



April 2020

Volume 1, Issue 1

NewzBreakTM

The Workplace Newsletter That's Both Informative and Fun!

Leaders: Formed by the crucible

The late scholar Warren Bennis, who pioneered leadership studies, believed that leaders were formed through transformative experiences -- crucibles -- during which an individual comes to a new identity, of sorts.

In his many books on leadership, Bennis describes people who are faced with circumstances in which, to overcome, they had to adapt and engage others. Some transformative experiences are tragic, some joyous, Bennis and co-author Robert Thomas write in their 2002 book *Geeks and Geezers*.

The lessons are, perhaps, instructive today, nearly 20 years later, in an era where people tend to seek out their tribes and stay put. But, Bennis writes, it is the moment when you don't have your tribe that leadership is forged.

Jack Kahl, the late founder of Manco, maker of Duck brand duct tape, was 7 years old when his father died, leaving his mother and six children. His mother made the family into a team, with Jack getting a newspaper route and the other children getting jobs, too. Each put their earnings in a savings account and each was responsible for putting their earnings toward a single goal. It was the model on which Kahl built his business.

In 2002, Bennis and Thomas wrote in the *Harvard Business Review* about Sidney Harman, CEO of an audio components company, who had an epiphany one day courtesy of a laborer. Laborers in a particularly exhausting department had started a rebellion in the plant because of an arbitrary management decision that delayed their break time. The buzzer that was supposed to signal their 10 p.m. break was on the fritz. Management decided they should work until the buzzer was fixed. One employee refused saying he did not work for the buzzer, the buzzer worked for him. That one experience led Harman to completely revamp the company.

Simple precautions workers can take with coronavirus, flu

If you are sick, stay home.

If you get sick, go home and stay home.

If you are not sick, frequently wash your hands. Follow with lotion.

These simple actions are the most important with any contagious disease, including coronavirus.

If you are well, the best thing you can do is properly wash your hands. Here is the description, direct from the Centers for Disease Control.

"Wet your hands with clean, running water (warm or cold), turn off the tap, and apply soap. Lather your hands by rubbing them together with the soap. Lather the backs of your hands, between your fingers, and under your nails. Scrub your hands for at least 20 seconds."

Follow with lotion to make sure your hands don't become dry and cracked. Cracks in the hands can invite viruses.

Forget the masks. Health officials around the world have asked the public not to buy face masks if they are healthy and not caring for someone who is ill.

Handshakes? The friendly kiss in Europe and the Mideast are gone for now, as are handshakes. In the U.S., people still shake hands, but fewer do in churches or public settings. In China, some videos suggest Chinese are doing a foot bump. Above all, stay safe and follow protocols.



I hope you enjoy this month's newsletter!

*Connie Tyree
The Cleaning People*

Arbor Day: The world's loneliest tree has roots in New Zealand

Although trees don't experience emotions as humans do, it's nevertheless difficult not to feel some pity for a specimen in New Zealand that's been nicknamed, "The World's Loneliest Tree."

The single Sitka spruce is located on Campbell Island, more than 170 miles from any other tree. It was planted by New Zealand governor Lord Ranfurly around the turn of the 20th century, although it's unknown why only one tree wound up there.

The lonely Sitka has another claim to fame: its rings include a clear radioactive trace from the A-bomb tests of the 1950s and 1960s, according to the BBC. Scientists are studying whether this could qualify as a marker to indicate the start of the Anthropocene Epoch, or "Age of Humans," a new time segment in the geological history of Earth.

That's pretty heavy stuff for one tree to carry. Meanwhile, all of the other trees get their due on the last Friday of April, when National Arbor Day is celebrated.

Interestingly, though National Arbor Day is always celebrated on that date, individual states will observe it on different dates that coincide with the best planting times in their area. In Florida, for example, Arbor Day is observed on the third Friday in January; in Texas, the first Friday in November; and Alaska, the third Monday in May.



Flickr photo by Kim Collins

Don't forget to visit/share our website www.thecleaningpeoplesby.com

Do You Know...

... someone that could use our services? Perhaps a colleague, friend, family member, or networking buddy?

When a new client signs up for (and begins) regular cleaning services at your recommendation; you will receive \$50!

If you would think of 3 or 4 people that could use our services, then don't hesitate to call them and give them our name and phone number. Be sure to have them mention your name when they call so we can send your Bonus!

Thanks in advance for your help and we look forward to sending cash your way!

Thanks a Bunch!

Connie always does an amazing job cleaning the Downtown Visitor Center. Her staff pays attention to detail and always leaves the place in tip top shape! I would highly recommend her and her team to anyone. Always impressed!
Amy Z--Salisbury MD

We have been using The Cleaning People for years in our branches. There is a reason for that. They go above and beyond. We appreciate it and they are a joy to work with.
Mike C - Nations Lending.

Refunds confuse taxpayers, survey finds

Nearly half (46%) of taxpayers don't know a refund comes for overpaying taxes to the federal government.

That is one finding of a survey of taxpayers by Credit Karma.

About 70% of Americans typically expect to receive a refund check each year, and many are unsure about the origins of the money.

While 46% knew their tax refund money comes from their paychecks, an equal percentage thought the money was given to them by the government.

Forty percent knew that getting a tax refund means they overpaid income taxes.

About 11 percent knew it meant they were essentially giving the government an interest-free loan.

More than half of respondents (51 percent) did not know they could determine whether they get a refund each year by adjusting their withholding amounts.

More than half said they would rather get a tax refund than consistently have more money in their paychecks throughout the year.

Only 34% said they would prefer to have proper withholding.

According to data from the IRS, the average refund amount as of Feb. 7 was \$1,952--up 0.2 % (or \$3)--when compared with 2019. The number of refunds issued was down 4.8%, as the tax agency paid 4.6% less cash.



"Sign here, initial here and emoji here."

Lenten breakfast: Uova in purgatorio

As a Lenten dish, Eggs in Purgatory (uova in purgatorio) makes perfect sense since it has no meat and you can make purgatory as mild or as hot and spicy as you want!

The dish is nothing more than eggs poached in a tomato sauce -- making it a favorite in Italy -- but it really transcends cultures.

In Muslim countries, it is called Shaksuka, often made with lamb and feta. In Israel you'll find it for dinner with lovely challah bread.

There is even a version made with kosher Spam. In Mexico, Huevos Rancheros are generally made with fried eggs with a spicy tomato salsa.

The one thing you really need with this recipe is a crusty bread for dipping. Sliced and toasted French bread works well.

Once the eggs are finished, use a soup ladle to dish out a generous portion onto plates.

Super-easy heresy

Here's one idea for the dish, which will be a Lenten heresy to purists, but is very fast and tasty.

Use olive oil to warm in pan. Take pasta sauce (without meat, if you are observing Lent) and mix in your favorite salsa, in whatever proportion you prefer. Unlike the proper recipes, you don't have to sauté onions, peppers or other ingredients. Simply warm up the sauce on medium low heat (preferably in an iron skillet) until it is hot and shimmery. Then make openings for your eggs. Most important, cover the pan so the eggs poach slowly and thoroughly. Cook 2 or 3 minutes for runny yolks.

Add chopped parsley on top for a colorful presentation.

Proper

Many variations on this dish add all sorts of ingredients.

The New York Times recommends browning garlic, red pepper flakes, and (optional) anchovies in the pan, then adding a can of diced tomatoes and a basil sprig. Mash down tomatoes and cook slowly until it becomes a thicker sauce. Add salt and butter and stir in Parmesan.

Bon Appetit recommends using 20 ounces of cherry tomatoes, slightly smashed during cooking, for a three-dimensional look.

Some recipes advise adding greens to the sauce.

For a more Middle Eastern flair, add peppers, sweet paprika, and cumin. Many recipes for Shaksuka offer some wonderful variations.



Trivia Teaser – On Your Feet

1. Which First Lady of the Philippines was noted for her enormous collection of shoes? a-Evita Peron, b-Jiang Qing, c- Aung San Suu Kyi, d-Imelda Marcos.

2. Rosa Klebb, played by Lotte Lenya, hides a poisoned blade in her shoe in which James Bond movie? a-"Diamonds Are Forever," b-"For Your Eyes Only," c-"From Russia With Love," d-"Goldfinger."

3. Who starred as George Armstrong Custer in the 1941 film "They Died with Their Boots On"? a-Errol Flynn, b-Gary Cooper, c-Henry Fonda, d-George Montgomery.

4. Who won a record sixth Golden Boot (Ballon D'Or) in 2019 as FIFA's best male soccer player? a-Lionel Messi, b-Cristiano Ronaldo, c-Gareth Bale, d- Zinedine Zidane.

5. Which musical ends with the line "Eliza, where the devil are my slippers?" a-"Cinderella," b-"My Fair Lady," c-"Brigadoon," d-"Gigi."

6. Which fictional character stored his tobacco in the toe of a Persian slipper? a-Popeye, b-Frosty the Snowman, c-Scrooge McDuck, d-Sherlock Holmes.

7. Which of the Beatles is pictured without shoes on the cover of the "Abbey Road" album? a-Paul McCartney, b-Ringo Starr, c-George Harrison, d-John Lennon.

8. The men who died fighting in the Gunfight at the OK Corral were buried in Boot Hill in which city? a-Deadwood, South Dakota, b-Dodge City, Kansas, c-Tombstone, Arizona, d-Little Falls, Minnesota.

9. Boots the Monkey is the companion of which adventurous cartoon girl? a-Kim Possible, b-Pippi Longstocking, c-Dora the Explorer, d-Peppa Pig.

10. Who featured birds as newspapermen in his comic strip "Shoe"? a-Will Eisner, b-Darby Conley, c-Frank Cho, d-Jeff MacNelly

1-d, Imelda Marcos
2-c, "From Russia With Love"
3-a, Errol Flynn
4-a, Lionel Messi
5-b, "My Fair Lady"
6-d, Sherlock Holmes
7-a, Paul McCartney
8-c, Tombstone, Arizona
9-c, Dora the Explorer
10-d, Jeff MacNelly

Answers to 'On Your Feet'

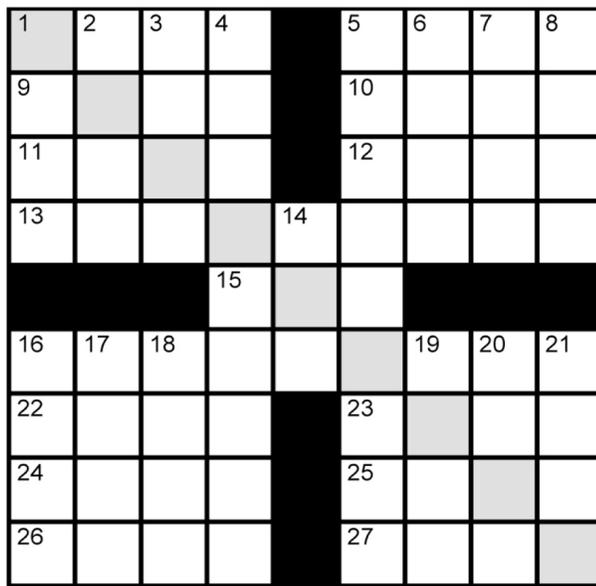
Fool's Fun

Across

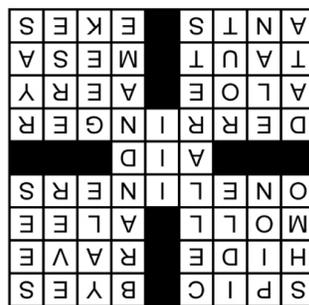
1. ___ and span
5. Parting words
9. Cover up
10. Rant
11. "___ Flanders"
12. On the safe side, at sea
13. Some jokes
15. Lend a hand
16. Pocket pistol
22. Soothing succulent
23. Eagle's nest
24. Stretched
25. Large butte
26. Myrmecologist's study
27. Squeaks (out)

Down

1. Jerk
2. Subatomic particle
3. Not being used
4. Minibars
5. Subject of a trade mark
6. Brown rival



7. Always
8. Understands
14. Sundial number
16. Computer info
17. Brio
18. Beat badly
19. Nerd
20. Gaelic tongue
21. Scandinavian rugs



The headline is a clue to the answer in the diagonal.

What is a micro-cation?

Move over, staycation. There's a new "-cation" in our vernacular.

The micro-cation has emerged as the latest trend in travel. As its name suggests, it's a short getaway. And millennials are leading the way. Although the current Micro-cation is getting a bad rap, remember this for those times when we are back working normally and need a small break.

According to a report by Preferred Hotels, the micro-cation is a trip of less than four nights. And three-quarters of millennials took at least one, with more than 25 percent of them taking at least three micro-cations in the same year. The generation credited with valuing experiences over things has found that they can visit more places and still find time to work and earn enough to pay for it, according to Business Insider.

But they're not the only ones taking shorter trips. Gen-Xers were close behind, at 69 percent, and Boomers were at 60 percent.

The micro-cation is also appealing because it requires less planning and prep. Gone are the days of getting burned out in the days leading up to a vacation, as you try to cram two weeks' worth of work into one.

And for those who can't or don't want to take off too much time from work, the micro-cation can be a great way to explore and recharge without being absent for too long.



(443) 523-8328

thecleaningpeople@yahoo.com

www.TheCleaningPeopleSBY.com

About Our Company

The Cleaning People is a full-service commercial cleaning company that operates in the following areas: Wicomico and Worcester Counties.

Services include: general janitorial services offered daily, bi-weekly, weekly, bi-monthly and monthly. We stay in communication with our clients to best meet their needs.

Owner Connie Tyree has been in the cleaning industry for over 5 years locally and feel it's important provide cleaning services that place the utmost importance on the health and safety of their clients and employees. We are Licensed and Insured to serve you.

Our current client list includes The City of Salisbury – some offices and facilities; Medical facilities, Banking and Mortgage Industries, Architecture firms, Insurance agencies, Business Systems facilities and Private Gvms. We specialize in you.

Cancer Patient Free Services

The Cleaning People is the only local company actively serving Cancer patients via the organization Cleaning for a Reason. We provide free cleaning services to Cancer patients that use the Cleaning for a Reason program. It is our honor to serve in this way. This is currently our only home cleaning service. We are focused on our Commercial Division. If you know someone with Cancer that could use a free clean during their treatment, reach out to Cleaning for a Reason www.cleaningforareason.com

Stay at Home Orders

We realize the current situation is challenging for everyone. If your needs change, please reach out and let us help or modify your services. As we pull out of this trying time, I am sure you will want to focus on your business more than ever. Let us help, by taking cleaning and sanitation off your mind.

If your office experiences a confirmed case, please call or email us so we can take the necessary precautions to protect our staff. We will do the same with you should one of our staff become ill.

Courage is not simply one of the virtues, but the form of every virtue at the testing point.

~C.S. Lewis

Women have unique vision changes with age

Our vision changes throughout our lives. As we age, we need more light to see, it becomes harder to tell the difference between some colors, it becomes more difficult to focus on things that are near, and it can be harder to adjust to glare and darkness. In particular, women experience unique challenges with eyesight as they get older.

Because they tend to live longer, women have greater instances of eye disorders. They are also more likely to undergo certain cancer treatments that may affect vision.

Women have higher rates of cataracts, glaucoma, and age-related macular degeneration as well as a higher prevalence of dry eye. They may also experience changes in vision due to pregnancy and menopause.

Prevent Blindness has designated April as Women's Eye Health and Safety Month to raise awareness of and educate women on their increased risk for eye diseases.

In addition to normal age-related hormonal changes, women are also more susceptible to autoimmune diseases than men. Many of those affect vision, like lupus, Sjogren's syndrome, or hyperthyroidism.

The organization recommends steps to protect vision and eye health, including the following:

- * Get regular eye exams (at least once every other year)
- * Quit smoking
- * Wear UV-blocking sunglasses and brimmed hats outdoors
- * Use eye cosmetics safely
- * Use contacts safely

Spring Cleaning Special!

FREE Entryway Power wash with Additional Scheduling of \$100 minimum purchase

Schedule your appointment by April 30, 2020

The Cleaning People

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Take the Trivia Challenge and Win a \$25 Gift Card to Applebee's!

The first <10> people who call our office with the correct answer will be entered into the drawing!

What percentage of Americans know their tax refund comes from their paychecks?

a. 11% b. 46% c. 51% d. 70%

HINT: The answer is hidden somewhere in this newsletter.