

A Free Monthly Newsletter From Your Friends At Joe Davis AutoSport



February Events

February 2nd
February 2nd
February 9th
February 14th
February 17th
February 27th
February 29th

Groundhog Day
Super Bowl Sunday
National Pizza Day
Valentine's Day
Presidents' Day
Polar Bear Day
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
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Email us at
ryan@joedavisautosport.com

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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.

Fred & Kara Weston, Brendan Kerr, Robyn Young, Mike & Meg Schumer, Dave Yudt, Leah Pannacker, & Lee McNair.

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.



Big Game Special

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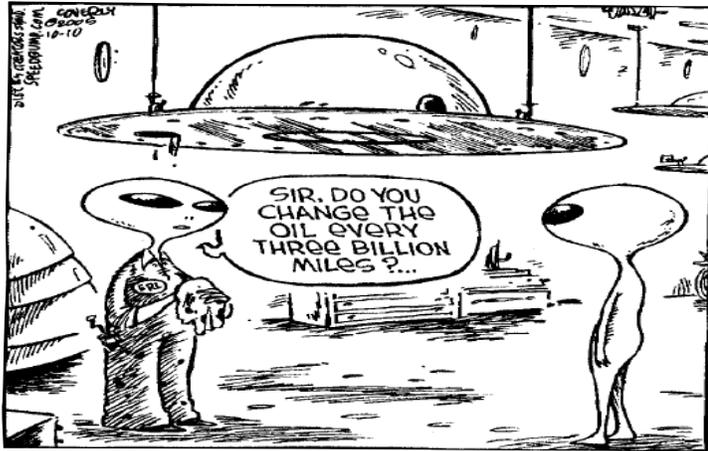
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"It's the one thing you can control. You are responsible for how people remember you - or don't. So don't take it lightly."

- Kobe Bryant **24**/**8**



Thanks For The Kind Words

"Very Professional.
Love the digital feedback!"

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.

Flashing Check Engine Light!!



Your vehicle's flashing check engine light means your engine has a misfire which is often the result of spark plug trouble. By continuing to drive, you could be causing mechanical damage to your catalytic converter, a very costly repair. It is very important to stop driving. Your immediate attention can eliminate a costly repair. Call us to schedule. We can help answer any questions you may have as well as getting you back on the road safely.

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- 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*

