

A Free Monthly Newsletter From Your Friends At Beany's Auto Service Center



February Events

- February 2nd Groundhog Day
- February 2nd Super Bowl Sunday
- February 9th National Pizza Day
- February 14th Valentine's Day
- February 17th Presidents' Day
- February 27th Polar Bear Day
- February 29th Leap Day



Increase The Benefits Of Delegating Duties

How to delegate tasks is an important issue, but which tasks to delegate—and why—are equally good questions. Take delegation to a higher level with this advice:

- ✓ **Focus on growth.** Use delegation as a strategy for employee development. Assign tasks that stretch your people, not just busywork that's so "safe" nobody could screw it up. Think big: Delegate tasks that will have an impact on your employees—and your organization.
- ✓ **Analyze your responsibilities.** When deciding what to do yourself, consider the value of your own time. Would you authorize paying somebody at your salary level to change the toner cartridge? That doesn't mean you should place yourself above grunt work; change the cartridge by all means when you need to, but don't take on extra duties regularly that don't match your management priorities.
- ✓ **Look beyond the immediate task.** When you assign a challenging task, discuss what your employee can learn from the work, what opportunities it might lead to, and how he or she can use the achievement to move forward. With a little planning, you can make the assignment more exciting and rewarding for employees.



Co-Workers With Colds Can Pose A Health Risk

One threat to your health at work may come from an unexpected source—your co-workers. The Human Resource Executive website cites an Accountemps survey that found 90% of professionals admitting they've come into the office with symptoms of a cold or the flu at least sometimes, with 33% of them saying they go to work regardless of how they're feeling. Another survey, from Office Pulse, found that almost 80% of employees believe they've caught a cold from someone at work.

Your office design may contribute to the problem. The survey also noted that people in larger offices were more likely to report catching something at work as a result of more people being packed into the same space, raising the chances of germs spreading throughout a workforce. Similarly, open-space floor plans may play a role—employees sharing cubicles are less likely to infect more than a handful of their colleagues.

If you're feeling sick, stay home to spare your co-workers. If you're a manager, encourage your employees to wait until they're better before returning to work.



Do You Have A Question About Car Maintenance That You Want Answered?

We love to hear from all of our good friends and clients who enjoy reading our monthly newsletter. If you have a question about anything related to your vehicle, feel free to reach out to us...

Call us at (614) 864-1600

Email us at

kerri@beanysautoservicecenter.com

Or visit our website at

www.beanysautoservicecenter.com

Big Game Special

Bring This Coupon In This February & Take \$20.00 OFF Any Repair Or Service Over \$175!



Save

\$20.00

Expires 2/29/20

Must Present Coupon

Cannot Be Combined With Other Offers

Thank You! Thank You! Thank You!

Special thanks go out to all of our clients and friends who graciously referred our shop to their friends and neighbors last month! Our business is built based on the positive comments and referrals from people just like you. We just couldn't do it without you.

Help Your Teens Get Along

If you're tired of taking on the role of referee for your squabbling teens, you might want to consider this advice: Instead of looking for the cause of the conflict between your kids, focus on the relationship you'd like them to have. This change of perspective may help you come up with strategies that will help you steer your teens toward a middle ground.

Compliment your teens when you find them being supportive of each other. Put your teens in situations where they have to work together to accomplish a task. Encourage them to spend time together engaged in activities that they both enjoy.

Arguments will still happen occasionally. Your teens are unique individuals with their own personalities. Your goal is to accentuate what's positive so your teens can begin to value one another for their differences and similarities.

Chocolate May Be The Perfect Cough Medicine

Good news if you've got a cough you can't get rid of—especially if you're a chocolate lover. The *Shape* magazine website reports that an influential authority on respiratory medicine believes chocolate can do a great job of soothing coughs because it forms a protective coating inside your throat that shields the nerve endings that make you cough. Melted chocolate's viscosity permits a natural ingredient to defend those nerve endings and help them calm down.

The expert notes that drinking hot chocolate won't have the same cough-soothing effect because it's too diluted to have a long-lasting effect on throat nerves. You're better off sucking on a piece of chocolate and letting it melt down slowly to coat your throat.

Imagine The Worst!

You're in the midst of a brainstorming session, but the ideas aren't flowing. What do you do?

Pause and change course. Instead of trying to come up with good ideas, focus on generating only bad, absolutely horrible, imperfect ideas—things so outrageous they could work only in a low-budget sci-fi movie.

Once you have a list of these impossibilities, whittle them down to only the worst of the worst. Now your task is to think of ways to bring some of these to fruition.

In going through these motions, you give yourself permission to tap into your creativity and move beyond your limitations. This also allows you to get over the fear of saying something stupid and appearing less than brilliant in the eyes of your colleagues.

This process will also surprise you once you realize how easy it is to make viable a truly bad idea. If it's possible to make the worst ideas a reality, then it's also possible to brainstorm something better. With your mind open, it's easier to get back on point and start coming up with better ideas.

Why Are Birds Getting Smaller?

One might call it the mystery of the shrinking birds. The Reuters website reports that over the last 40 years, birds across many species have been getting smaller.

Researchers have collected more than 70,000 birds killed in building collisions in Chicago since 1978. They included more than 52 species, predominantly songbirds like sparrows, warblers, and thrushes. Measurements show that the birds' average body sizes have declined in every species over almost 40 years. Average body mass dropped by 2.6%, and leg bone length decreased by 2.4%. However, the birds' wingspans grew by 1.3%. (Scientists theorize that the increase developed to enable the birds to make lengthy migrations with smaller bodies.)

The reason for the shrinkage? A phenomenon called Bergmann's rule causes individuals within a species to be smaller in warmer regions and larger in colder regions, suggesting warmer temperatures due to climate change may be behind the decrease.



Labor Savings

Expires 2/29/20
Must Present Coupon
Cannot Be Combined With Other Offers

| |
|-------------------|
| 0-\$50.00 |
| \$51.00-\$100.00 |
| \$101.00-\$150.00 |
| \$151.00-\$200.00 |
| \$201.00 & Up |

| |
|--------------------|
| Take 8% Off Labor |
| Take 9% Off Labor |
| Take 10% Off Labor |
| Take 11% Off Labor |
| Take 12% Off Labor |



Quotes

"Desperation is a necessary ingredient to learning anything or creating anything. Period. If you ain't desperate at some point, you ain't interesting."

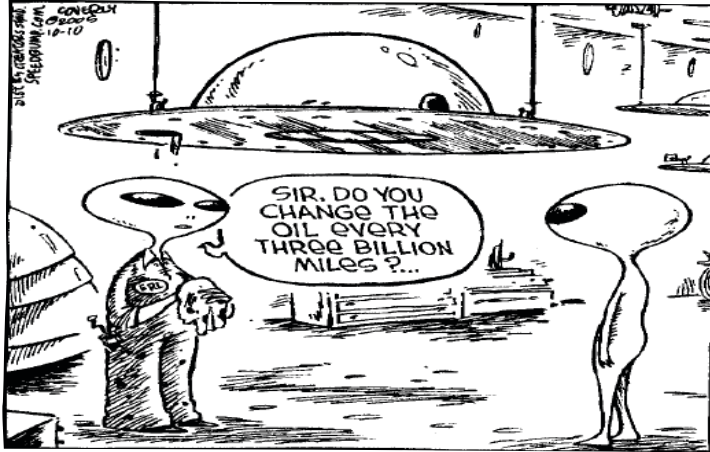
— Jim Carrey

"The most difficult thing is the decision to act; the rest is merely tenacity."

— Amelia Earhart

"Happiness is the highest form of health."

— Dalai Lama



Thanks For The Kind Words

"I am so impressed with the staff I have spoke with on the phone here! They are so nice! Very refreshing to not feel like a bother when trying to get information as many other businesses seem to do! Thank you"

- Facebook Reviewer

Three Keys To Greater Engagement: Ignore Them At Your Own Risk

Managers these days can't risk ignoring employee engagement. As the business landscape and the workplace undergo structural changes, you need employees to be more focused on success than ever. Whether you're at a Fortune 50 corporation or just a small company, you can increase engagement by paying attention to these three essentials:

- ▶ **Opportunities.** Good employees—the kind you want to retain—are always looking for growth and advancement. Provide opportunities to learn and move up in your company.
- ▶ **Reputation.** Take very good care of your organization's name. Employees want to work for companies they can feel proud of and that are seen to be doing some good in the world.
- ▶ **Leadership.** You and other senior leaders should point the way. Employees should be able to trust and respect you and support your decisions.

You Must Not Tell A Lie

According to a report in the *Journal of Experimental Child Psychology*, the lies we tell our children, especially those used to encourage or discourage certain behavior, have a negative effect on your child's development. Yet it doesn't end there, because even those white lies that we think are harmless will be at the heart of behavior issues as your children reach adulthood.

"Parenting by lying" not only encourages dishonest behavior in children, but those same children have a harder time negotiating social and psychological challenges. The research also suggests that, as adults, children exposed to this sort of parenting reported experiencing more feelings of guilt and shame, and admitted to engaging in negative behaviors described as being selfish, manipulative, and disruptive.

Let's make an effort to engage in honest communication and explanations with our children. If they're going to mimic our behavior, shouldn't we make sure that we're offering them the best example possible?



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What's Inside?

- February Events -
- Money Saving Offers -
- & Much More!



What's The Answer?



Can Your Office Design Increase Your Risk Of Getting Sick?

What Are Some Strategies To Help Your Teens Get Along?

Can Chocolate Really Help Soothe A Cough?

What Are Three Keys To Improve Employee Engagement?



*The Answers To These And
Many More Questions Are Inside*

