

Building Value For 60 Years

THE Raymond Report

Spring 2015



Featured Project

Eye Physicians of Austin

5011 Burnet Road
Austin, Texas

This 20,800-square-foot facility was constructed by Raymond Construction for Eye Physicians of Austin. The building features 18 exam rooms, five surgery rooms, one laser and a lens grinding laboratory.

The addition of an in-house grinding lab provides an added service that many eye physicians do not have, as most send out for this service.

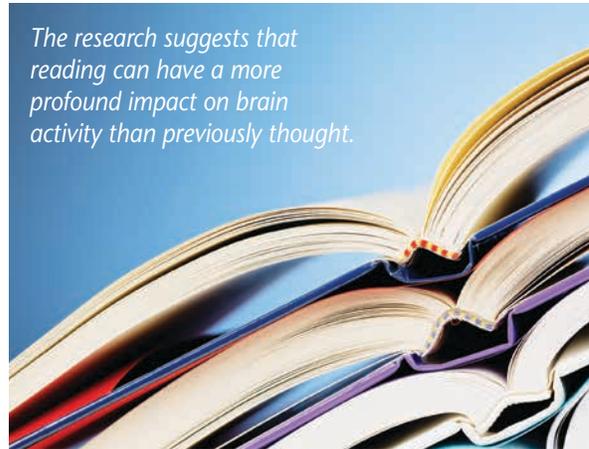
Remember the cool exterior...



Exercise Your Mind...With A Good Book

A good book can expand your mind—and may have a similar effect on your physical brain. As reported by www.redorbit.com, researchers at Emory University's Center for Neuropolicy have discovered that the experience of reading an absorbing novel can have a measurable impact on a person's brain.

Participants in a study were asked to read the 2003 novel *Pompeii*, a thriller about the eruption of the volcano Vesuvius in 79 A.D. They underwent a baseline functional Magnetic Resonance Imaging (fMRI) scan of their brains before beginning the book, and were asked to read the novel in nine sessions, with fresh fMRI scans every morning. The team found the left temporal cortex—an area of the brain associated with language—experienced elevated levels of connectivity. They also observed high levels of connectivity in the central sulcus, the brain's main sensory motor region, which models body sensations (thinking about running, for example, can stimulate neurons associated with the actual action of running). These neural changes seem to imply that the brain can mimic the activity that's being read about, and that the brain retains the effects even after you put the book down—not unlike muscle memory. The research suggests that reading can have a more profound impact on brain activity than previously thought.



Master These Three Skills To Become A Powerful Coach

When you take on the job of coaching employees, you may need to learn some new approaches and attitudes.

Here are the three skills you will need to embrace:

- **Flexibility.** The basic question to ask yourself is, "What has to happen so this learner gets what he or she needs?" You will need to keep trying until you find a technique that works—and remember that you will have to find new techniques for each person you coach. Everyone has their own style of learning. Discovering that style is key to determining how to successfully coach an employee.
- **Responsibility.** Finding the right way to teach and coach each person is your responsibility alone. So is setting a good example. If you blame other people for your failures, others will blame you for theirs. Remember to model the behavior you want to teach, and act like the person you want your learner to become.
- **Confidence.** You must assume that your people have the ability to learn what you need to teach. If they lack skills, it's your responsibility to make sure they receive the proper training. Remember that your confidence can inspire and motivate your learner to succeed.

The Usual Suspects

Police were called to a construction site to investigate a murder. They quickly identified a bunch of potential suspects:

- The **electrician** had previously been suspected of murder, but he was never charged.
 - The **carpenter** had been arrested for assault a year before, but he was never nailed.
 - The **painter** had a brush with the law several years prior.
 - The **heating, ventilation, and air conditioning (HVAC) contractor** was known to pack heat.
 - The **bricklayer** had a reputation for getting stoned regularly, but his alibi was as solid as a rock.
- The detectives finally arrested the window **glazier**, but he swore he was framed.

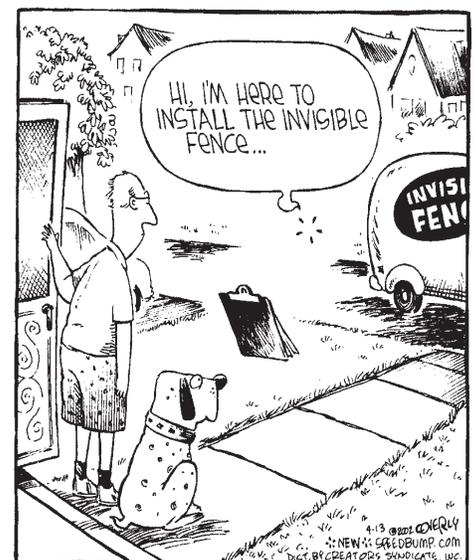
The Benefits of Volunteering

Employees don't always immediately see the benefits of volunteering their time to local causes. If you're trying to inaugurate a volunteerism program in your workplace, point out some of these valuable rewards for joining a volunteer effort:

- Improve both your physical health and your self-esteem
- Make a difference in your community
- Make new friends and network with different people
- Enhance your current talents and master new skills
- Spread and receive positive energy
- Share your skills with other people
- Have fun

SPEED BUMP

Dave Coverly



Give Creative Workers An Environment In Which To Thrive

Organizations that want to grow and thrive need creative people. Just hiring a talented individual won't produce instant innovation, though. You've got to create the right environment. Here are some expert suggestions for the care and handling of your most creative workers:

- Give them what they need. Exercise some patience when managing imaginative and innovative employees. They need time, space, and resources to explore ideas and bring them to life.
- Don't force them to compete. A team of brilliantly creative people may not produce the kind of synergy you expect. Instead of generating imaginative ideas, creative types can clash or withdraw if they feel they have to compete for attention. Put them on teams with capable co-workers who'll support them instead of trying to prove themselves.
- Set clear goals. Imagination needs a focus. Tell your creative geniuses (and everyone in your workplace, really) what you most want to achieve, and coach them in the direction you want to go.

Four Questions To Ask To Achieve True Success

For a long time, leadership guru Warren Bennis worked hard to achieve a key ambition: to become a university president. When he finally achieved his goal, however, he came to an unsettling realization. He liked having the prestige of being a university president, but he didn't enjoy doing the work it required.

That's when he started developing what ultimately became a four-question test for people seeking success in life. The four questions are:

1. Do you know the difference between what you want and what you are good at?
2. Do you know both what drives you and what gives you satisfaction?
3. Do you know both your own priorities and values, and those of the organization you work for?
4. Can you identify the differences between the two alternatives in each of the above questions—and can you overcome those differences?

"If you can," wrote Bennis later, "then success will be yours. In a nutshell, the key to success is identifying those unique modules of talent within you and then finding the right arena to use them."

Elephants Get The Point

Folklore says that elephants never forget. Scientists now say that elephants have one other interesting trait: They understand the meaning of a human's pointed finger.

The discovery originated in Zimbabwe, where researchers from the University of St. Andrews in Scotland conducted a simple experiment with 11 elephants: A graduate student placed fruit in one of two buckets, then placed the buckets in front of an elephant and pointed to the one containing the fruit.

The elephants followed her pointed finger and chose the right bucket 67.5 percent of the time. Interestingly, primates and other animals have failed similar tests.



What did 16th century cartographers think about California?

Trivial Matters

1) What was "the Great Counting?"

- a) A census of the number of grains of sand on the Oregon coast
- b) A 1999 *Sesame Street* special starring Count Von Count
- c) The world's largest jelly bean counting contest
- d) A 1982 inventory of the Smithsonian collection

2) How did Ben and Jerry's protest a 2005 Senate vote to drill in the Arctic National Wildlife Refuge?

- a) Refusing to sell ice cream to the bill's supporters
- b) Making the world's largest Baked Alaska
- c) Creating a limited-time flavor: Drill-Free Arctic Fudge
- d) Offering a lifetime supply of ice cream to opponents

3) Which classic science fiction film was originally titled *Journey Beyond the Stars*?

- a) *Star Wars: A New Hope*
- b) *2001: A Space Odyssey*
- c) *Close Encounters of the Third Kind*
- d) *Alien*

4) What has not been nicknamed "the noble science?"

- a) Martial arts
- b) Fox hunting
- c) Boxing
- d) Cancer research

5) What did 16th century cartographers think about California?

- a) It was an island
- b) It didn't exist
- c) It was populated by giant snakes
- d) It was part of India

—from *mental_floss*

Answers: 1) d 2) b (At 900 lbs., it was plopped in front of the Capitol.) 3) b 4) d 5) a



Eye Physicians of Austin

Design Team

Sixthriver Architects
Prossner & Associates, Civil
Haynes Whaley Associates, Structural
Bay & Associates, MEP

"Raymond Construction was very attentive and responsive to our needs and any issues were addressed immediately and respectfully."

—Teri Deabler
Practice Administrator

Questions?

Visit www.raymondconstruction.com or contact:

Dallas: 972-980-4404

Charles Raymond, President
craymond@raymondconstruction.com or
David Schlimme, Senior Vice President
dschlimme@raymondconstruction.com

Austin: 512-335-1130



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4407 North Beltwood Pkwy., Suite 106
Dallas, TX 75244
www.raymondconstruction.com



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