ BLUNDERS

HR MORNING shared the following with their readers.

Good job, guys! With info like this, is it any wonder that people don’t understand why we selected this profession?

“In a recent Harris Poll on resumes conducted on behalf of CareerBuilder, 2,188 HR pros and hiring managers were asked to provide the most memorable lie they’ve ever caught on an applicant’s resume. Here are the highlights:

- Job experience that was actually the applicant’s father’s. Both father and son had the same name (one was Sr., one was Jr.).
- Applicant claimed to be the assistant to the prime minister of a foreign country that doesn’t have a prime minister.
- Candidate claimed to have been a high school basketball free throw champion. He admitted it was a lie in the interview.
- Applicant claimed to have been an Olympic medalist.
- Candidate’s resume claimed he’d been a construction supervisor. The interviewer learned the bulk of his experience was in the completion of a doghouse some years prior.
- Applicant claimed to have 25 of years’ experience at age 32.
- Applicant claimed to have worked for 20 years as the babysitter of known celebrities such as Tom Cruise, Madonna, etc.”
- Resume listed three jobs over the past several years. Upon contacting those employers, the interviewer learned that the applicant had worked at one for two days, another for one day, and not at all for the third.
- Resume indicated the applicant had quit his last job. The problem was the applicant was applying for a position at the organization he’d just worked for — and they had terminated him.
- Applicant applied twice for the same position and provided a different work history on each application.”

In that same survey, the researchers found that the most common lies of fabrications were as follows:

- Skill set embellishments — 57% of survey participants have found this type of lie
- Embellished responsibilities — 55%

- Fabricated dates of employment — 42%
- Fabricated/embellished job titles — 34%
- Embellished academic degrees — 33%
- False claims about past companies worked for — 26%
- Fabricated/embellished accolades and awards — 18%

You have to admit, that to misrepresent all this information takes real creativity.

CHOOSE YOUR WORDS CAREFULLY . . .

Joan Steffen worked in a high-pressure sales office. On one particularly stressful day, Steffen decided to lighten the mood.

“The boss couldn’t find something she needed, so she hollered, ‘That does it! I WANT EVERY THING IN THIS OFFICE CORRECTLY LABELED BY TOMORROW MORNING!’” Steffen explains. “So, I labeled all her file folders correctly -- and stuck small labels to everything else. Desk. Chair. Copier. Phone. Stapler. Dead Bug in Light Fixture.” It got everyone in the office laughing and relaxing -- including the boss.

Adapted from a Monster post

ARE YOU LUCKY ENOUGH TO WORK IN THESE ORGANIZATIONS?

There are some organizations that give employees a gift at their anniversary, at Thanksgiving, or at Christmas. It seems like such a nice gesture. But for some employees, it just doesn’t work out very well. Suzanne Lucas of CBS Money told us about some. . . . Have you ever worked at these organizations?

- Before Thanksgiving one year, management brought in 50 frozen turkeys, one for each employee.
It seemed like an incredibly nice gesture — until employees realized there wasn’t enough room in the company’s refrigerator for all 50 turkeys.
Worst of all: The workers were told they weren’t allowed to go home and drop off the thawing gifts.
- At a company gift exchange, an employee received some rolls of toilet paper from her manager. Added bonus gift: a photo of the supervisor.
- A cohort of four managers gave their employees a small bag of beans and seasoning plus a recipe for bean soup one year as a holiday treat.
The workers were a little upset at the size of the gift, but in years past have looked back on it fondly – they’ve received nothing since then.
- At one staff member’s annual Christmas lunch, her boss gave her a mug.
It’s not a terrible gift, by any means, but it was made much worse by what the employee found when she returned to the office – a bill for both the mug and the luncheon on her office chair.
- Employees at another company were invited to attend an annual holiday party along with a guest.
First, workers were asked to pay for the guest to attend. Then the firm said staffers had to pay both for the guest and themselves.
Worst of all: Word eventually got around that the money employees were paying to attend was being used so execs could still go for free.
- The list of bad gifts one worker received over the years was particularly depressing: an orange/purple cloth, three empty boxes, a pack of Kleenex and a votive candle and buy-one-get-one-free hand lotion.
And when the worker retired after 33 years at the company? Nothing.
- One department manager forced all of his employee to give \$100 each to help pay for a remote car starter for the CEO’s Cadillac. In the process, the department manager also dropped hints that he wanted a gift.
One employee bought the manager a \$40 bottle of liquor. When Christmas bonus time rolled around, each employee received a \$70 bonus — half of what they’d spent on gifts for the CEO and department head.

Editor: Deborah Jeffries, PHR, CPC. Advantage is published monthly and is designed to provide information on regulations, HR practices and management ideas and concerns. The intended audience is managers, supervisors, business owners, human resource and employee relations professionals. If you have questions about the content, an opinion about the information, questions about your subscription, or if you need additional Advantage binders, please give us a call at (503) 885-9815 or e-mail djeffries@hranswers.com.

DR. SEUSS LOST POEM – I LOVE MY JOB

I love my job, I love the pay.
I love it more and more each day.
I love my boss; he/she is the best.
I love his boss and all the rest.

I love my office and its location. I hate to have to go on vacation.
I love my furniture, drab and gray, and the paper that piles up every day.
I love my chair in my padded cell. There's nothing else I love so well.

I love to work among my peers. I love their leers and jeers and sneers.
I love my computer and its software; I hug it often though it doesn't care.
I love each program and every file, I try to understand once in a while.

I'm happy to be here, I am, I am;
I'm the happiest peon of my Uncle Sam.
I love this work; I love these chores.
I love the meetings which are deadly bores.

I love my job-I'll say it again.
I even love these friendly men,
These men who've come to visit today
In lovely white coats to take me away.

ODE TO A CUBICLE

They say the sky is bright and clear,
They say it's nice — just beautiful,
I wouldn't know if that is true,
Since I'm stuck inside my cubicle.

I bet the birds are belting out,
Tunes so bright and musical,
But noise and joy are not allowed,
Here in my dang cubicle.

Fluorescent lights, computer screen,
Word, Power Point and email,
Printer, chair and hopelessness,
That's what makes a cubicle.

At lunch, some people dine outside,
Getting a big belly full,
But all I have's a Lean Cuisine,
And gray walls of a cubicle.

I nuke my food in the kitchenette,
It smells like fish and pizza rolls,
I head back to eat all by myself,
In my sad, pathetic cubicle.

There's the pictures in their frames,
The husband, kids — all typical,
I don't see them much because,
I'm always in a cubicle.

I'd rather be somewhere with them,
Instead of this here prison cell,
I'd like to see the sun again,
And get out of my cubicle.

So here I sit inside cloth walls,
Vigilant, and so dutiful,
I'm on the clock, I do my job,
In my depressing cubicle.

I'm not alone, I know for fact, My
plight is not unusual, Countless
others spend their days, In
depressing, deplorable cubicles
Dawn Weber

OFFICE RIDDLE

Q: Why did the can crusher quit his job?

A: Because it was soda pressing.

PROFESSIONAL JOKE

A doctor and a lawyer are talking at a party. Their conversation is constantly interrupted by people describing their ailments and asking the doctor for free medical advice. After an hour of this, the exasperated doctor asks the lawyer, "What do you do to stop people from asking you for legal advice when you're out of the office?" "I give it to them," replies the lawyer, "and then I send them a bill." The doctor is shocked, but agrees to give it a try. The next day, still feeling slightly guilty, the doctor prepares the bills. When he goes to place them in his mailbox, he finds a bill from the lawyer.

WORK REFERENCES

Bob Smith was sick of his job and was determined to find work elsewhere. But no matter how hard he tried, his reputation as someone who was not dedicated to the job, seemed to follow him around.

One day the phone rang at his office. Although Bob did not usually pick up the phone, he picked it up and said hello. "Hi!" said the man on the line, "I have an unusual question to ask you, I'm looking into a fellow Bob Smith for a position in my company. Do you know this fellow?" "Sure, I know him", responded Bob with a smile. "Tell me," asked the man. "Is he consistent with his work? Does he always show up on time?" "Well, I'll be honest with you" Bob truthfully replied, "I'm not so consistent myself, but whenever I'm here, he's here!"

SPECIAL BUSINESS MEETING

Harry was working at a construction site when he came across a bottle. He popped it open and out came a Genie. "I gotta warn you," said the Genie "I'm not that powerful but I'll try my best." "Well" said Harry, "I'm trying desperately to start a new business and I have a very important meeting tonight with a potential investor..." "I'll tell you what," said the Genie, "and this is the best I can do. I'll give you a one-time good luck charm. To start it say, 123. When you're done, say 1234." And with that the Genie was gone in a puff of smoke.

Harry couldn't believe his good luck. As he nervously tied his tie in front of the mirror, he kept on repeating over in his head 123, 123, 123. Harry nervously knocked on the rich man's office. "Come in," said the man in a deep imposing voice. OK, here goes thought Harry to himself as he sat down across from the man. Before he started he muttered to himself "123", suddenly he knew everything would be OK. He opened up his mouth to start speaking but before he could say anything the man behind the desk pleasantly asked, "What did you say 123, for?"

POSITION QUALIFICATION

On the day of my big job interview I woke up late. Frantically I threw on a suit. "Oh no" I thought. "My tie." My Dad was out of town and wasn't there to help me, and for the life of me I did not know how to tie a tie! I grabbed a tie and ran out the door.

"Excuse me, sir," I said to the crossing guard, "I have an important job interview, can you please help me tie this tie?" "Sure" said the guard, "just lie down on this bench." Well, if someone was going to help me I wasn't going to ask any questions. After he finished and the tie looked good I just had to ask why I had to lie down. "Well in my previous job I learned how to tie ties on other people when they were lying down." he replied. "What was your previous job?" I asked incredulously. "I ran a morgue." was his reply.

NOT WHAT I EXPECTED

Listen a job is a job, we all need to find a way to put bread on the table, don't we? To make a long story short, I'm a telemarketer - that's my job and that's what I do. It's not a job everyone appreciates, but it's a job I enjoy, and am proud of. The other day I called a house and a real nice lady answered the phone; she was really helpful and friendly. She was the type of lady that helps a telemarketer get through a long day.

After some pleasantries, I asked if Mr. Smith was in, "I'm sorry," she answered "I'm afraid he doesn't live here anymore." Now that was a real disappointment being that she was a nice lady and all, but I took it all in a stride, "I'm sorry to hear that ma'am. Do you happen to have his new number?" "Sure thing!" the woman cheerfully replied; and she gave me his new listing. I hung up the phone and quickly called the new number and was surprised to hear a recording. "Thank you for calling Green Acres Cemetery..."

WORTH PONDERING

As a leader, you are your team's biggest cheerleader. Never stop rooting for them. Root for their success at work and at home
- Phillip Wilson

Sign of a depressed worker – Anyone who says that sometimes the best part of my job is that the chair swivels.
- Anonymous

Spring makes its own statement, so loud and clear that the gardener seems to be only one of the instruments, not the composer.
Geoffrey B. Charlesworth

A meeting is an event at which the minutes are kept and the hours are lost.
- Anonymous

A guy gave me a job at an information booth - no questions asked.
- Jay London

Give a man a fish, and you'll feed him for a day. Teach a man to fish, and he'll buy a funny hat. Talk to a hungry man about fish, and you're a consultant.
- Scott Adams

CLIENT/FRIEND ACCOLADES

Doug Houser, Senior Counsel at Bullivant Houser Bailey has been recognized by the Federation of Defense & Corporate Counsel (FDCC) with their first time ever Lifetime Achievement Award. The award shines a spotlight on those lawyers who are above and beyond as leaders in the law and whose reputations and influence transcend their legal career. We are so pleased to have this firm as a friend of our organization. Congratulation, Doug!!

We love it when our clients are recognized for the way they conduct business. **Dick Hannah Motors** was selected by over 3,000 individuals as the Best Automotive organization by readers of the Vancouver Business Journal. Messages of respondents talked about the company's motto, "We believe in Nice" and said that was certainly true based on the interactions they had with the dealerships. Hooray
– Hooray for you! We are so pleased to be associated with you. Keep up the NICE work!!

Arlington Club received its second three-year award as a Platinum Level Private City Club. This honor is only given to a handful of private clubs nationwide. Clubs are scored on several criteria including Recognition throughout the US, Excellence in Amenities, Caliber of Staff, Governance, Prudent Fiscal Management, and Overall Member Experience. We are thrilled to be associated with this level of professionalism and excellence!

And then, there was one more...the **Multnomah Athletic Club** also earned a Platinum Level Award for Athletic Clubs. Portland is fortunate to have two clubs with such high honors. Receiving this award says that MAC encourage their staff to take initiative at every opportunity and the staff supports the Club's efforts to deliver exceptional service. Way to go, MAC...we are so proud of you!!

FOR YOUR CALENDAR

Open up your Daytimers, Outlook, Palm Pilots, and all those Smart Phones. The following is a look at upcoming events, special days and other diverse and fun activities you will want to be aware of and get scheduled. **To register for our workshops, please call any of our offices, or send an e-mail to info@hranswers.com, or fax it to (503) 352-5582.**

APRIL

National Donate Life, Autism Awareness, Keep America Beautiful, Jazz Appreciation, National Humor, Stress Awareness Month.

- Apr 5 Portland HR Lunch Bunch – Nepotism
- Apr 6 FLSA & Leave Laws**
- Apr 13 Corrective Action and Documentation**
- Apr 15 Take a Wild Guess Day
- Apr 20 Strategic HR Management**
- Apr 21-27 National Volunteer Week
- Apr 26 Admin Professional Day
- Apr 26 Salem Lunch Bunch - Developing Leaders
- Apr 27 Proper HR Documentation**
- Apr 30 National Honesty Day

Coming Up:

MAY

- May 3 Portland HR Lunch Bunch – Transgender
- May 4 Recruiting 4 Part Series Part 1 - Strategy and Job Descriptions** (Individual Registrations available)
- May 9 Change Management - Resources for Supervisors and Managers**
- May 10 Getting Organized -Presented by Bethanne Kronic**
- May 11 Recruiting Series Part 2 - Defining the Market Researching and Media options** (Individual Registrations available)
- May 18 Recruiting Series - Part 3 – The Interview Guide** (Individual Registrations available)
- May 23 Creating a Positive Workplace**
- May 25 Recruiting Series - Part 4 - Reference and Background Check** (Individual Registrations available)
- May 31 Salem HR Lunch Bunch - What Does HR Need From Our Managers?

Flyers for our workshops can be found on our [events](#) page under each workshop. [View more details and register on our website here!](#)

ON MY SOAPBOX

First, I need to say this is NOT an April Fool's Day joke. This is real and it describes a change we are making at HR Answers, Inc.

In March the company was 32 years old. And since I was approaching middle age when we started, I am well past that age now. So, it is time for a shift for me, and for the company. Some of you may be aware that we entertained being acquired by another organization a couple of times in the past. For reasons, not important here, those just didn't turn out to be our best course of action. What those instances showed us however, was how much we wanted to move forward without losing the unique aspects of HRA. It is difficult to fashion a transition that allows us to hang onto the things that we liked best about us and still make changes that will position the firm for the future. After some extensive conversations with people I admire (thanks to Craig Wessel, Mark Long, and John Davidson), we believe that we have found a way to successfully accomplish that. Effective April 1, 2017, I am stepping away from day-to-day management. I will remain the owner of HRA and continue to work most hours, but the leadership and management of the firm will be the responsibility of Deborah Jeffries and Laurie Grenya. They will share the designation of President. This allows us to retain the culture and market position that we enjoy, and provide for new energy and thoughts about the next phase of the organization.

I have long said that my dream for the future of HRA was to someday, a few years from now, drive by wherever HRA is then located; turn and say to whoever is in my car, "I used to work there." This dream comes from my firm belief that the true mark of success as an entrepreneur is to have the organization profitably continue after the founder is no longer at the helm. Having Deborah and Laurie transition into the role I used to have makes me confident that what is best about HRA will continue, and that together they will find ways to modify HRA for the future. Their energy, commitment to our clients, and their quality orientation will provide a firm foundation for the company going forward.

They said that they will "allow me" to continue to come to the office, do some work, and ease myself out over the next 2-4 years. I will take over the creation of our three newsletters so Deborah has a bit more time for her new tasks. Laurie will be handling much of the compensation work, but she indicated that I could join in occasionally. I will continue to handle Expert Witness projects, do some training, and a little bit of whatever needs to be done. We have been talking through many of the management activities since the first of the year. Our shared conversations have covered a wide range of subjects, but we know that we will encounter some processes or subjects that we haven't fully fleshed out yet.

You should have seen their faces when I asked which one of them was going to be my boss! Neither one of them volunteered for that initially, but Deborah thinks it should be her since she has been supervised by me for 27 years. I think she has payback in mind! It will be fun to reverse those roles.

So, this is not good-bye, this is just an announcement of change. If it were "Good-Bye" we would be announcing a party. (Many of you think we throw great parties so watch for that sometime in the not too soon future.) Spring is right around the corner, and with it comes new growth and a festival of blossoms. HRA will be going into that season with a fresh set of ideas, inspiration, and a revitalized spark of innovation. I am so grateful to them and already proud of what they will bring to the staff and our clients!!

- Judy Clark, President



ANSWERS, Inc.

"Whatever the Question"

PLEASE FEEL FREE TO VISIT OUR WEBSITE:

WWW.HRANSWERS.COM