

Uncommon Sense

Providing Clarity, Promoting Intelligence

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Dear David,

The weather seems to be picking up, even though there's been a bit of June Gloom here in Southern California. I hope you are enjoying the weather wherever you might be.

The **Self-Development** column provides you with a couple of quick tips about people on your team at work, and how to build a strong staff.

After watching the two presidential debates featuring 20 candidates from the Democrat Party, I wrote up a somewhat sarcastic list of things those debates suggest to me the candidates on the Left support. And it's not pretty. The **Elephant in the Room** column lays it out for you, even though I am a bit sassy and over-the-top in the way I present it.

In the **From Ara's Journal** column I ruminate on the important topic of trust and its opposite.

Finally, the **World of Words** column! Check it out for one heck of an elegant word to add to your vocabulary.

OK, let's get started.

Ara Norwood



Self-Development

Staff

"Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results."
Andrew Carnegie

Two quick thoughts about staff in an organizational context.

First, you must recruit intelligently. The approach you take with recruiting will determine if the people within your organization are top-quality or not. Great organizations put what some would consider an inordinate amount of thought and energy into their recruiting practices. The short of it is, they do not settle. They

do not rush the process. They take the time required to find the person with the right background, the right experience, the right skills and talents, and especially, the right persona. Great recruiters recognize that two job candidates might have an equivalent résumé, yet one is a cultural fit and the other is not. Personality, attitude, and other qualities of character weigh heavily in the decision process.

Second, the people who are on your team are human beings with very real idiosyncrasies, fears, concerns, hopes, perspectives, and unspoken viewpoints. Often times a manager might say something that is a non-issue for that manager, but it could cause the world to come crashing down on a given employee. Thus, managers must take the time to establish trust with each person on their team, and must establish a culture of enormous transparency so that there is open communication and no surprises. Your staff must feel comfortable in speaking their minds so that you are not in the dark. If they keep their views from you, that is a very bad sign, as it either means they fear you or they hold you in contempt -- and oft-times both. Be mindful of your staff; treat them well. Challenge them. Respect them. And keep them engaged.



Do all of this, and you'll likely have a strong and productive team.

The Elephant in the Room

Democrat Debates: Key Takeaways

What we can learn from the recent presidential debates between 20 of the Democrat candidates is quite telling. The shifting interests in what was once a credible, commendable political party, at least from the 1930s to the very early 60s, tells us that former luminaries such as FDR or JFK (or even Bill Clinton for that matter) would find the party unrecognizable. The party has been taken over by a contagion known as Leftism, and this has profoundly altered the things that leaders of this party consider to be important.

Without any attempt at pin-point accuracy, here is a short-list of my semi-sarcastic and somewhat sardonic take on what occupies the mind of these Democrats who are seeking the highest



office in the land. I have arranged them in what I imagine is their order of importance to the candidates as a whole.

Reproductive Rights: Women should be free to engage in sex as often as they wish, get pregnant as often as they desire, and the unborn baby (or even the born baby in some cases) should be destroyed. In addition, and I am not making this up, Julián Castro uttered this biological impossibility when he said that a "trans female" [which, having no uterus, is nothing more than a feminized male] should "have the right to exercise that right to choose" to have an abortion. And the audience broke out in wild applause, leading me to conclude that they are as doltish as the former HUD secretary is.

Open borders: Yes, all Democrat candidates believe that while Donald Trump is not above the law, all those who come into the United States illegally are above the law. They believe in Sanctuary Cities to house illegal aliens, whom they call "undocumented workers," and even criminals who commit rape, murder, and dismemberment of U.S. citizens should be protected. No illegal alien, not even those who murder, should be deported. After all, they came here to improve their quality of life (and relieve some of us of our life).

Global Warming: All of the candidates believe that we should bring Western Civilization to a halt and revert back to a lifestyle somewhat reminiscent of the Dark Ages, emitting zero carbon emissions, since they truly believe, with religious fervor, that Global Warming is going to destroy life on earth in about 12 years if we don't do something today. Virtually all them support the Green New Deal.

Legalizing Marijuana: Most of the candidates, in the main, find the notion of massive increases in recreational marijuana usage, along with a commensurate amount of reduction in cognitive capacity, to be a dream come true. Kamala Harris is quoted as saying that marijuana "gives a lot of people joy, and we need more joy." She also brags that she "did inhale."

Education: Pretty much all of the Democrats running for president believe we should blindly pump much more money into public schools, and that we should make certain that 5-year-olds be taught, over everything else, to question whether they are really boys or girls. Every grade, from K through 12, should focus less on the arts and sciences and focus more on indoctrinating boys into considering the possibility that they really are not boys, and that girls should likewise be brainwashed into believing they may not be girls. To the Democrat, we need more -- much more -- Transgender confusion. It needs to become a normative way of life in America. That is the goal of education.

Taxes: Virtually all of the candidates are advocates for taxing the rich; it is safe to say that all of the candidates on the Democrat side of the aisle are in favor of punishing success.

Healthcare: this involves destroying the private insurance industry, destroying hospitals, and radically reducing the number of doctors who practice: again, Elizabeth Warren and Bernie Sanders want to make Medicare the norm for every single American (and every single illegal alien). If Medicare was the norm, then hospitals would close and upcoming doctors would drop out of medical school in

droves because the Medicare rates are not enough to sustain any hospital or make the practice of medicine financially sustainable for doctors. It seems only Joe Biden does not fully endorse this idea.

Gun Control: None of the candidates on the Democrat side believe in the validity of the Second Amendment. They believe that all legitimate gun owners should have their guns confiscated, allowing criminals to be the only ones outside of the military to possess guns.

Electoral College: Except for Joe Biden, who hasn't commented on this, the rest of the candidates appear to be at peace with abolishing the Electoral College so that only California and New York votes count in future elections. Their disdain for middle America makes them perfectly OK with disenfranchising most of the country from the voting process.

Criminal Justice Reform (or, letting dangerous criminals out of prison so they can continue to terrorize): The Dems are very much in favor of this. In their view, arresting and imprisoning a person of color who robbed a bank is pure racism. No black criminals (unless they happen to be conservative) should be in prison; the country is too racist already.

English language: Clearly some of the candidates, Cory Booker and Beto O'Rourke in particular, do not think of English as the official language of this country. They very likely consider the English language to be racist. I always believed that racism was something that was fostered by individuals, but evidently language itself has volition, agency, etc., and must be put in its place. Thus, Mr. Booker and Mr. O'Rourke began speaking in Spanish early on in the debate. I'm wondering if they will fly the Mexico flag once in office.

Voting Rights: No one should be required to prove they are whom they say they are when wanting to vote -- especially blacks. Demanding a black person to show ID is racist and unfair since blacks, so say the Democrats, simply do not have the skills or the aptitude necessary to obtain ID. Also, criminals should be allowed to vote.

Reparations: Yes, white people and the Federal Government should pay black people money for acts of slavery that their ancestors may have experienced. Even though no black person alive today experienced slavery, and even though no white person today (and in many cases, not even their ancestors) ever had anything to do with slavery, it does not matter. Black people today deserve money for something that happened to other people more than a century ago.

A new Department of Peace: This is advocated by new age, self-help guru Marianne Williamson. It is unclear what this new Federal Department would do, except, perhaps, give peace a chance.

Other give-aways: Candidate Andrew Yang advocated that we dip into the U.S. Treasury and give every American \$1000/month. Many others believe that everyone should receive free college.

Oh, and I think my favorite line of the two-night affair came from front-runner Joe Biden. When he was asked what "first issue" he would take up if he won the White House, he said, among other things, "But the first thing I would do is make sure that we defeat Donald Trump, period." One would imagine that if he had moved into the White House, he would have, by definition, defeated Donald Trump. But perhaps not. . .

And that, my friends, is the latest elephant in the room.

Check out [my website](#) for tools to help you with your career, your presentations, and other matters.

Shameless Plug

Need Help Preparing For That Next Big Interview?

So you have trouble with job interviews? You get nervous? You feel unprepared? You get psyched out? I understand. And that is why I am pleased to alert you to my eBook: ***Your Interview Roadmap***. At over 12,000 words and with six appendices, this guide book will open your eyes to what really goes on in the world of interviewing from both sides of the table, and will prepare job seekers to hit it out of the park 80% of the time. (OK, more like 90%, but I prefer to be understated.)



If you are interested in purchasing the product, you can [click here](#) to make your purchase. The advice you will glean from this eBook is golden! I would charge you six times the price of the eBook to give you the same advice in person.

If you've done poorly in job interviews in the past, you can turn it around. The answers are there. Take action!

From Ara's Journal

Trust, Distrust, and its Consequences

There are people I trust thoroughly. And there are people for whom I have very little trust.

When I am interacting with the people I trust, such as MS, things move smoothly and at a relatively fast pace. Things get done. Decisions get made quickly. There isn't a lot of second guessing. In the rare event that MS tells me something that turns out not to be the case, I know it was an error of the head, not an error of the heart. And that rarely happens.



About seven years ago, I had business that was to take me to Caracas, Venezuela. I was well aware that the city itself is a rather dangerous place. The murder rate in Caracas is something in the neighborhood of 111 homicides per 100,000 people, making it the 2nd most dangerous city on earth, a hair behind Los Cabos, Mexico. (St. Louis leads the US as the most dangerous city with a homicide rate of 59.8 homicides per 100,000.) With such high stakes, I wanted certain things taken care of in the event I did not return so I met with MS, whom I had known for 30 years, and handed him a sealed envelope that I asked him not to open unless I died. Inside that envelope were the login credentials for all of my bank accounts, my medical records, my cell phone, and my social media accounts with precise instructions on what I wanted him to do in the event I did not return.

Fortunately he returned the envelope to me a few weeks later, unopened. But I gave him some highly personal and sensitive data for one reason only: I trust him. Completely.

MS, as it turns out, is my financial and retirement advisor. And evidently I had introduced him years earlier to a friend of mine, RE, who was now going through an unfortunate and contentious divorce. I completely forgot I had ever connected the two of them together, so I was somewhat caught off guard one evening when RE sent me a text message stating the following:

"How well do you know MS? And how much do you trust him? I just gave him all of my 401(k) money and I am very nervous. I don't want any surprises."

I responded thus: "This is how much I trust him: If he and my wife were stranded alone on a deserted island for one full year, I would not have the slightest concern that something untoward would take place. I would trust him with my children. I would trust him with my very life."

And I meant it.

Conversely, I do not trust MJ in the least. So much of what comes out of MJ's mouth turns out to be either incorrect even though it was stated with sincerity (i.e., an error of the head), or, just as often, what comes out of her mouth is a

deliberate fabrication (an error of the heart.) As a result of this tendency, I steer clear of MJ. I avoid her when possible. If someone asked me for a reference on her character, I would tell them to run, not walk, to the nearest exit. I don't do business with MJ -- I can't! Our past is riddled with broken promises, missed deadlines, commitments that she had no capacity to keep, and even some deliberate con-artistry. She is the antithesis of MS. When I speak to MJ and ask her a question, I presume the truth is anything but what she claims. It's that bad.

MJ is not trustworthy -- that is, she is not worthy of other people's trust. MS is highly credible. He has earned the trust of others.

It amazes me when there are MJs in the world, and it saddens me. I am heartened by the MSs in the world, as they give me hope. Most of us are somewhere in between.

I hope I can continually veer towards the towering character of MS.

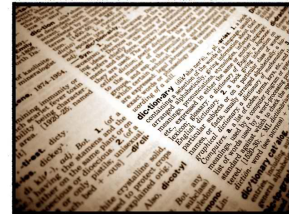
The World of Words

Perturbation

Building Your Power of Expression

Perturbation, n.

Pronunciation: ,pərdər'bāsh(ə)n



Meaning: When a moving object deviates from its normal trajectory due to an outside influence, we could call that deviation a perturbation. Likewise, when a process of some kind, such as the manufacturing of a product, the dialing of a phone number, or the checking out of a book at a library, deviates from the norm (e.g., something went out of sequence, or some norm was violated) that divergence could be said to be a perturbation.

Usage:

- *There appears to be a perturbation of some sort in his organization's cash flow.*
- *This initiative failed because there was a perturbation in the process which went unnoticed.*

- *Imagine a perturbation in the earth's orbit big enough to change the size of the sun in the sky!*

New subscribers, the Special Report "11 Ways to Beat the Odds" should have been sent out to you already. If you have not received it, please communicate that to me via email (ara@aranorwood.com).

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